



## CONSUMERS' RESEARCH Consumer Warning

## WOKE HOSPITALS: EMBRACING POLITICAL PRIORITIES AHEAD OF PATIENT CARE

A closer look at how nonprofit hospitals in the United States have diverted vital resources away from patients and medical-centered functions to fund and oversee ideological projects involving race, sexuality, and environmentalism.

**WARNING:** U.S. consumers should be aware that many nonprofit hospital systems have leveraged taxpayer dollars to advance controversial political and social causes. Instead of lowering costs and passing savings onto patients, hospitals have spent considerable money, time, and manpower pursuing a partisan agenda pertaining to Diversity, Equity, and Inclusion (DEI), radical gender ideology, and climate activism. This report examines five of these “woke” hospital systems and the specific ways in which they have opted to engage in various forms of progressive activism unrelated to – and in some cases at odds with – their core missions as healthcare providers. Each of them is a tax-exempt beneficiary receiving numerous funding streams and benefits from the federal government

### HOSPITAL PROFILES:



#### Cleveland Clinic

**Industry:** Health System  
**Founded:** 1921  
**Headquarters:** Cleveland, OH  
**CEO:** Tomislav Mihaljevic, MD  
**CFO:** Dennis Laraway  
**2024 Total Revenue:** Nearly \$16 billion



**CEO Tom Mihaljevic**

Cleveland Clinic is a nonprofit health system that operates in Ohio, Florida, and Nevada, and has international locations in Canada, England, and the United Arab Emirates.<sup>1</sup> In 2024, it generated nearly \$16 billion in revenue, exceeding its projections.<sup>2</sup> In 2023, CEO Tom Mihaljevic was paid more than \$7 million in compensation.<sup>3</sup> According to him, “healthcare is only part of our mission.”<sup>4</sup>

## DIVERSITY, EQUITY, AND INCLUSION (DEI)

Cleveland Clinic has demonstrated in word and deed that DEI is one of its top priorities, including potentially unlawful race-based health programs. The health system touted the need to address “long-standing structural racism” and publicly supported the City of Cleveland’s 2020 Resolution declaring racism a “public health crisis.”<sup>5</sup>

In 2020, Cleveland Clinic joined a coalition designed to create a million jobs for a single racial group.<sup>6</sup> In a public statement it said it was “committed to addressing structural racism and bias in our community.” CEO Tom Mihaljevic added: “Employment is a major determinant of health that is undermined by racial disparities,” making the tortured argument that racial preference in hiring was somehow about health.

In 2022, Cleveland Clinic hired Jacqui Robertson to serve as Chief of the Office of Diversity & Inclusion.<sup>7</sup> The following year, in an interview titled, “We Must Be Empathetic to Be Inclusive,” Robertson spoke of “embedding diversity and inclusion in all of our processes and all of our practices,” adding: “I don’t believe that diversity and inclusion should ever be a standalone strategy. It has to be embedded in everything that we do...”<sup>8</sup>

1. [International Hospital Federation: Cleveland Clinic, USA Cleveland Clinic: State of the Clinic: In 2024, Cleveland Clinic Serves Most Patients in Its History](#)
2. [ProPublica: Cleveland Clinic Foundation](#)
3. [Cleveland Clinic: Sustainability & Global Citizenship Report 2023](#)
4. [Cleveland Clinic: Cleveland Clinic Supports Cleveland City Council Resolution Declaring Racism a Public Health Crisis](#)
5. [Cleveland Clinic: Cleveland Clinic Joins Coalition to Create One Million Jobs for Black Americans](#)
6. [Cleveland Clinic: Cleveland Clinic Appoints Jacqui Robertson as Chief of Diversity and Inclusion](#)
7. [Cleveland Clinic: We Must Be Empathetic to Be Inclusive](#)
- 8.

In its pursuit of DEI conformity, Cleveland Clinic established “Diversity Councils” and identity-based “Employee Resource Groups.”<sup>9</sup> Under this regime, “Diversity Coordinators” collaborated quarterly with the Office of Diversity & Inclusion to provide consistent feedback to the Executive Diversity, Inclusion and Racial Equity Council.

The Executive Diversity, Inclusion and Racial Equity Council was created to “examine and promote policies to eliminate racism, bias and health disparities.”<sup>10</sup> One year it “met with over 50 thought partners and leaders across the organization, and consulted over 100 benchmarking data sources to develop new initiatives in the DEI space.”<sup>11</sup> Altogether, Cleveland

Clinic constructed an elaborate and expensive apparatus committed to a social engineering project divorced from patient care.

Under the Office of Diversity & Inclusion, Cleveland Clinic proudly offered “diversity pipeline talent management” and built relationships with Historically Black Colleges & Universities (HBCU) and Hispanic-Serving Institutions (HSI) in order to recruit candidates for employment preferred under its DEI regime.<sup>12</sup>

In 2024, Cleveland Clinic was accused of engaging in race-based discrimination against patients in two healthcare programs: the Minority Stroke Program and the Minority Men’s Health Center.<sup>13</sup> The complaint alleged the clinic prioritized different patients and administered care based on skin color.

## CLIMATE ACTIVISM

In 2016, Cleveland Clinic launched the “largest green revolving fund in healthcare,” pledging \$7.5 million annually towards greening initiatives.<sup>14</sup> The Clinic proclaimed that “healthcare and decarbonization are intertwined” and that it is working to “cement itself as a leader in decarbonization.”<sup>15</sup>

The Clinic’s commitment endured. In a 2023 letter to Clinic patients, caregiver’s, and community members, CEO Tom Mihaljevic wrote:

“We must operate in sustainable ways that are good for our planet. We must embrace diversity, champion human rights and lead with humility and inclusiveness....

