

Are you ready to start your Nursing career? Applications will be accepted for our Spring, 2023 New Graduate RN Residency Program. [Read more](#)

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Diversity, Equity, and Inclusion



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Creating limitless possibilities for everyone

At Rady Children's, we are a collaborative, passionate team that comes together to ensure that every patient receives the highest quality of care. Through our commitment to advancing diversity, equity and inclusion (DEI), we're cultivating an even more welcoming environment. By incorporating DEI as the foundation, we are working to create an environment where people feel celebrated for their differences and are inspired to utilize their strengths to reach their full potential. Ultimately, that's what makes working at Rady Children's so rewarding.



A word from our Chief Diversity & Inclusion Officer

"Rady Children's is taking action to become a more diverse and inclusive workplace and continually build on our human-centered culture of compassion and care. We know that when it comes to fostering diversity, equity, inclusion and accessibility, everybody has a role and every voice matters. We are committed to learning, engaging, adapting and taking necessary action to drive meaningful change.

"In 2023, we are dedicated to recruit, develop and retain diverse candidates and team members and create a space where everyone can find connection and belonging. We are strengthening our DEI Council, forming new Team Resource Groups and championing a purpose-driven DEI strategy and multi-year plan with the goal of fostering joy, innovation and collaboration in order to continue providing high-quality, equitable care to our patients and families."

Nancy Maldonado
Chief Diversity & Inclusion Officer

"We are committed to learning, engaging, adapting and taking necessary action to drive meaningful change."

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Our DEI Council

Our commitment to diversity and inclusion ensures that the perspectives and priorities of all people are reflected in our organization's goals. As such, we formed the Diversity, Equity and Inclusion (DEI) Council to take meaningful actions to best advance diversity, equity, inclusion, belonging and accessibility across our organization. Our DEI Council also established five committees to reinforce our commitment to support our diversity efforts.

The five committees:

- Equitable Patient Care and Access
- Team Resources Groups (TRGs)
- Culture and Communication
- Recruitment, Hiring and Retention
- Training and Development



The actions and goals of the DEI Council are guided by the Mission Statement:

"To advance diversity, equity and inclusion (DEI) throughout Rady Children's so that all feel respected and valued for their unique set of experiences and contributions toward every patient receiving the highest quality care."

"As a DEI Council, we will collaborate with Rady team members to cultivate a sense of belonging by celebrating our differences, utilizing our strengths and recognizing opportunities for growth. We will create innovative DEI recommendations that position Rady Children's as a leader and exemplar in health equity and access to healthcare."

Team Resource Groups (TRGs)

At Rady Children's, you'll find Team Resource Groups (TRGs) that serve as safe spaces to share unique experiences, learn and be a part of problem solving and further creating a workplace culture where everyone feels welcomed and accepted. TRGs are open to all Rady Children's team members and offer an opportunity to connect with others, participate in personal and professional development, and inform more equitable outcomes across our organization.



A force for good in our communities

Our commitment to Diversity, Equity and Inclusion extends beyond our workplace. As a Rady Children's team member, you'll have the opportunity to join us in giving back to our communities and society.

[Learn how we're supporting our communities](#)

<p>Center for Gender-Affirming Care</p> <p>Learn more</p>	<p>Center for Healthier Communities</p> <p>Learn more</p>	<p>Alexa's PLAYC</p> <p>Learn more</p>
<p>The Autism Discovery Institute</p> <p>Learn more</p>	<p>Transforming Mental Health, CAPS, MBU, Psych ED, Child Life</p> <p>Learn more</p>	<p>Vaccine Clinics</p> <p>Learn more</p>
<p>International Services</p> <p>Learn more</p>	<p>Spiritual Services</p> <p>Learn more</p>	<p>Pride Parade</p> <p>Learn more</p>
<p>Harvey Milk Diversity Breakfast</p> <p>Learn more</p>		

Where your differences are celebrated and accepted



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In addition to searching careers at Rady Children's, you may review open positions at [Children's Physician Medical Group](#) and [Rady Children's Physician Management Services](#).

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Customer Service & Referrals: 800-788-9029

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Rady Children's Hospital-San Diego is committed to hiring and retaining a diverse workforce. We are an Equal Opportunity/Affirmative Action Employer and will consider all qualified applicants for employment without regard to race, color, religion, religious creed, ancestry, gender, pregnancy, sex, sexual orientation, transitioning status, gender identity, gender expression, national origin, age, genetic information, military and veteran status, marital status, medical condition, mental disability, physical disability, or any other basis protected by local, state, or federal law. EEO is the law. We also prohibit compensation discrimination under all applicable laws.

To learn more, [click here](#).

We endeavor to make the online job application process accessible to any and all users. If you have a disability that impacts your ability to complete the job application process and would like to request assistance or a reasonable accommodation, please contact 858-966-7240, or click [Recruiters@rchsd.org](#). This contact information is for accommodation requests only, not to inquire about the status of applications.



