

**Sonja Boone, M.D.**

*Director of Diversity and Medical Director of Physician Recruitment*  
Northwestern Memorial Hospital

Dr. Boone is Director of Diversity and Medical Director of Physician Recruitment at Northwestern Memorial Hospital in Chicago, IL. Since she developed and implemented the Northwestern Memorial Hospital Medical Staff Diversity Initiative in 1999, she has helped to increase the Minority Medical Staff by over 170%, taking the underrepresented Minority-African American and Latino- medical staff from 2.7% of 1250 doctors to now 5.6% of 1500 doctors. Since 2000, when she took on the role of diversity director, she has reinvigorated the Office of Diversity with diversity programs and initiatives, while successfully managing associated operations and recruitment budgets. These Diversity Programs and Initiatives impact organizational Representation, Inclusiveness, and Cultural Competency for all NMH patients (close to 70 thousand per year), as well as 7,000 employees, and 1500 physicians on the NMH Medical Staff.

Additionally, Dr. Boone is responsible for leading the effort to expand the Business Supplier Diversity Program (utilization of Minority/Women Owned Business Enterprises) at NMH from Construction Projects to now include M/WBE goals for Medical Supplies and Professional Services purchased everyday by the hospital. With current goals in place since program expansion approval in fall 2003, this Business Diversity Program will impact close to 80 million dollars spent by NMH every year.

Dr. Boone attended Northwestern University Feinberg School of Medicine (FSM) more than 20 years ago, and went on to complete her Residency and Chief Residency in Internal Medicine at Rush University Medical Center. She was recruited to serve as Medical Director of the Center for Women's Health at Edward Hospital in Naperville, IL in 1996. Once recruited back to NMH in 1999, she is very active across the NMH/FSM campus. At the Feinberg School of Medicine of Northwestern University, she is now an active member of the Northwestern Memorial Hospital Management/Director Team, the Department of Medicine, Chair of the NMH Diversity Council, a member of the Department of Medicine Diversity Council & Department of OB/GYN Diversity Council, member of the Graduate Medical Education (GME) Executive Diversity Council and teaches medical students regularly as a FSM. She was a FSM Mentor for 46 students (actively teaching them Ethics and Human Values over the past four years), a duty which culminated this summer in her participating in the Hooding Ceremony by hooding all 46 students at the FSM Graduation Ceremony in June. She has memberships in several physician and executive organizations such as the American College of Physicians, the National Association of Health Service Executives, and the National Medical Association. She has received awards from local organizations for leadership such as the Physicians for Social Responsibility-Soul of Medicine Award; Chicago United and the Institute for Diversity in Healthcare Management. She also cares for patients as a volunteer at the Near North Winfield-Moody Clinic (an NMH affiliated clinic serving indigent populations).