Our sustainability program is setting an example for healthcare organizations. Its many achievements include decreasing our direct and indirect carbon emissions by more than 20%, tripling our recycling rate and earning green building certification across our global footprint. Our ultimate goal is to be carbon neutral by 2027 by further reducing emissions, being more energy efficient and sourcing renewable energy. We also are working to significantly reduce water use, obtain food from local and/or sustainable sources, and divert 100% of our nonhazardous waste from landfills by 2027.”<sup>16</sup>

According to Cleveland Clinic’s 2023 Sustainability & Global Citizenship Report, climate action is a top priority for the hospital system.<sup>17</sup> It has 29 “enterprise green teams” that “champion sustainability efforts” at hospitals and health centers, along with working groups focused on “integrating sustainable practices into our operating rooms, clinical practice and research, laboratories and pharmacies.”<sup>18</sup>

Cleveland Clinic’s commitment to aggressive climate goals also includes “greening its operating rooms,” which the system believes are “ground zero for the healthcare sector’s adverse environmental effects.”<sup>19</sup> In pursuit of a “net zero” carbon footprint, the Clinic has formed partnerships with organizations promoting aggressive climate restrictions.<sup>20</sup> Among these is the “Better Climate Challenge,” a Biden-era Department of Energy initiative.<sup>21</sup>

In 2022, Cleveland Clinic joined the National Academy of Medicine’s Climate Collaborative to strengthen the healthcare sector’s commitment to climate activism.<sup>22</sup> The Clinic was also a member of Health Care Without Harm’s Climate Council.<sup>23</sup>

9. [Cleveland Clinic: Resources for Employees](#)

10. [Cleveland Clinic: Progress in Community and Global Citizenship, 2022](#)

11. [Cleveland Clinic: Progress in Community and Global Citizenship, 2022](#)

12. [Cleveland Clinic: Resources for Students](#)

13. [National Review: Cleveland Clinic Accused of Creating ‘Racial Dichotomy’ in Minority Medical Programs: Cleveland Clinic: Minority Stroke Program: Cleveland Clinic: Minority Men’s Health Center](#)

14. [Cleveland Clinic: Cleveland Clinic Establishes Largest Green Revolving Fund in Healthcare](#)

15. [Better Buildings: Season 2, Episode 2: Cleveland Clinic | Better Climate Challenge Road Show](#)

16. [Cleveland Clinic: Sustainability & Global Citizenship Report 2023](#)

17. [Cleveland Clinic: Sustainability & Global Citizenship Report 2023: Cleveland Clinic: Sustainability](#)

18. [Cleveland Clinic: Environment](#)

19. [Cleveland Clinic: How Cleveland Clinic Is Greening Its Operating Rooms](#)

20. [Cleveland.com: Cleveland Clinic and Cleveland-Cliffs pledge to reduce their carbon footprint](#)

21. [Better Buildings: Better Climate Challenge](#)

22. [Cleveland Clinic: Climate Resilience](#)

23. [Cleveland Clinic: Climate Resilience](#)

Currently, Cleveland Clinic partners with Practice Greenhealth, an organization that “offers information, best practices, and solutions for greening the many facets of the health care industry.”<sup>24</sup> Together, they have contributed to Ecochallenge.org, a leftist platform created to “help people of privilege to change their mindsets

and actions for a better world.”<sup>25</sup> Under its “Justice + Equity Vision,” the group states: “To achieve our mission, we commit to broadly apply an anti-racist, anti-bias equity framework” by promoting strict DEI and ESG (environmental, social, and governance) rules and programming.<sup>26</sup>

## GENDER IDEOLOGY

Cleveland Clinic has aligned itself with proponents of radical gender ideology and performed hundreds of irreversible treatments and procedures on children.<sup>27</sup>

When the Saving Adolescents from Experimentation (SAFE) Act was being considered by the Ohio General Assembly in 2023, Cleveland Clinic lobbied against the bill, which prohibits transgender procedures on minors.<sup>28</sup> Even though the legislation was signed into law, the Clinic still actively “supports transgender youth and their families as they explore their options.”<sup>29</sup>

Cleveland Clinic has published numerous transgender-related articles focused on underage children, including highly controversial and widely disputed claims such as: young kids are not too young to question their genders; puberty blockers for pre-teens are appropriate; and hormone therapy actually has “a positive impact” on youth struggling with body image.<sup>30</sup>

As recently as December 2024, Cleveland Clinic opened a new facility in Florida designed exclusively for LGBTQ patients to receive “inclusive” transgender services.<sup>31</sup>

24. [\*Practice Greenhealth: One healthcare ecochallenge: An employee engagement opportunity to build healthy & sustainable habits; Practice Greenhealth: Topics and Initiatives\*](#)
25. [\*ecochallenge dot org: a vision for justice + equity\*](#)
26. [\*ecochallenge dot org: a vision for justice + equity\*](#)
27. [\*Stop The Harm Database: State Breakdown - Ohio\*](#)
28. [\*Joint Legislative Ethics Committee: Employer Legislative Activity & Expenditure Report\*](#)
29. [\*Cleveland Clinic Children's: Gender Understanding, Identity and Expression \(GUIDE\)\*](#)
30. [\*Cleveland Clinic: How To Support a Child Who's Questioning Their Gender Identity; Cleveland Clinic: What Are Puberty Blockers?; Cleveland Clinic: Gender-Affirming Hormone Therapy Improves Body Dissatisfaction in Youth\*](#)
31. [\*Cleveland Clinic: Cleveland Clinic Is Set To Open Broward County's First Health Clinic Designed To Exclusively Serve The LGBTQ+ Community; American Hospital Association: Inclusive health care: Cleveland Clinic Weston launches LGBTQ+ clinic\*](#)



### **Vanderbilt University Medical Center**

**Industry:** Health System  
**Founded:** 1874  
**Headquarters:** Nashville, TN  
**CEO:** Jeffrey Balser  
**CFO:** Cecelia B. Moore  
**2023 Total Revenue:** \$6.9 billion



**CEO Jeffrey Balser**

Vanderbilt University Medical Center (VUMC) is one of the top research hospitals in the United States and relies heavily on federal funding and grants from the National Institutes of Health (NIH). In 2024, the system received \$468 million in NIH grants for medical research, the second most in the country. In 2023, CEO Jeffrey Balser was paid more than \$6.9 million in compensation.<sup>32</sup>

