

DEI Policy & Commitment Pledge

COMMITMENT:

- Health equity for all is our mission and create a stronger, healthier, community and encourage a culture of inclusivity.
- Delivering exceptional care requires us to embrace differences, and not tolerate any form of bias behavior or acts toward difference, or other individual or groups of people.
- Our moral responsibility is to stand against bias and hate in all its forms; to be self-aware, make equitable choices daily and create safe space for all. Diversity, Equity, and Inclusion are core values of stewardship, teamwork, integrity, respect, and reliability.

HEALTHCARE WORK FORCE PLEDGE:

- We stand against any form of bias and hate.
- We treat all people with respect, value each other's differences, and care for each other with kindness and an understanding that life is precious.
- We will recognize our own biases (implicit & conscious) and actively seek knowledge to promote self and others personal growth and development.
- If we encounter prejudices and bias acts, we will take action to speak out against it.
- We advocate for high-quality, equitable health care as a human right, and we dedicate ourselves to overcoming the painful separations that divide us.
- We are aware that research and science guides excellence in patient care outcome and cannot happen without equity.
- We must ensure equitable access to treatments and care, so that every individual can achieve optimal health.
- We **must** commit to lifelong learning, inclusive of differences and influence our next generations of health care, science, and technology professionals to acknowledge, and eliminate biases based on differences due to racism and racial inequities.
- We **must** keep updated on research on the impact of bias and injustice on health outcomes.
- We **must** reduce health disparities by actively engaging and embracing with diverse populations to guide and lead our research with commitment to translating research into practice.
- We **must** be committed to employing actions that will promote an equitable healthy community for all.
- We **must** partner with our community to include education, job training, affordable housing, food security, and access to health care.

In summary, we will not tolerate any form of bias acts of racism, hatred, and intolerance Facility's Name. We are committed to an unwavering collective stance against bias and

systemic racism and injustice. We acknowledge the journey will continue and may be challenging but it is imperative that each team member and leader commit to diversity, equity and inclusion and lead change. We pledge to advance health for the good of community, our patients, families, staff, volunteers, medical providers, students, liaisons, and organizations' partners. Healthcare workforce is more than practice it is a passion and calling. When you answered the call, you are dedicated to advancing the health of everyone you touch.