

Diversity, Equity, and Inclusion Policy

The Collaborative for Accountability and Improvement, a program of UW Medicine, is committed to a diverse, equitable, and inclusive environment where all Board members, staff, volunteers, and members feel respected and valued independent of characteristics including but not limited to gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or religion. We value voices that represent a wide array of viewpoints based on professional, social, educational, and other relevant experiences. We believe the power of diversity enriches us and broadens our perspective, understanding and engagement with the world, and supports efforts to identify challenges, and to discover, design and deliver solutions.

Our Board of Directors' philosophy on our goals to provide informed leadership for diversity, equity, and inclusion include:

- We will strive to promote diversity, equity, and inclusion in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity, equity, and inclusion practices.
- We commit to being transparent about diversity in all our interactions.
- We will dedicate our time and resources to expanding greater diversity within our Board and leadership positions.
- We commit to leading with respect and kindness and we encourage all employees and volunteers to express this in their work within our organization.

The Collaborative for Accountability and Improvement agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

1. Ensure that Board representation includes those with a diverse array of backgrounds and relevant life experiences.
2. Utilize the diversity of voices on the Board to ensure that proposals or programs put forward by the Collaborative address the needs of all participants in the healthcare system.
3. Continually assess its programs and teams to ensure we are promoting diversity, equity and inclusion and benefitting from diverse perspectives.
4. Strive to conduct or identify research related to equity so that we can make progress in the area of diversity, inclusion, and equity and share our findings publicly on our website.
5. Improve diversity, equity, and inclusion in our Board and leadership positions.
6. Identify resources for our underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, equity, and inclusion.
7. Develop internal resources that demonstrate our commitment to diversity, equity, and inclusion and present them to our members and members of our community.