



DIVERSITY, EQUITY, AND INCLUSION STATEMENT

At AHPA, our mission is promoting wholeness to live God's healing love. We express our Creator's love and put God's words into practice through our commitment to Diversity, Equity, and Inclusion.

Every individual serving in organizations represented by the Adventist Health Policy Association plays a vital role in cultivating diversity, equity, and inclusion in the work environment and in care delivery. We acknowledge the importance of having diverse boards, leaders, and staff; investing in education and training to reduce our biases and build inclusive teams; and committing resources to foster a culture of equity and inclusion at our member healthcare organizations. We are committed to an approach rooted in faith and justice to transform healthcare for all people. Our commitment and actions will embrace the whole person-- body, mind, and spirit.

Our COMMITMENT is expressed through our GUIDING PRINCIPLES

- To center our speech and conduct on shared values of respect, service, and integrity, with courage
- To raise cross-cultural awareness and cultivate diversity, equity, and inclusion in our policies and practices
- To invite diverse perspectives, listen to understand, and take informed action
- To ensure leadership diversity and create an inclusive environment where people of all faiths, backgrounds, and cultures belong and feel welcome
- To champion policies that promote wholeness and access to the highest standard of quality health care for all people regardless of (but not limited to) race/ethnicity, age, ability, sexual orientation, gender identity, socioeconomic status, geography, citizenship status, or religion
- To build competencies among individuals and leaders that result in equitable results for patients and employees
- To build trust and implement fair and just practices
- To focus our efforts on advancing racial equity and justice especially for those who have been historically and continue to be marginalized
- To encourage our member healthcare organizations to use data-driven approaches that inform decision-making and set measurable goals focused on improving outcomes
- To share progress on achieving racial equity through social justice, guided by data and community input

This statement was approved by the AHPA Board, March 2, 2022.