Equity and Inclusion Statement

Marshfield Clinic Health System (MCHS) believes individuals have the right to their highest potential level of health and well-being. We will achieve this by advancing health equity with our patients, health plan members, employees and communities. We will foster an environment of respect, dignity, and inclusivity for individuals of all ages, level of physical or mental ability, sex, gender identity, race, ethnicity, religious affiliation, sexual orientation, socioeconomic status and other varied backgrounds and lived experiences. We will improve health outcomes by actions grounded in evidence-based best practices, informed by data.

We recognize long-standing inequities and systemic injustices persist throughout health care and in the communities we serve. We will act to address disparities and inequities that affect social determinants of health by collaborating with others to focus on our communities' economic, social, and physical environments.

Our values guide us in advancing our mission to enrich lives and create healthy communities. Our commitment to health equity, diversity, and inclusion is inherent in those values.

WE PLEDGE TO

- Advocate for policies to promote healthy communities and dismantle systemic inequities.
- Actively build a diverse and inclusive workforce.
- Train employees to recognize and address biases and provide culturally competent care.
- Create an equity and justice oriented organization.
- Improve health equity and address disparities by confronting racism, prejudices and other obstacles to achieve more equitable health outcomes.
- Promote social change to improve care for our patients and health plan members, especially those historically and disproportionately impacted by systemic barriers.
- Use world-class research and innovation resources to advocate for and advance strategies that will address health disparities in rural communities.

Our work toward greater health equity, diversity, and inclusion is an enduring and essential commitment to our communities.

Marshfield Clinic Health System

30922-000

© 2022 Marshfield Clinic Health System, Inc. All rights reserved. Written permission to reproduce or transmit this document in any form or by any means must be obtained from Marshfield Clinic Health System, Inc.