



Carefirst

**EQUITY
DIVERSITY
& INCLUSION
COMMITTEE
REPORT**



20
23

PRESENTED BY THE
CAREFIRST BOARD EDI
COMMITTEE

MOVING EDI FORWARD

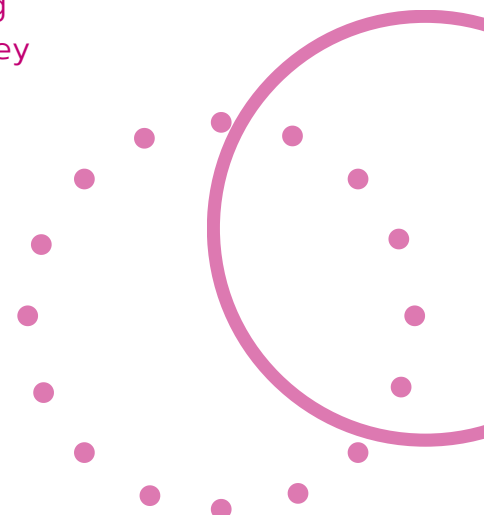
NEXT STEPS

Executive leads and board members have collaborated together to make the following recommendations:

- 1) Ensure that the Equity, Diversity and Inclusion (EDI) committee will continue to serve as a committee under the governance committee. - **TODAY**
- 2) Approve the EDI Statement, which reflects the core values of Carefirst - to be used for policies, marketing, and other business. - **TODAY**
- 3) Review a list of important EDI questions to be shared across the board and with organizational leaders - **TODAY**
- 4) Deliver a survey to collect socio-demographic data that establishes a baseline of information for Carefirst to promote diversity and expand awareness of diversity and inclusion.
- 5) Undergo learning, training, and development to support continuous learning and growth in EDI
- 6) Build and establish an EDI strategy .

ADVISORY TEAM

Freida Chavez
Darius Sookram
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Helen Leung
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MAKING A STATEMENT

EQUITY, DIVERSITY AND INCLUSION AT CAREFIRST

At Carefirst, we believe in empowering every individual to live their best lives as they age. We are dedicated to providing integrated health and social care that reflects our commitment to equity, diversity and inclusion. We strive to create a welcoming and inclusive environment for all, regardless of race, ethnicity, gender, sexual orientation, age, ability, or any other characteristic that makes each person unique.

Our mission is to foster a community that embraces collaboration, accessibility, responsiveness, and accountability. We value the principles of equity, diversity, and inclusion, recognizing that everyone's experiences and perspectives contribute to the richness of our organization. We are committed to ensuring equitable opportunities and fair treatment for all individuals, both within our team and in the care we provide.

As we work towards our vision of being renowned for forward-thinking, integrated, community-based care, we recognize the importance of a diverse and inclusive workforce. We believe that diversity drives innovation, enhances our understanding of our clients' diverse needs, and enables us to deliver the highest quality programs and services.

In alignment with our values, we strive to create a family- and client-centered approach, where every individual feels respected, recognized, and valued. We are committed to creating an integrated continuum of care that caters to the unique needs of each person, ensuring their safety, well-being, and overall satisfaction.

We invite every member of our Carefirst community, including our clients, staff, volunteers, and partners, to join us in embracing equity, diversity and inclusion as integral parts of our organization. Together, we can create a future where every individual feels heard, understood, and supported, enabling them to live their lives to the fullest.

At Carefirst, we are dedicated to building a diverse and inclusive community where everyone thrives.

KEY EDI QUESTIONS

ADVANCE EDI IN YOUR UNIT WITH THESE QUESTIONS

You can conduct an internal audit and begin the process of advancing EDI by asking the 5 key questions listed below:

1

How diverse is our team in terms of race, ethnicity, gender, age, sexual orientation, disability, and other dimensions of diversity? Are we actively working to increase diversity in various departments at the board, executive, managerial and staff teams?

2

Are our communications and services accessible to employees with different abilities, languages, and cultural backgrounds? Does anyone face impediments to accessing these services, and if so how can we support them through program design and delivery?

3

How can we engage with our local communities and build diverse partnerships? What are the costs and benefits of building these new relationships with each partner? Be specific.

4

What feedback mechanisms are being utilized to support employee experiences and are we providing space for feedback regarding equity and inclusion. If so, how is the feedback collected and acted upon?

5

Are there any formalized diversity and inclusion goals or initiatives that you are working on? What is your department doing to ensure we are diverse, inclusive, and equitable (as the Carefirst EDI statement suggests)?