## **DIVERSITY, EQUITY, AND INCLUSION (DEI)**

After President Trump issued an executive order ending federal funding for entities that support DEI initiatives, VUMC began removing or restricting access to many of its DEI-related webpages. But DEI has been embedded in VUMC's programs for years.<sup>33</sup>

For example, VUMC operated an Office of Inclusion and Health Equity designed to provide a "safe space" within the hospital system, merging with the VUMC Office of Diversity and Inclusion in May 2024.<sup>34</sup>

Training on "bias" and "cultural competency" was required for VUMC employees, as outlined by the Office of Inclusion and Health Equity.<sup>35</sup> Notably, prior to the removal of its DEI webpages, VUMC listed 23 "unconscious bias training facilitators" responsible for devising workshops aimed at exploring the roots of unconscious biases.<sup>36</sup>

VUMC's Emergency Medicine Department featured a Diversity, Inclusion & Wellness Office co-led by two directors of "Inclusion, Diversity, Equity, and Anti-Racism."<sup>37</sup> In January 2025, VUMC's Psychiatry Department hosted a webinar addressing "The War on DEI," identifying racism, sexism, caste systems, and nationalism as significant barriers to DEI objectives.<sup>38</sup>

The Psychiatry Department also conducted annual lectures championing themes related to diversity, inclusion, and social justice. In June 2024, a lecture focused on "infusing DEI in our research programs."<sup>39</sup> The Radiology Department hosted its inaugural "DEI Week" in 2021, promoting the intersection of medicine and DEI and announcing a \$1 million endowment dedicated to DEI initiatives.<sup>40</sup>

VUMC secured NIH grant funding through May 2028 tied to the NIH's Faculty Institutional Recruitment for Sustainable Transformation (FIRST) program, which aims to foster "inclusive excellence" in biomedical research by prioritizing diversity over merit.<sup>41</sup> In 2023, equipped with NIH support, VUMC launched a \$17 million initiative

32. [Axios: Tennessee researchers, especially Vanderbilt, brace for NIH cuts: ProPublica: Vanderbilt University Medical Center](#)

33. [What Is Vandy Hiding: What is Vanderbilt University Medical Center Hiding?](#)

34. [Vanderbilt University Medical Center: Office of Inclusion and Health Equity](#)

35. [Vanderbilt University Medical Center: How to Access Curriculum](#)

36. [Vanderbilt University Medical Center: Unconscious Bias Training Facilitators](#)

37. [Vanderbilt Emergency Medicine: Diversity Inclusion & Wellness](#)

38. [Fox News: Major university medical center accused of hiding DEI programs, influential Senator calls them out](#)

39. [Twitter/X: Vanderbilt Psychiatry](#)

40. [Vanderbilt University Medical Center: Radiology Hosts DEI Week, Announces \\$1 Million Endowment](#)

41. [National Institutes of Health: Vanderbilt FIRST - Elevating Excellence and Transforming Institutional Culture: National Institutes of Health: Faculty Institutional Recruitment for Sustainable Transformation \(FIRST\)](#)

to hire, promote, recruit, and retain diverse biomedical researchers in advancement of DEI ideology.<sup>42</sup>

After Consumers' Research exposed how VUMC was covering up its longstanding DEI programs, U.S. Senator Marsha Blackburn wrote a letter to

Vanderbilt's President and CEO expressing "grave concern" that the hospital might simply be hiding its program and flouting President Trump's executive order.<sup>43</sup> In response, VUMC confirmed it was "eliminating" all DEI programs, but whether the organization has truly turned the page on DEI will bear out in coming months and years.<sup>44</sup>

## CLIMATE ACTIVISM

VUMC recently embarked on initiatives aimed at "decarbonizing radiology."<sup>45</sup> It hosted the inaugural Climate Action and Sustainability Summit in 2023, featuring speakers who discussed topics such as "climate change and infectious disease," "greening laboratory spaces," and strategies for assessing VUMC radiology's carbon footprint.<sup>46</sup>

VUMC claims that "climate care" is intrinsically linked to health care.<sup>47</sup> To minimize carbon emissions, the system began factoring "carbon cost" alongside traditional financial expenditures. During a seminar addressing "health equity," a VUMC employee argued that climate change could contribute to the rise of cancer and other diseases.<sup>48</sup>

## TRANSGENDER PROCEDURES ON MINORS

In 2018, VUMC opened the Clinic for Transgender Health, expanding services to encompass gender transition surgery.<sup>49</sup>

VUMC's Internal Medicine Residency Handbook contained a section on gender-change treatments that instructs practitioners to only use a patient's preferred pronoun and refers clinicians to World Professional Association for Transgender Health (WPATH) guidelines, which stated sex-change treatments are safe for minors at any age, even when the scientific evidence showed otherwise.<sup>50</sup>

In 2021, Dr. Cassandra Brady, the founder of the Vanderbilt Gender Clinic, testified before the Tennessee State Senate that the average age for initiating puberty blockers or hormone therapy is typically around 12 years old.<sup>51</sup> The following year, Dr. Brady confirmed that she provided "gender-affirming care" including said puberty blockers and hormone treatments to minor patients.<sup>52</sup> She warned that denying

access to such therapies could result in detrimental mental health outcomes and increased suicide rates. Dr. Brady oversaw more than 200 patients across multiple states.<sup>53</sup>

VUMC's Pediatric and Adolescent Transgender Health Department gave a presentation in 2021 about medical options for gender-questioning youth.<sup>54</sup> One of the three key objectives of the presentation was to "define options for affirmative care that are available to gender diverse youth who are considering or seeking a medical affirmation." It listed gender-change hormones and surgery as viable options for children.

