

## Amoskeag Health's DEI Statement



Amoskeag Health's mission statement is intentionally inclusive and broad: *To improve the health and well-being of our patients and the communities we serve by providing exceptional care and services that are accessible to all.* Approximately 45% of our patient population speaks a language other than English in their homes – over 60 different languages! In 2010, Amoskeag Health began work to become a Culturally Effective Organization and we partnered with thought leaders to develop a toolkit that would help other organizations progress towards meeting that same goal. We thrive as a community-serving organization largely due to the diversity of our patients, and we strive to reflect that same diversity in our staff, many of whom are multi-lingual.

But we recognize that making our country and communities more equitable and safer for everyone is a journey that we are still traveling. We understand that *diversity* means much more than the color of people's skin, the language they speak, or the ethnic culture they identify with. And it means more than just having a multi-ethnic patient population or employee roster. True *inclusion* embraces people of all races, ethnicities, sexual orientations, gender identities, ages, mental and physical abilities, thinking styles, cultures, and ideas. That is the culture we strive to foster.

In a continued effort to be a more inclusive organization, Amoskeag Health has set the following goals to reach by 2025:

- To provide welcoming, affirming, and culturally appropriate care to each person who walks through our doors;
- To reduce health disparities across all the cultures we serve;
- To reduce biased hiring practices, broaden our recruitment efforts, and expand the diversity of our staff, especially when hiring for leadership roles; and
- To hire a Justice, Equity, Diversity and Inclusion (JEDI) Manager to continue to challenge us to look in the mirror, do the work, and make progress along this pathway.

We are motivated to work with our patients, staff, partners, and the community to advance our mission and embrace true inclusion, not just in our immediate backyard, but across the entire nation.