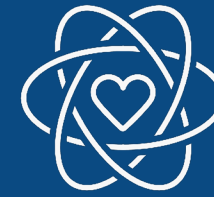


OUR DIVERSITY EQUITY, AND INCLUSION DECLARATION

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



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 employee engagement activities focused on fostering psychological safety within the workplace. It is a team effort to create 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.