In 2022, *The Daily Wire* exposed VUMC's transgender clinic for performing gender transition surgeries on children.<sup>55</sup> The outlet spotlighted remarks by Dr. Shayne Taylor asserting that such procedures were a "big money maker."<sup>56</sup> The following year, legislation prohibiting gender transitions for minors was enacted by the Tennessee state government.<sup>57</sup> In a case before the Supreme Court challenging

42. [Diverse Issues In Higher Education: Vanderbilt University to Launch \\$17-million DEI and Belonging Program for Biomedical Research Community](#)
43. [What Is Vandy Hiding: What is Vanderbilt University Medical Center Hiding?: United States Senate: Senator Blackburn's Letter to VUMC](#)
44. [The Vanderbilt Hustler: VUMC halts all diversity, equity and inclusion programs](#)
45. [Vanderbilt University: Philips and Vanderbilt University Medical Center unite to define roadmap for decarbonizing radiology](#)
46. [Vanderbilt University Medical Center: Inaugural Climate Action & Sustainability Summit](#)
47. [Vanderbilt University: Philips and Vanderbilt University Medical Center unite to define roadmap for decarbonizing radiology](#)
48. [NC Newswire: Vanderbilt Medical experts: Climate change affects health](#)
49. [The Vanderbilt Hustler: Vanderbilt Clinic for Transgender Health opens in Bellevue](#)
50. [Vanderbilt University Medical Center: Gender Affirming Care: The New York Times: Biden Officials Pushed to Remove Age Limits for Trans Surgery, Documents Show](#)
51. [Tennessee State Senate: Health And Welfare Committee - Hearing For SBO126 \(2021\)](#)
52. [PFLAG v. Greg Abbott: Expert Declaration Of Dr. Cassandra C. Brady, MD](#)
53. [PFLAG v. Greg Abbott: Expert Declaration Of Dr. Cassandra C. Brady, MD](#)
54. [Vanderbilt University Medical Center: PATH to Affirmative Medical Care for Transgender/Gender Diverse \(TGD\) Youth](#)
55. [Twitter/X: Matt Walsh](#)
56. [Twitter/X: Matt Walsh](#)
57. [U.S. v. Skrmetti](#)

the law, a spokesperson for VUMC declined to answer questions regarding the clinic's treatment of minors.<sup>58</sup> Dr. Taylor asserted that gender identity is a more important factor than genitals in determining the sex of a transgender patient.<sup>59</sup> She also stated that the term "biological sex" has "no place or meaning in either science or medicine."<sup>60</sup>

According to the nonprofit organization Do No Harm, VUMC has provided sex-change treatments to 33 minors since 2019, with 22 patients receiving irreversible body-altering surgery.<sup>61</sup>

VUMC previously awarded grants to a reproductive clinic in Memphis that assists LGBTQ+ youth in acquiring gender-change hormone therapy.<sup>62</sup> Following the implementation of Tennessee's new law, the clinic announced on its website that it now refers minors seeking such services to its affiliated clinic in Carbondale, IL, pending parental consent.<sup>63</sup>

## MORE LGBTQ+ ACTIVISM

VUMC established its "Program for LGBTQ Health" to "promote national leadership in providing excellent patient care, education, research, and advocacy for the LGBTQ community."<sup>64</sup> The program's mission focuses on addressing and

mitigating alleged disparities in healthcare for LGBTQ patients.<sup>65</sup> It includes an LGBTQ summer internship.

In 2019, VUMC hosted an event commemorating "Transgender Day of Visibility," which featured a screening and discussion of the documentary *American In Transition*.<sup>66</sup>

58. [U.S. v. Skrametti](#)

59. [U.S. v. Skrametti](#)

60. [U.S. v. Skrametti](#)

61. [Stop The Harm Database: State Breakdown - Tennessee](#)

62. [ProPublica: Vanderbilt University Medical Center: CHOICES Center for Reproductive Health: LGBTQ+ Health Services](#)

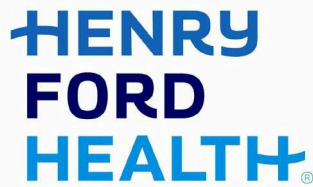
63. [CHOICES Center for Reproductive Health: LGBTQ+ Health Services](#)

64. [Vanderbilt University Medical Center: Program for LGBTQ Health](#)

65. [Vanderbilt University Medical Center: Program for LGBTQ Health](#)

66. [Vanderbilt University: Transgender Day of Visibility](#)





## Henry Ford Health

**Industry:** Health System  
**Founded:** 1915  
**Headquarters:** Detroit, MI  
**CEO:** Robert G. Riney  
**CFO:** Robin Damschroder  
**2023 Total Revenue:** More than \$7.8 billion



**CEO Robert Riney**

Robert G. Riney, CEO of Henry Ford Health (HFH), received an annual salary of more than \$4.4 million as of 2023. That year the hospital system took in revenues in excess of \$7.8 billion, more than half a billion dollars more than the operating expenses for the nonprofit.<sup>67</sup>

## DIVERSITY, EQUITY, AND INCLUSION (DEI)

HFH stated that diversity is the cornerstone of its health system, claiming that “diversity, equity, and inclusion are woven into the fabric of everything we do.”<sup>68</sup> The Henry Ford Physician Network (HFPN) stated that it is committed to “practicing diversity, equity, inclusion, and justice,” actively working to identify “implicit biases in our professional and personal interactions,” while “embracing multiculturalism.”<sup>69</sup>

In June 2020, HFH organized an outdoor demonstration in “solidarity for Black Lives Matter.”<sup>70</sup> In a statement, former HFH President & CEO Wright Lassiter III justified the surrounding violence, invoking language from civil rights leaders that it was “reflective of a nation that’s not listening” and that “a riot is the language of the unheard.”<sup>71</sup> He also reiterated his commitment to DEI, citing his participation in the “CEO Action for Diversity (D) and Inclusion (I) national effort.”

