

# OUR DIVERSITY EQUITY, AND INCLUSION DECLARATION

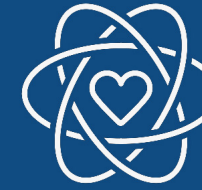
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**Together, we are building a culture of belonging and respect that honors the unique experiences and qualities of every person.**

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**Peninsula Behavioral Health is committed to:**



## **Diverse Representation**

By recruiting from varied geographic areas and backgrounds, we increase the depth of our perspective through the diversity of our staff. We examine patterns in Hiring, Promotion and Retention practices and address any disparities that exist.



## **Empowerment**

We are constructing initiatives to make sure all voices are heard and people feel respected and valued. Our Quality Improvement program hosts an employee engagement committee focused on fostering a Brave Space within the workplace. Together with organization leaders, the Diversity, Equity and Inclusion (DEI) committee is working hard to provide an environment where people can be their best self and do their best work providing quality behavioral health care to our community.



## **Equity**

We believe that everyone should have the opportunity to attain their highest level of health, and promote this by addressing Social Determinants of Health at every level of our services. We are developing systems to track our prescribing practices, engagement efforts and clinical outcomes to identify and address any disparities that exist.



## **Awareness**

We strive to discover the implicit bias and unconscious attitudes that exist within us all; beliefs about age, disability, gender, race, sexuality, and other characteristics that have historically been marginalized. We practice with Cultural Humility, which is a stance of informed curiosity and a commitment to continually gain awareness of the wide range of differences that exist among us. We acknowledge our shared humanity – the flawed nature that will impede us as we endeavor to create a healing environment.