



# Swedish's Commitment to **BLACK LIVES MATTER**

## **We can do better. And we will.**

We support and stand with Seattle's Black and African American communities and will do our part to **eradicate systemic racism**. We hear and respect the demand for equity for people of color and we unequivocally believe that **Black Lives Matter**.

African Americans face systemic inequalities that endanger their lives and their health. **In the U.S., Black Americans are two-and-a-half times more likely than whites to be killed by police.** Furthermore, we recognize that health outcomes for people of color are startlingly unequal. **Decades of research and health studies have confirmed that people of color receive less care, and, in many cases, receive inferior care compared to white Americans.** Black, Indigenous and People of Color (BIPOC) communities have higher rates of maternal and infant mortality, higher mortality rates due to cancer, diabetes and heart disease, and higher incidences of stress and mental health issues.

**We acknowledge the impact of health disparities on Black people in the U.S. and recognize this issue as a national public health crisis.**

**As health and medical leaders, we are committed to devoting time, effort and resources to improving health outcomes for people of color.**

**We will ramp up our partnerships with, and increase support of, community organizations that elevate equity, safety and health outcomes for people of color.**

- [Urban League of Metropolitan Seattle](#)
- [Black Lives Matter](#)
- [Byrd Barr Place](#)
- [Healthy King County Coalition](#)
- [African American Health Board](#)

## **We will diversify our workforce.**

Swedish will implement rigorous recruitment practices to hire and retain people of color and African Americans for all levels and positions throughout Swedish. Working with specialized recruitment firms and local organizations, we will help create economic opportunity for those who have faced barriers to access. We will invest more in caregiver career growth and development through our tuition reimbursement program, and review talent and succession planning with an intentional equity lens to ensure the growth of a diverse leadership team.

## **We will amplify efforts to create a work culture and medical environment that respects and embraces cultural diversity by:**

- Supporting and enable the creation of Caregiver Resource Groups
- Expanding DEI (Diversity, Equity and Inclusion) trainings for Swedish leaders and offering trainings to all caregivers
- Working to identify and eradicate the perpetuation of bias, stereotypes and microaggressions in the workplace and our hospitals
- Creating opportunities for caregivers, patients and families to provide feedback and suggestions so that the work continues to evolve.

**These are initial steps.  
More to come.**