HFH has implemented extensive DEI training programs for its health system leaders, covering topics such as healthcare equity, culturally appropriate care, and unconscious bias.<sup>72</sup> The system stated in 2020 that it had developed an “array of programs and projects aimed at promoting diversity and social justice” and launched unconscious bias training for “leaders at every level.”<sup>73</sup>

As part of its commitment to DEI, HFH has aimed to increase engagement with “diverse suppliers,” which it believes will “further demonstrate diversity, equity, inclusion and justice in action.”<sup>74</sup> HFH defines “diverse” businesses as those majority-owned by “LGBTQ persons,” “minority persons,” individuals with disabilities, veterans, or women.<sup>75</sup>

HFH’s “Multicultural Dermatology Clinic” specializes in “cosmetic and medical issues unique to ethnic skin,” while its “Institute on Multicultural Health” aims to “achieve health equity for underrepresented racial/ethnic minorities, as well as other marginalized and underserved populations.”<sup>76</sup> HFH’s ophthalmology department and emergency department, along with the Henry Ford Wyandotte Hospital, sponsor scholarship programs that are limited to medical students from “underrepresented” groups.<sup>77</sup>

67. [ProPublica: Henry Ford Health System](#)

68. [Henry Ford Health: Diversity & Inclusion Information | Henry Ford](#)

69. [Henry Ford Health: Diversity, Equity, Inclusion and Justice](#)

70. [Henry Ford Health: Uniting for Black Lives](#)

71. [Henry Ford Health System: We Are For All](#)

72. [Henry Ford Health: Diversity & Inclusion Information | Henry Ford](#)

73. [ABC 7: Major Michigan hospitals support mandated implicit bias training](#)

74. [Henry Ford Health: Supplier Diversity](#)

75. [Henry Ford Health: Supplier Diversity Definitions](#)

76. [Henry Ford Health: Multicultural Dermatology Clinic: Henry Ford Health: Institute on Multicultural Health](#)

77. [Henry Ford Health: Underrepresented in Medicine Scholarship Program for Visiting Students: Henry Ford Health: Diversity Elective Scholarship Program: Henry Ford Health: Clinical Excellence through Diversity Scholarship](#)

Exclusionary “Employee Resource Groups” at HFH are in place for women, Hispanic/Latino, Middle Eastern, African American, and LGBTQ team members.<sup>78</sup>

Henry Ford’s DEI agenda is so egregious that a nonprofit legal group filed an official complaint with the Department of Health and Human Services (HHS) in April 2025 calling for an investigation.<sup>79</sup>

## GENDER IDEOLOGY

According to a March 2025 report, HFH confirmed to *The Daily Caller* that the hospital continues to offer “gender-affirming care” to minors.<sup>80</sup>

In October 2024, HFH delivered a presentation at a “transgender health fair” hosted by Transgender Michigan, which included discussions on navigating gender surgeries.<sup>81</sup> Briar Shannon, a Nurse Navigator with HFH’s “gender affirming surgical services,” presented at the fair.<sup>82</sup>

In 2020, HFH published insights from pediatrician Maureen Connolly on “How to Support a Transgender Teen,” suggesting that gender identity exploration is normal during adolescence.<sup>83</sup> In 2021, she testified against a bill that would prohibit biological men from competing on women’s high school sports teams.<sup>84</sup>

HFH claimed via its official X account in 2021: “When transgender teens aren’t allowed to transition, they may suffer from depression, anxiety or self-harm.”<sup>85</sup>

The health system provides a menu of transgender services on its website, including surgical options such as facial feminization surgery and top surgeries, as well as nonsurgical procedures like hormone therapy, voice therapy, and laser hair removal.<sup>86</sup>

HFH actively facilitates access to puberty blockers, hormones, passport or ID change letters, and referrals for additional “transgender-specific” services for minors.<sup>87</sup>

In 2016, HFH partnered with the Ruth Ellis Center to provide gender-transition treatments to “runaway, homeless, and at-risk” transgender youth.<sup>88</sup> By 2022, the partnership had expanded to serve more than 700 LGBTQ+ patients, including 429 young adults.<sup>89</sup>

According to Do No Harm’s database, HFH has treated at least 63 sex-change patients who were minors, including eight patients who underwent surgery.<sup>90</sup>

78. [Henry Ford Health: Employee Resource Groups \(ERG\)](#)

79. [Fox News: ‘Woke’ hospital could be in crosshairs of Trump admin after scathing complaint alleges DEI discrimination: America First Legal: America First Legal Files Federal Civil Rights Complaint Against Henry Ford Health for Unlawful DEI Practices in Patient Care, Employment, and Clinical Training](#)

80. [The Daily Caller: EXCLUSIVE: Children’s Hospitals Continue Offering Sex Changes After Trump Moved To Defund Procedures](#)

81. [Pride Source: Visit a Halloween Market, Attend LGBT Detroit Gala, Go to a Transgender Health Fair, Play Minecraft](#)

82. [Transgender Michigan: Transgender Health Fair Workshop Center](#)

83. [Henry Ford Health: How To Support A Transgender Teen](#)

84. [Michigan Advance: ‘Biological females are one of our nation’s greatest treasures,’ says backer of anti-trans sports bill](#)

85. [Twitter/X: Henry Ford Health](#)

86. [Henry Ford Health: Transgender Health Services](#)

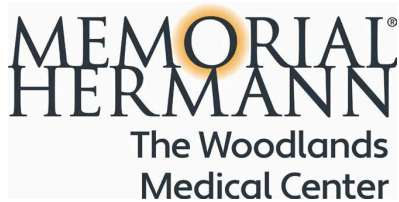
87. [Henry Ford Health: Primary Care](#)

88. [MLive: Henry Ford Health System offers care to LGBT youths at Detroit-area shelter](#)

89. [Michigan Health & Hospital Association: 2023 Ludwig Nominee: Health Equity for LGBTQ+ Young People: A Collaboration between Henry Ford Health and Ruth Ellis Center](#)

90. [Stop The Harm Database: State Breakdown - Michigan](#)





**Memorial Hermann  
Health System**

**Industry:** Health System  
**Founded:** 1907 (as Memorial Healthcare System; merged with Hermann Healthcare System in 1997)  
**Headquarters:** Houston, TX  
**CEO and President:** David Callender, MD  
**CFO:** Alec King  
**2023 Total Revenue:** More than \$7.8 billion



**CEO David Callender**

Memorial Hermann Health System is a large network of 17 hospitals and several healthcare facilities based in Texas. The system saw more than \$7.8 billion in revenue during the 2022-2023 fiscal year, ending with \$6.5 billion in net assets.<sup>91</sup> As of 2023, Memorial Hermann Health System CEO and President David Callender receives an annual salary of around \$4 million.

