

Diversity Policy
of the Dr. Gary Burnstein Community Health Clinic
Adopted by the Board on June 20, 2022

The Dr. Gary Burnstein Community Health Clinic is committed to a diverse, inclusive, equitable, and accessible environment where all board members, staff, volunteers, and patients feel respected and valued regardless of gender, age, race, ethnicity, national origin, religion, sexual orientation or identity, disability, education, or any other bias.

We're committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, healthcare, and advancement in all areas of our work.

We respect the value that diverse life experiences bring to our board and leadership and we strive to listen to their views and give them value.

We're committed to modeling diversity, inclusion, equity, and access and maintaining fair and equal treatment for all.

Our board's philosophy on our goals to provide informed leadership for diversity, inclusion, equity, and access include:

- We will strive to see diversity, inclusion, equity, and access in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address inequities in our policies, programs, and services.
- We will monitor and document progress on our diversity, equity, inclusion, and accessibility practices.
- We promise to investigate underlying assumptions that interfere with our diversity policy.
- We recognize that systemic inequities exist in the healthcare field that have produced adverse experiences for racial and ethnic minority patients which influences their willingness to seek healthcare, and has created biases in the research and practice that has educated and informed those in the healthcare field. We commit to continually working to better our organization's knowledge, approach, and relationship with all members of our community and to serve as a model for equitable access to caring, compassionate and dignified care for everyone we serve.
- We commit to advocating for systemic inequities that impact our work at the board level and address it according to this policy and in accordance with our mission.
- We commit to challenging commonly accepted notions about what constitutes strong leadership within our organization.
- We commit to being transparent about diversity in all our interactions.
- We will dedicate our time and resources to expanding greater diversity within our board and leadership positions.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.

The Dr. Gary Burnstein Community Health Clinic agrees to abide by the following action items to promote diversity, inclusion, equity, and access in our work:

1. We will create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout our organization.
2. We will strive to identify research related to equity in healthcare so that we can make progress in the area of diversity, inclusion, equity, and access and we'll share our findings publicly on our website.
3. We will take action to **improve diversity, inclusion, equity, and access** in our board and leadership positions.
4. We will identify resources for our underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, equity, and access.
5. We will develop internal resources that demonstrate our commitment to diversity, inclusion, equity, and access and present them to our patients and members of our community.
6. We will develop a system to create awareness and address biases during our recruiting, onboarding/hiring, and evaluation processes.
7. We will train our team to be responsible for orienting and training our staff and volunteers on **equitable practices**.
8. We will be transparent about the salary range for public job descriptions.
9. We will advocate for public and private policies in the public sector that promote diversity, inclusion, equity, and access and we will challenge systems and policies that describe inequity, disparity, and oppression.

Signature: _____

Title: _____

Date: _____