

Diversity

A Business Imperative

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BJC IN CONTEXT

From late to integrate to leader in diversity

Duke University Health System is challenged – and changes.

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MONSANTO



'A clear business case for diversity'

Reuben A. Shelton, senior counsel for litigation at Monsanto Company, says a global company has no choice but to diversify.

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CASINOS

Missouri casinos folding on diversity

Since 2008, none of the casinos have made substantial progress in making their employees, management teams or suppliers more diverse.

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HYATT REGENCY

Religious diversity is good for group sales

Jacque Woods, primary market sales manager for Hyatt Regency St. Louis, is a member of the First Baptist Church of Chesterfield.

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Photo by Wiley Price

Mishelle Wallace is one of a number of minority females working on the Mississippi River Bridge project. The bridge is set to open in 2014.

Bridge of inclusion

MoDOT: bridge project has 22 percent minority workforce

By Rebecca S. Rivas
Of The St. Louis American

Lynette Bryant pulled out her iPhone and searched for a video of her roller-skating. She's one of the best rollerskaters in town, she said.

In the video, she's wearing a cute pair of jeans and fitted red T-shirt. Skating backwards, she was prepping to do a back flip and then land in the splits, but too many people were in her way.

No one would ever guess that Bryant works 10-hour days, surrounded by water, welding and build-

ing the bases for the Mississippi River Bridge. She's the only female

– Gregory Horn,
project director, Mississippi
River Bridge Project

carpenter working in her area, and she's been in the construction field for more than 14 years. Prior to this, she was a licensed practical nurse.

"I wish I knew about this fresh out of high school," she said. "I'm 11 years behind. I work with a lot of nice guys. I wouldn't be where I am today without them showing me things."

The new Mississippi River Bridge is the first bridge built connecting downtown St. Louis and southwestern Illinois in more than 40 years. Currently, the only urban interstate bridge between Illinois and Missouri is the Poplar Street Bridge, and it's

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Diversity goes global

Arnold Donald says blacks are competing with the world for executive positions

By Chris King
Of The St. Louis American

As Arnold Donald prepares for the 25th anniversary gala of the Executive Leadership Council, he is ready to celebrate what he describes as "25 years of progress in corporate America" for African Americans.



But as president and CEO of a membership-based organization for African-American senior executives of Fortune 500 companies, he also is braced to look at the progress that remains to be made, in terms of representation of blacks at the highest executive levels at the most powerful companies.

"In reality, the gaps are severe," Donald told *The American*. "And there are real challenges that make the task more difficult." Those "real challenges" fall under the category of globalization. "A majority of firms are showing growth, not in the U.S. but in Asia or Latin America and in some cases India or Eastern Europe," Donald said.

– Arnold Donald

"And with that growth, they need to represent those markets. There is pressure – naturally – for corporate

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BJC in Context

INSTITUTIONALIZING DIVERSITY

Though weak on minority inclusion in leadership, BJC works to change

By Sandra Jordan
Of The St. Louis American

BJC HealthCare is one of the largest nonprofit healthcare systems in the U.S. and is the largest private employer in the St. Louis region. It serves residents primarily in the St. Louis metropolitan area, including portions of southern Illinois and mid-Missouri. The shining jewel in its healthcare crown is Barnes-Jewish Hospital in St. Louis. Barnes-Jewish is one of the top hospitals in the nation, ranking 11th

nationally and No. 1 as Best Metro Hospital by the U.S. News & World Report newsmagazine.

Area demographics

St. Louis is the second most populous city in Missouri, with the St. Louis metropolitan area including the city, St. Louis County and surrounding areas and counties in eastern Missouri and southern Illinois.

2010 U.S. Census data indicate an 8.3 percent

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Photo by Wiley Price

Michelle O'Kain, nurse manager of the cardiac department at Barnes-Jewish Hospital (right), talks with Marlo Williams, the lead charge nurse of the department.