## DIVERSITY, EQUITY, AND INCLUSION (DEI)

Memorial Hermann Health System has made a point of referring to its DEI efforts as Equity, Diversity, and Inclusion (EDI) so it can “lead with equity.”<sup>92</sup> In the words of CEO David Callender: “As a mission-driven organization, we have a responsibility to help drive health equity in our communities by supporting policies and implementing practices to help remove structural barriers to equal care for all.”<sup>93</sup>

Memorial Hermann maintains that “health equity” is paramount.<sup>94</sup> The system has stated its intention of embedding EDI practices at the core of its mission and vision and believes overcoming “historical and contemporary injustices” is critical.<sup>95</sup>

In 2021, Memorial Hermann began providing EDI training to “equip leaders with the knowledge, resources and skills necessary to help promote equity, celebrate diversity and foster inclusion.”<sup>96</sup> A “Culture Committee” and “EDI Champion” was instituted at each of the system’s campuses and business units.<sup>97</sup>

Also in 2021, Memorial Hermann became the first health system in Houston to sign the Greater Houston Partnership’s Racial Equality Principles.<sup>98</sup> Two years later, it participated in the #123forEquity Campaign to eliminate healthcare disparities through DEI initiatives.<sup>99</sup>

Memorial Hermann is a member of the Healthcare Anchor Network (HAN), with which it launched a supplier diversity program in 2022.<sup>100</sup> The hospital system uses its resources to collaborate with HAN on EDI investments and initiatives throughout the Houston community and received the Vizinet Supplier Diversity Excellence Award in 2024.<sup>101</sup> That same year, it was recognized by the Houston Business Journal as an “Outstanding Diverse Organization for excelling in promoting #equity, #diversity and #inclusion within our #workforce and #community engagement practices.”<sup>102</sup>

91. [ProPublica: Memorial Hermann Health System 2023 Audit](#)

92. [Memorial Hermann: Insights, Outlook on Health Care in Houston Perceptions of Value and Equity in the Health Care Industry](#)

93. [Memorial Hermann: Insights, Outlook on Health Care in Houston Perceptions of Value and Equity in the Health Care Industry](#)

94. [Memorial Hermann: About You. For You. Advancing Health Equity.](#)

95. [Memorial Hermann: Equity, Diversity & Inclusion: Memorial Hermann: Insights, Outlook on Health Care in Houston Perceptions of Value and Equity in the Health Care Industry](#)

96. [Memorial Hermann: Our Journey](#)

97. [Memorial Hermann: Our Strategy](#)

98. [Memorial Hermann: Our Journey](#)

99. [Memorial Hermann: Our Journey](#)

100. [Memorial Hermann: Our Journey](#)

101. [Memorial Hermann: Environmental, Social and Governance Initiatives: Becker's Hospital Review: 9 hospitals, systems earn top Vizient award for supply, sustainability excellence](#)

102. [Twitter/X: Memorial Hermann](#)

From Memorial Hermann's now-deleted EDI webpage:

*In 2023, we launched two new programs for our employees: the Memorial Hermann Health Equity Forum, which hosted eight events that reached more than 820 employees and Safe Space conversations on health equity, social determinants of health and other EDI-related topics, reaching more than 720 employees across five events. Additionally, building on the foundation established in 2022, our eight Employee Resource Groups (ERGs) continued to provide a forum for employees, physicians and allies to work together with leadership to promote a culture where all are engaged and feel seen, heard and valued. We welcomed over 1,100 employees as members of our eight ERGs.<sup>103</sup>*

Memorial Hermann runs its DEI initiatives through the EDI Executive Council, which provided oversight and establishes a roadmap for the whole system.<sup>104</sup> The EDI Leadership Council, reporting to the Executive Council, manages three additional EDI councils: the Employer Council, the Health System Council, and the Community Council. This material was removed from the health system's website with no indication the program has stopped. Additionally, Memorial Hermann

has an Institute for the Advancement of Health Equity that was rebranded February 2025 as the Institute for Health Access and Engagement.<sup>105</sup>

To encourage "advancing equity, diversity and inclusion ... in addition to their regular job duties," Memorial Hermann established a "Spirit of EDI" award for employees who make exceptional contributions to promoting EDI.<sup>106</sup>

## GENDER IDEOLOGY

Memorial Hermann publicly claims not to offer gender-transition services to individuals under 18.<sup>107</sup> However, according to Do No Harm, Memorial Hermann Health System has reportedly performed 15 sex-change surgeries on minors and prescribed puberty blockers or hormone therapy to three children.<sup>108</sup>

The plastic surgery clinic at the University of Texas Health Science Center at Houston (UTHealth), located in the heart of Memorial Hermann Texas Medical Center, lists "gender affirmation" as one of its specialties.<sup>109</sup>

In October 2022, Texas Attorney General Ken Paxton initiated an investigation into Memorial Hermann over allegations of denying parents access to their teenage children's health records.<sup>110</sup> The health system later agreed to grant full electronic access, attributing the prior lack of access to technological issues.<sup>111</sup>

In April 2024, a traveling nurse filed a lawsuit against Memorial Hermann, alleging she was terminated for refusing to assist with a gender-transition surgery due to her religious objections.<sup>112</sup> According to her lawsuit, the nurse's refusal violated Memorial Hermann's DEI policies.<sup>113</sup>

103. [Memorial Hermann: Our Journey](#).

104. [Memorial Hermann: Environmental, Social and Governance Initiatives](#).