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Nancy Maldonado
Chief Diversity & Inclusion Officer

"To know that diversity, equity and inclusion are part of Rady Children's strategic plan gives me a great sense of purpose and belonging. It inspires me to give my best every single day."

Jason Scott
Managed Care Operations

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[Learn how we're supporting our communities](#)

Center for Gender-Affirming Care

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Center for Healthier Communities

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Alexa's PLAYC

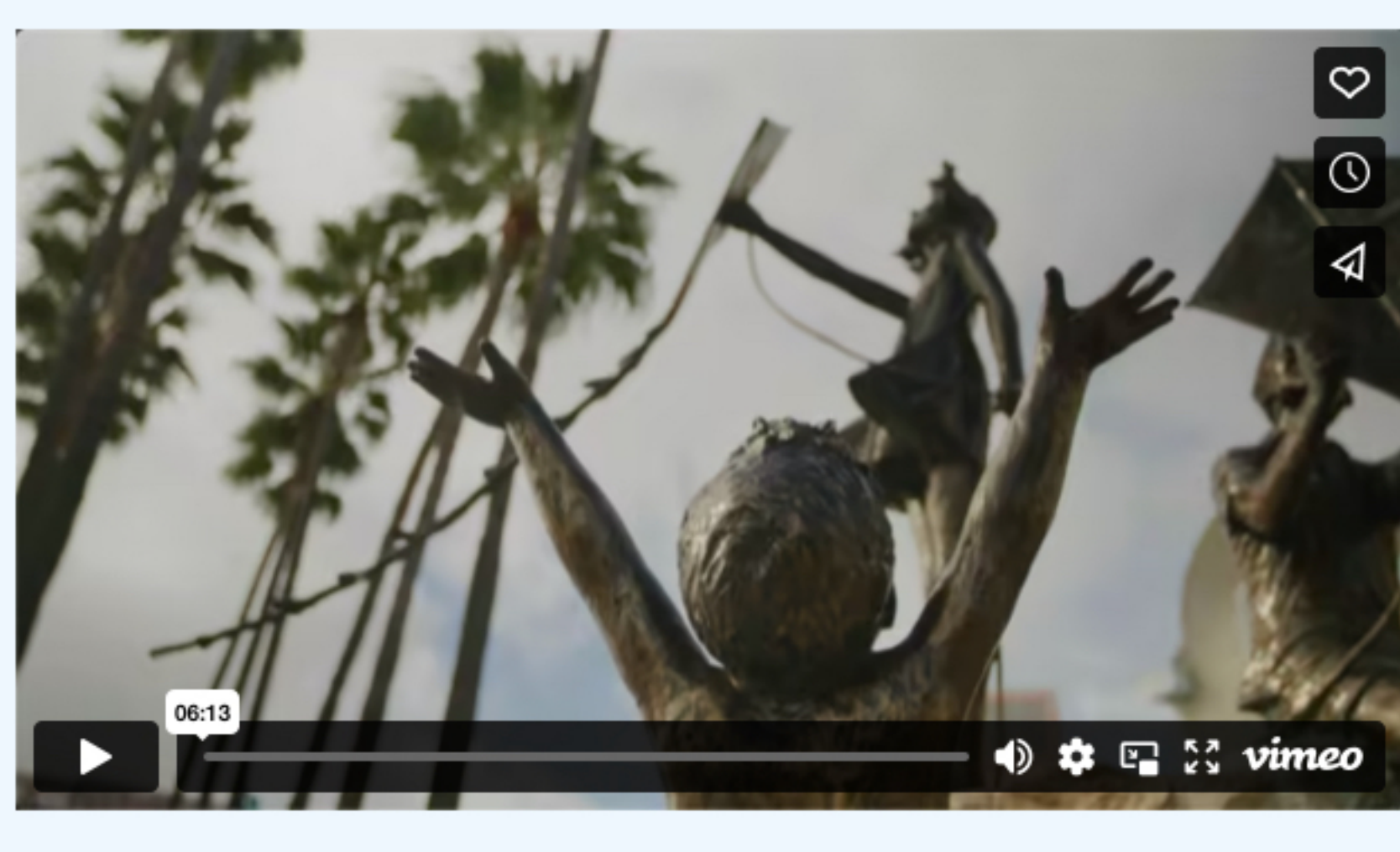
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Center for Gender-Affirming Care

At the Center for Gender-Affirming Care, our mission is to provide comprehensive, compassionate, evidence-based care and support to transgender and non-binary youth and their families. Through a multidisciplinary family systems approach, we bring together mental health professionals, endocrinology and adolescent medicine to provide comprehensive care.

Hear from our patients and family members firsthand about their warm and welcoming experience at the Center for Gender-Affirming Care

[Learn more about our services](#)



The Autism Discovery Institute

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Transforming Mental Health, CAPS, MBU, Psych ED, Child Life

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“ I want to be part of a company that acknowledges and recognizes the authentic self of each person as a whole. It’s exciting to be a part of something that strives for inclusion at all levels and continuously re-evaluates what it means to be truly diverse and equitable. ”

Amy Oh
Alexa's PLAYC

