

Salem Health Hospital & Clinics Inclusion, Equity, Diversity, Learning Culture

Philosophy and Commitment Statements

Philosophy

As the Board of Trustees of Salem Health Hospitals and Clinics, we believe in the Lean tenet of Respect for People.

We believe an organization demonstrating respect for people exhibits inclusion, equity, diversity, and a learning culture.

We believe inclusion is involvement and empowerment, where the inherent worth and dignity of all people is recognized. An inclusive environment promotes a sense of belonging by valuing and respecting the talents, beliefs, and backgrounds of every individual.

We believe equity is just and fair, giving each person what they need to reach their full potential and optimal health. An equitable environment empowers each individual to participate, succeed, and thrive.

We believe diversity is a variety of human differences: person, culture, and life experience. A diverse environment honors the unique qualities of each individual and the perspective they bring to the healthcare team.

We believe a learning culture is where people listen, learn, continuously improve and grow. A learning culture environment nurtures meaningful dialogue, self-reflection, and positive change.

Commitment

The Board of Trustees of Salem Health Hospitals and Clinics commits to fostering an inclusive, equitable, diverse, and learning culture environment to fulfill the mission of our healthcare system to improve the health and well-being of the people and communities we serve.

The Board of Trustees, employees, medical staff, and volunteers will:

- Support the organizational philosophy and commitment
- Assume Positive Intent
- Treat others with kindness
- Respect one another's unique identity, beliefs, and thoughts
- Reflect and welcome feedback on how our actions affect others
- Acknowledge our own biases

As an organization committing to inclusion, equity, diversity, and a learning culture we will develop a five year A3 creating systems to:

- Facilitate a welcoming and accommodating environment
- Address and respond to harmful words and actions, including those of our patients and visitors

- Provide education, training, and tools
- Assess and address healthcare disparities
- Advance equity for our workforce
- Attract and recruit a diverse workforce
- Increase diversity in leadership positions
- Celebrate and learn from our differences