

LVHN DEIB Statement of Commitment

Lehigh Valley Health Network is committed to diversity, equity, inclusion and belonging among our faculty, residents and fellows, colleagues and the communities we serve. We value diversity, equity and inclusion in all aspects of health care, including providing exceptional clinical care to our patients and community and conducting innovative research. Our faculty and training programs recognize the important role diversity plays in creating a culture of collaboration and teamwork and a sense of belonging for all. To that end, our strategic effort and goals include:

- **Recruitment and retention of a diverse workforce** including students, trainees, staff and faculty that create a healthy environment and include a focus on a “holistic” recruitment strategy
- Institutional and graduate medical education (**GME**) **policies that are consistent across our hospital communities and allow for identification of best practices and promptly recognizing, reporting and correcting mistreatment, discrimination or a hostile environment**, offering an additional action step and mechanism for reporting
- **Professional development and education of our GME community** on cultural and structural competence with an emphasis on cultural humility
- Patient care that demonstrates a **commitment to our diverse communities with focused efforts in research, quality improvement and institutional population health initiatives** that best suit the demographics of the patients we serve
- **A dedication to identifying and creating leadership in diversity, equity and inclusion at all levels of the organization** through education and program development
- Institution of **policies that identify and address social determinants of health, provide education on cultural competence and drive a focus on health equity** in all aspects of work

By accomplishing the above goals, we will successfully foster a safe and supportive environment in graduate medical education and optimize the clinical environment, educational opportunities and well-being of our caregivers and patients.