

## **Charter for Monroe Community Hospital's Diversity Equity & Inclusion Committee**

### **Purpose**

In response to Monroe County's focus on diversity, equity and inclusion (DE&I) efforts throughout all its departments, MCH has established a DE&I committee who act on behalf of the organization to launch and support its own internal DE&I process. The committee is a critical driver in fostering organizational change, establishing a dedicated focus on DE&I priorities, and promoting DE&I initiatives. The committee will work closely with senior leaders to ensure alignment with the organization's overall DE&I commitment and goals.

The committee is charged with researching, developing, and proposing mechanisms that will help create a supportive, positive, and inclusive work environment for all staff at MCH. We will work hard to ensure that everyone is empowered to do their best work and are given the resources to do so regardless of their social, economic, or cultural differences.

### **Mission Statement**

To foster a community climate where everyone is valued, the importance of their work and contributions are recognized, and to create a sense of connection with each other, with those who reside here, and with the goals and objectives of Monroe Community Hospital.

### **Committee Goals**

- Identify, lead and facilitate DE&I initiatives within MCH.
- Advocate for, coordinate, and inform MCH employees of all DE&I goals, efforts and successes.
- Ensure that MCH employees have resources available to support their professional development and assist them in reaching their full potential.
- Create an environment at MCH that is welcoming to all cultural backgrounds and committed to the continued growth & success of all of its employees.
- Provide thoughts and feedback on issues of culture, climate, equity, inclusion, and diversity in the workplace, including recommendations and support regarding short-and long-term strategies to meet the organization's current and future workforce needs.

- Increase access to existing promotional opportunities and career pathways for MCH's diverse staff, focusing on inclusion as a criterion when filling positions at all levels throughout the organization.
- Formulate recommendations for the development of new policies and initiatives to support DE&I efforts or modification of policies and practices that may be negatively impacting those efforts.

### **Commitment**

The committee will meet bi-monthly for 90 minutes on a designated day of the month, and hold additional meetings as needed depending on scope of activity/events/etc. The committee will develop sub committees to guide its overall work and accomplish its objectives, and wherever possible, will engage people throughout the MCH community to guide the implementation of its DE&I goals.