"When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization."

Pat Wadors, Chief People Officer, Procore Technologies

References:
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FirstHealth
OF THE CAROLINAS

Diversity, Equity & Inclusion

FirstHealth
DIVERSITY, EQUITY
AND INCLUSION

"Given the diverse cultures, age, gender, sexual orientation, spiritual beliefs, socioeconomic status and languages of FirstHealth's patients, families, staff, visitors, vendors, and volunteers, it is vital that we recognize, value, and promote diversity, equity, and inclusion throughout our organization."

Mickey Foster, CEO, FirstHealth of the Carolinas

FirstHealth values diversity, equity and inclusion, and works to create a culture of excellence in which all patients, families, visitors, vendors, volunteers and staff feel valued, connected, treated fairly and safe, and where differences are both respected and supported.

Diversity: Those traits and characteristics that make us unique.

Diversity includes but is not limited to:

- Age
- Race
- Sex
- Language
- Sexual orientation
- National origin
- Gender Identity
- Ethnicity
- Ancestry
- Marital status
- Culture
- Veteran status
- Education
- Socio-economic status
- Physical ability
- Religious/spiritual beliefs
- Political beliefs

Equity: Being fair and impartial

Inclusion: Behaviors and social norms within an organization to ensure that all employees and all patients feel welcome and none feel left out. FirstHealth is committed to fostering a diverse, equitable and inclusive environment.

Patient Experience: Provide culturally responsive care that promotes a climate of inclusion for patients and families.

Workforce: Recruit and retain a diverse workforce by appreciating the values, skills, experiences and abilities of everyone employed. Educate and engage staff in learning opportunities to foster awareness and appreciation for the richness that diversity brings.

Health Equity: Demonstrate a commitment to fair and equal access to healthcare through community partnerships and engagements of underrepresented groups.

Partnership: Collaborate with stakeholder groups that support our diversity, equity and inclusion purpose. Ensure that FirstHealth's diversity, equity and inclusion initiatives, actions and results are transparent and synergistic.