

### **DEI Statement of Purpose:**

Mid-State Health Network is committed to finding intentional ways to achieve better equity in our organization and in our region, to diversify our workforce, stakeholders, and service participants, to grow in our understanding and inclusion of all residents of Region 5, and to eliminate bias, discrimination, and health disparities in the healthcare services we exist to support.

### **Our Values**

1. We believe all humans are born equal.
2. We believe health is a human right.
3. We believe in health equity, which means that people in Region 5 are provided with the supports they need—individually and as groups—to fully benefit from the public behavioral health supports and services over which MSHN has oversight.
4. We believe that bias, discrimination, and exclusion take many forms, overt and insidious towards certain populations in our region and in American society.
5. We believe there have been – and continue to be – public policies, community practices, and prevalent biases—explicit and implicit—that disenfranchise some people from full and equitable benefit from participation in community life, including healthcare and in particular behavioral health services and supports that Mid-State Health Network exists to provide.
6. We believe that improving equity and eliminating bias, discrimination and barriers to care will produce benefits for all.

### **Our Commitments**

1. To creating a safe place where ALL employees feel safe, valued, and heard.
2. To promoting open, respectful dialogue with a focus on growth, learning and a more connected collaborative path to improved cultural competence based on that learning.
3. To celebrating the contributions of all members of our diverse communities, and the rich cultural and religious traditions each brings to our communities.
4. To affirm explicitly our identity as an organization that stands against bias, hate and discrimination.
5. To individual and institutional exploration and examination of implicit bias and systemic advantage/oppression such as an anti-racism/anti-hate commitment be reflected in the life and culture of MSHN through our policies, programs, services, and practices as we continue to learn about systemic racism, bias, and oppression.
6. To the development and implementation of strategies, trainings, and best practices that dismantle racism, ethnic, gender, religious, disability and all forms of oppression within all aspects of our organization, network, and community.
7. To pursue these goals through a focus on learning from historically and currently disenfranchised communities, to implement changes based on that learning, and to become better at improving diversity and inclusion.
8. To lead by example. We will change the culture of discriminatory policies by understanding beneficiaries and changing our practices to eliminate health disparities.

### **Land Acknowledgement:**

We acknowledge that in Michigan, we are living on ancestral lands of the Anishinaabeg, the Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. The forced removal and relocation of these Native Nations and their struggles for survival is embedded in the history of this state and we honor with gratitude the land itself, those who came before us and those who today represent Michigan's First Nations.

To be silent on these issues is to be complicit. Mid-State Health Network is committed to these values and these actions, and we ask that all community partners, providers and all Region 5 stakeholders join MSHN in this work.