



Equity, Diversity and Inclusion **Pledge**

WE WILL

- 1** Use our resources to work toward greater equity within our organization and community.
- 2** Promote a culture of respect, acceptance and understanding.
- 3** Examine and challenge the conscious and unconscious biases that create barriers to healthcare—not only outward displays of prejudice, but also the unacknowledged biases that can subconsciously affect our perceptions of people different from ourselves.
- 4** Create spaces where colleagues feel safe discussing concerns about equity, diversity and inclusion.
- 5** Listen to and elevate the voices of individuals from underrepresented communities in discussion and decision-making.
- 6** Expand our Community Benefit programs that increase access to care for people and communities of color, in collaboration with other organizations that share our mission and values.
- 7** Actively recruit, hire and promote diverse candidates so that our colleagues more accurately reflect the communities we serve.
- 8** Reject and refuse to tolerate expressions of discrimination or hate speech from anyone who enters our facilities, including patients, visitors and colleagues.