105. [Memorial Hermann: The Memorial Hermann Institute for the Advancement of Health Equity; Memorial Hermann: Health Access and Engagement](#)

106. [LinkedIn: Memorial Health](#).

107. [Houston Public Media: Humble ISD could scrap plan for free Memorial Hermann clinic over concerns about 'family planning' services, gender-affirming care](#).

108. [Stop The Harm Database: State Breakdown - Texas](#).

109. [McGovern Medical School: Plastic & Reconstructive Surgery](#).

110. [The Attorney General of Texas: Letter to Memorial Hermann Health System](#).

111. [Ken Paxton Attorney General of Texas: Attorney General Ken Paxton Secures Settlement with Memorial Hermann Health System to Ensure Parental Access to Children's Medical Records](#).

112. [Law360: Nurse Fired For Refusing Transgender Surgery, Bias Suit Says](#).

113. [Marshall v. Memorial Hermann Health System et al](#).



#### Johns Hopkins All Children's

<b>Industry:</b>	Hospital (part of Johns Hopkins health system)
<b>Founded:</b>	1926 (as the American Legion Hospital for Crippled Children)
<b>Headquarters:</b>	St. Petersburg, FL
<b>President:</b>	Alicia Schulhof
<b>CFO:</b>	Sherron Rogers
<b>2023 Total Revenue:</b>	\$702 million (Johns Hopkins: \$3.18 billion)



**President Alicia Schulhof**

Johns Hopkins, which is based in Maryland, has a location in Florida that exclusively treats children—the Johns Hopkins All Children's Hospital. Its President, Alicia Schulhof, was paid more than \$1 million in compensation in 2023.

## DIVERSITY, EQUITY, AND INCLUSION (DEI)

Johns Hopkins All Children's considers "diversity and inclusion" to be part of its founding values.<sup>114</sup> Its website includes a DEI-related land acknowledgment for the Native American tribes that once lived in the St. Petersburg area.

#### All Children's woke land acknowledgement:

*Our main campus in St. Petersburg, Florida, wishes to acknowledge and honor the Indigenous communities who lived and took stewardship of this land ... We honor and respect the enduring relationship that exists between these peoples and communities and this land, which serves as a foundation for our belief that everyone has a role in promoting diversity, inclusion and equity in health care, research and education.*

Following the death of George Floyd in June 2020, Johns Hopkins All Children's declared that "racism is a public health issue."<sup>115</sup> The hospital photographed its staff kneeling outside in honor of him and the Black Lives Matter movement and publicized it on social media.<sup>116</sup>

The Johns Hopkins Medicine "Equity Statement" encourages all individuals to promote DEI in health and actively work towards combating "negative biases."<sup>117</sup>

The Johns Hopkins Medicine Office of Diversity and Inclusion touts the importance of working toward "systemic culture change" to "address structural racism." It published a reading list that includes books such as *How to Be an Antiracist* by Ibram X. Kendi, Robin DiAngelo's *White Fragility*, and *The New Jim Crow* by Michelle Alexander, among many other politically-charged texts.<sup>118</sup> The Office argues that the deaths of Breonna Taylor and George Floyd in 2020 are tied to America's racist history going back to 1619.<sup>119</sup>

<sup>114</sup>. [Johns Hopkins All Children's Hospital: Diversity and Inclusion](#)

<sup>115</sup>. [Twitter/X: Johns Hopkins All Children's Hospital](#)

<sup>116</sup>. [Twitter/X: Johns Hopkins All Children's](#)

<sup>117</sup>. [Hospital Johns Hopkins Medicine: The JHM Equity Statement](#)

<sup>118</sup>. [Johns Hopkins Medicine: Suggested Reading List](#)

<sup>119</sup>. [Johns Hopkins Medicine: Context of 2020](#)

## GENDER IDEOLOGY

Johns Hopkins was the first hospital in the U.S. to offer transgender surgeries, doing so as early as 1966.<sup>120</sup> The transgender clinic, located in Maryland, reopened in 2017 after having closed in 1979, and offers surgeries along with hormone therapy, hair removal, and voice therapy.<sup>121</sup> In 1967, Johns Hopkins psychologist John Money convinced the family of David Reimer, whose genitals were severely damaged during a circumcision attempt, to raise Reimer as a girl.<sup>122</sup> Reimer eventually transitioned back to being a male as an adult, but faced lifelong mental health issues and committed suicide in 2004 at the age of 38.<sup>123</sup>

Johns Hopkins Medicine currently offers sex-change services for minors, although it claims that surgeries are not available to those under 18 years old.<sup>124</sup> Instead, for children and adolescents,

the hospital offers puberty blockers and hormone therapy.<sup>125</sup>

A spokesperson for Johns Hopkins All Children's stated in 2022 that children should have access to transgender procedures to improve their mental health.<sup>126</sup> The hospital stopped taking new patients under 18 for hormone therapy after the Florida state government implemented rules barring them from doing so, but they continued to prescribe it for existing patients and continued to assist with social transitioning.<sup>127</sup>

The Johns Hopkins All Children's website formerly included a page about children's gender and sexual development.<sup>128</sup> It referred to the "emotional and physical foundation for sexuality" among "infants, toddlers, preschoolers, and young school-aged kids."

## CONCLUSION:

### HOSPITALS PUSH POLITICAL AGENDAS WHILE RECEIVING FEDERAL FUNDING

Nonprofit hospitals highlighted in this report and across the U.S. receive millions of dollars in federal funding, government-mandated savings programs, and tax exemptions. This means taxpayers are often left footing the bill for hospitals' political activism.

Hospitals receive nonprofit, tax-exempt status on the basis that they provide a broader benefit to the community.<sup>129</sup> These health systems are able to couple their billions of dollars in tax savings with significant federal funding sources and government-mandated savings programs. These avenues for federal funding include Medicare and Medicaid payments and federal grants.

