

Diversity, Equity, and Inclusion Vision

Partners HealthCare promotes diversity, equity, and inclusion to engage each other and advance our mission.

We know that diversity, equity, and inclusion make us stronger and are essential to our pursuit of excellence as an integrated health care system.

Respecting each other's life experiences and honoring each other's differences are at the core of every action we take in patient care, teaching, research, and the communities we serve.

DE&I Guiding Principles

Focusing on **Patient Care**, DE&I will:

- Support the delivery of superior, culturally-responsive care that is patient and family centered, accessible and equitable
- Reinforce that the right to receive health care cannot be affected by race, ethnicity, language, religion, immigration status, sex, gender identity, sexual orientation, age or socio-economic status
- Empower inter-professional care teams to collaborate across differences in status

Focusing on **Research**, DE&I will:

- Establish a climate that fosters mentorship and thoughtful allocation of resources
- Advance a research enterprise that effectively engages a diverse patient population
- Create a system-wide focus that seeks to eliminate health disparities in research pursuits

Focusing on **Teaching**, DE&I will:

- Promote an environment where individual traits, learning styles and personality styles should lead to tailored learning so all can succeed
- Enable future health professionals to leverage cultural differences and practice with cross-cultural sensitivity
- Evaluate and understand the impact of educational activities on health equity outcomes

Focusing on **Service to Community**, DE&I will:

- Foster active membership in our local communities to advance overall health and well-being
- Build on our leadership position to provide career and economic opportunities for residents of our local communities
- Leverage our collective economic influence to incent vendors and suppliers to reflect diversity in their workforce

Focusing on **Workforce**, DE&I will:

- Distinguish Partners as an employer of choice to attract the most qualified talent in all roles and at all levels
- Create a workforce and leaders who reflect the diversity of our patients and communities
- Implement an infrastructure for pipeline development, mentoring and succession planning to ensure development of future leaders