



Swedish 2020 DEI Commitments

TAKING ACTION NOW.

OUR VISION

We recognize the need for systemic radical change. Our mission is to improve the health and wellbeing of each person we serve. Diversity Equity and Inclusion (DEI) is central to our mission. We must engage in ongoing, robust recruitment practices for all levels, departments and clinics, to bring the best and the brightest talent to Swedish prioritizing diversity in race, culture, gender orientation, background, experience, talent and thought.

We must foster an inclusive workplace and hospital environment where everyone is essential, heard, respected, engaged and valued. We will learn from the experiences of the people and communities at the heart of inequalities across the nation and our state, and incorporate what we have learned into best practices throughout Swedish. This work is critical to the health and longevity of the community we serve and to our continued excellence as an organization. Success will not be instant, nor will it be achieved by the efforts of a few. Ultimately, our success will be achieved and sustained by the work and commitment of every caregiver.

OUR GOALS

We strive to enrich DEI within our hospitals, clinics and community as an institutional priority. As such, we have begun creating a robust working strategy, which will outline an aspirational vision, set concrete objectives through 2020 and beyond, identify actions toward each objective and assign responsibilities to various leaders across the organization. We will establish goals in three main areas:

- **STAFFING.** Swedish will recruit, attract and retain diverse staff — including talented people from Black, Indigenous and People of Color (BIPOC) communities and other underrepresented groups — with the full range of competencies needed to advance our organizational mission.
- **CULTURE.** Swedish will create an environment where caregivers, patients, families and stakeholders of differing backgrounds and perspectives can experience a community of mutual respect, inclusivity and collegiality, and know unequivocally that diversity is valued. We will not tolerate behavior and attitudes that perpetuate bias, stereotypes and microaggressions in the organization.
- **IMPLEMENTATION.** Swedish will hire a dynamic diversity leader to develop and implement a robust DEI program that respects **ALL** people, corrects the perpetuation of inequity and bias, and recognizes historical and social context to ensure Swedish embraces and engages diverse audiences.