

# Ridgeview Equity Statement

Ridgeview's mission is to enhance the lifelong health of the people we serve with a culture that nurtures the *whole person*—mind, body and spirit. We are committed to providing safe, high-quality health care for *all*. We protect and champion the rights of individuals and prohibit discrimination, to ensure that people of all races, backgrounds, abilities and income levels receive care and work in an environment of health equity and social justice.

Harassment or discrimination based on race, color, creed, religion, national origin, gender, marital status, familial status, status with regard to public assistance, disability, genetic information, sexual orientation, age, military or veteran status, membership or activity in a local human rights commission, or any other status protected by law is also prohibited at Ridgeview. We ask all of our health care workers, patients and families to speak up if they see an injustice committed so that we may assure a culture of inclusion and acceptance.

Ridgeview—as a community health provider—will continue to focus resources, initiatives and services to meet the unique health and socio-economic needs of the diverse communities and people we serve, employ and partner. These actions include but are not limited to:

- Review our key organizational policies and operational processes and make any needed changes to promote equity and opportunity.
- Seek to understand different perspectives, experiences and appropriately adapt our behaviors to improve culturally responsive care.
- Collaborate with community partners to remove barriers to health equity, and work in partnership to create models which improve access and consumer experience for all those needing health services across our suburban and rural marketplace.
- Renew and expand our organization's commitment to providing education about cultural awareness, racism and implicit bias for leaders and staff.
- Hire, develop, retain and support a diverse workforce.