

PeaceHealth Statement of Commitment to Inclusion, Respect for Diversity and Cultural Humility

PeaceHealth is a Catholic healthcare ministry embracing the healing mission of Jesus Christ, serving and improving the lives of those who are vulnerable and marginalized within our communities to bring about wholeness and health. *Since our ministry began in 1890, we have continuously challenged ourselves to answer the call for social justice* - embracing and celebrating the diversity of our communities, our caregivers and the individuals we are privileged to serve. We welcome foreign nationals and immigrants to serve as members of our care team or who are in search of healthcare services.

The Mission and Values of PeaceHealth guide us toward even greater inclusion, respect for diversity, and cultural humility, and they hold us accountable to these deeply-held commitments. With each patient, provider and caregiver, we renew our commitment to embrace diversity and cultural humility.

As community health providers, we are mindful that health outcomes are often driven by social factors. Everything that comprises the “human experience” plays a role in human health. Our foundation in [Catholic Social Tradition](#) calls us to recognize the dignity of each person, to support the empowerment of those who serve our ministry and those for whom we care and to advocate for an inclusive healthcare environment that acknowledges *and addresses the causes of current* disparities in our communities.

It is our fundamental duty and sincere privilege *to be in service to those* who are experiencing disparities in care and to ensure the health and *well-being* of all communities, by welcoming caregivers and providers from varied backgrounds to our ministry while engaging with and supporting our community partners, being present and understanding the experiences of those we serve.

- **Inclusion** means valuing diverse thoughts and perspectives, with the firm belief that only through embracing diversity can we meet the needs of our communities. This requires us to create workplace environments, care systems and healing environments that welcome diversity in all its forms including race, religion, ethnicity and background.
- **Diversity** means respecting the uniqueness of each person, *a perspective that includes, but also sees beyond, the traditional bounds of race and ethnicity.* It is about the journey of understanding one another, and moving beyond tolerance to embrace and celebrate the rich diversity found within each individual. It includes heartfelt acknowledgement and respect for cultural norms within social groups.
- **Cultural Humility** means recognizing we can't know everything, but we can approach everyone with a compassionate curiosity, coupled with a commitment to continual learning and openness to all aspects of another's personal identity.

In the spirit of universal love and consistent with Catholic social teachings, on behalf of our patients and their loved ones, our caregivers and communities, we renew our commitment to embrace diversity and inclusion and to exercise cultural humility in order to fully actualize the healing Mission we embrace.



Liz Dunne
President and Chief Executive Officer



Sr. Andrea Nenzel, CSJP
System Board Chair