Nonprofit hospitals also leverage their position to receive multiple special designations through Medicare and Medicaid that allow them access to more taxpayer dollars while arguing against federal cuts to current revenue streams. These kinds of designations include access to government-mandated prescription drug discounts through the Health Resources & Services Administration's (HRSA) 340B Drug Pricing Program, which allows hospitals to purchase drugs at a significantly reduced rate without a requirement to pass the savings onto patients.

As outlined in this report, hospitals are taking advantage of their billions of dollars in tax breaks, federal funding, and mandated discount programs to fund frivolous projects outside the scope of patient care. Instead of passing benefits on to patients and lowering costs – as these programs intended, hospitals use these programs to fund political priorities outside of their core mission of providing high-quality care and benefiting their communities.

120. [National Library of Medicine: The Fall of the Nation's First Gender-Affirming Surgery Clinic](#)

121. [Johns Hopkins Medicine: A Bright New Start for Transgender Health](#)

122. [The Guardian: Being Brenda](#)

123. [The Guardian: Being Brenda](#)

124. [Johns Hopkins Medicine: Services and Appointments for Children, Adolescents and Young Adults](#)

125. [Johns Hopkins Medicine: Services and Appointments for Children, Adolescents and Young Adults](#)

126. [Tampa Bay Times: Some hospitals stopping treatment for transgender youth in Florida](#)

127. [Tampa Bay Times: How Florida clinics are treating transgender youth ahead of ban](#)

128. [Johns Hopkins All Children's Hospital: Understanding Early Sexual Development](#)

129. [Internal Revenue Service: Charitable hospitals - general requirements for tax-exemption under Section 501\(c\)\(3\)](#)

## HOSPITALS HIDE THE EVIDENCE

In recent months, hospitals have faced increased pressure from the Trump Administration and federal lawmakers to discontinue sex-change treatments, DEI programs, and non-medical ESG goals.<sup>130</sup> As a result, many hospitals are scrambling to delete, password-protect, and modify web pages that violate the Administration's guidelines. Therefore, much of the material highlighted in this report has already been scrubbed from hospital websites.<sup>131</sup> However, proof exists that hospitals are still pushing woke

ideology internally. For instance, earlier this year a whistleblower exposed Seattle Children's Hospital for renaming its DEI programs and scrubbing mentions of DEI from its website while not reforming any policies.<sup>132</sup> In the case of Cleveland Clinic, the hospital scrubbed webpages that touted its support for pediatric sex-change services after it was exposed by Consumers' Research for being the "wokest hospital in America."<sup>133</sup> Even though many hospitals have covered their tracks, these facilities continue to push left-wing political agendas behind closed doors—while enjoying taxpayer funding.

## PRICE GOUGING

At the same time hospitals put patients' medical well-being at risk by distracting themselves with political concerns, many are also harming patients' financial well-being by engaging in indefensible price gouging, often done by concealing the actual prices of services.

Lack of price transparency has left millions of U.S. healthcare consumers in the dark about the true costs of medical procedures and treatments and facing overwhelming bills they never anticipated. This not only creates financial stress but also undermines trust in the entire healthcare system. When hospitals fail to provide clear pricing

information, patients are unable to make informed decisions about their care and trapped by their own medical needs, especially when those needs are urgent or unexpected.

According to a recent survey, only 21.1% of hospitals nationwide are in full compliance with federal price transparency rules.<sup>134</sup> This means that the vast majority of hospitals and hospital systems are actively refusing to show patients full prices, leaving them extremely vulnerable to overcharges, hidden fees, and surprise bills.

According to the survey, each of the five hospital systems featured in this report are currently rated "non-compliant."<sup>135</sup>

130. [The White House: Ending Illegal Discrimination And Restoring Merit-Based Opportunity](#)

131. [The Daily Signal: EXCLUSIVE: Seattle Children's Hospital Renamed DEI Programs to Sidestep Trump, Employee Says](#)

132. [The Daily Signal: EXCLUSIVE: Seattle Children's Hospital Renamed DEI Programs to Sidestep Trump, Employee Says](#)

133. [Cleveland Clinic Exposed: Is Cleveland Clinic the wokest hospital in America?](#)

134. [Patient Rights Advocate.Org: 7th Semi-Annual Hospital Price Transparency Compliance Report: Centers for Medicare & Medicaid Services: Hospital Price Transparency](#)

135. [Patient Rights Advocate.Org: Seventh Semi-Annual Hospital Price Transparency Report November 2024](#)

## RISK AND RECOMMENDATIONS

Hospitals serve a crucial role in our communities, but no hospital has infinite resources. Every minute, every dollar, and every ounce of energy devoted to advancing the latest left-wing political orthodoxies is a minute, dollar, and ounce of energy not devoted to patients. At best, patient care is made more expensive; at worst, their lives are jeopardized when critical resources are sacrificed for other priorities.

**When hospitals choose to implement radical, partisan agendas rather than devoting all their resources to providing the best care at the best price, patients and our communities suffer. Consumers should be concerned that hospitals, like those outlined in this report, squander millions of taxpayer dollars each year on programs unrelated to patient care. Such cases demand government attention.**

### Risk to Consumers:

- Important medical institutions are being distracted from their basic responsibilities and putting patient health – *physical and financial* – at severe risk.
- Waste, fraud, and abuse of taxpayer dollars, federal funding, and government benefits on the prioritization of harmful political activism over patient care.
- Health systems with nonprofit status are expected to provide benefits to their community, including charity care and publicly reported community expenditures. With the prioritization of radical political ideology over patients, these hospitals may not be meeting the requirements of their tax-exempt status.

### Consumer Recommendations:

- Urge your federal representatives insist on greater scrutiny of all nonprofit hospital systems, including the systems' nonprofit statuses and federal funding, especially those health systems that clearly prioritize radical social activism over patient care.
  - Encourage Members of Congress to engage with the Executive Branch on this matter, including but not limited to DOGE, HHS, DOJ, and the IRS
- Request your Governor and state representatives hold hospitals accountable for prioritizing political activism over patients.
- Demand hospitals focus all of their efforts exclusively on the medical needs of patients and resist the trend of using resources to serve ideological agendas.