

## **James Burroughs, Chief Equity and Inclusion Officer**



James Burroughs is the chief equity and inclusion officer for Children's Minnesota. This is a newly created position at Children's, and is designed to help the nation's 7<sup>th</sup> largest pediatric health system advance equity and inclusion in all parts of the organization. This includes delivering equitable, quality care for patients and their families, fostering a culture of inclusion in which all employees can be their full selves and ensuring that community members from all walks of life feel like valued partners.

James' key focus areas include patient quality initiatives, employee recruitment and retention strategies, and organizational culture. His work also focuses on increasing financial investment and spend with diverse businesses and supporting initiatives that address the social determinants of health for patients and families.

James has more than 25 years of experience in the areas of nonprofit management, equity, diversity, inclusion, as well as employment law. He has an extensive background in developing workplace equity, diversity and inclusion training; creating policies and procedures that promote hiring and retention of employees of color; and forging robust partnerships with communities of color and other diverse demographics.

Most recently, he served in the Office of Minnesota Gov. Mark Dayton, where he was the State of Minnesota's first chief inclusion officer. James began his career as an attorney, holding faculty roles at Hamline University's School of Law and the University of Minnesota's School of Law. He practiced law at the United States Office of the Federal Defender and Dorsey & Whitney LLP. He also has a background in education, holding leadership roles at Summit Academy as the chief operating officer and general counsel, as well as Minneapolis Public Schools as the executive director for the Office of Equity and Inclusion.