

## Eliminating Racial Disparities is Essential for Our Caring Mission

As health service providers and healthcare stakeholders, we recognize that a commitment to a just society—one in which the strength of our diversity is honored and celebrated—is the only way to fulfill our collective mission of caring in the most impactful way. Specifically, we recognize that systemic racism needs to be eliminated to ensure ALL are supported in our collective caring mission. Our commitment includes listening with the intent to act and change our behaviors to match our values. We seek to further understand the complexity of racism and will find opportunities to bridge the differences that make up our community fabric. On behalf of all who have suffered from discrimination, we will work together to eliminate systemic racism and its negative impact on health and well-being. We believe and are committed to the inherent truth that our diversity makes us a stronger organization and collective community.

We recognize that humility, openness and determination will be required for long-lasting progress. Our on-going commitment to eliminate racial disparities and inequities in care for ALL is based upon the following principles.

In recognizing our roles as providers of care, employers, purchasers, and community partners, we commit to:

- Re-examine our organizational policies with an equity lens and make any policy changes needed to promote equity and opportunity.
- Seek to understand different perspectives, experiences and appropriately adapt our behaviors to improve culturally responsive care.
- Work to eliminate decisions that negatively impact underrepresented and underserved groups.
- Improve access to and consumer experience for all needed care services- primary, specialty care, and hospital care.
- Partner with policymakers, employers, and community advocates to remove the economic barriers to health equity.
- Continue to build pathways that support our patients in addressing their health-related social needs and provide connections to community resources.
- Commit to hiring locally and promoting Black, Indigenous, people of color and other underrepresented and underserved people into leadership roles. We commit to be employers that hire, develop, retain and support a diverse workforce.
- Renew and expand our organizations' commitment to providing anti-racism and implicit bias training for all leaders and staff.
- Advocate for increased funding for social needs, social services and programs that promote social justice.
- Advocate for investments that create innovative solutions to achieve enduring improvements in access, quality and health outcomes for the communities we serve.
- Promote the inclusion of businesses owned by Black, Indigenous, people of color and other underrepresented and underserved people when purchasing goods or services.
- Review any investment portfolio, assuring that we are invested in funds which align to our equity principles and values.

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