



Commitment Statement

Equity Diversity Inclusion and Anti-Racism (EDI-AR)

At CommuniCare, we recognize and celebrate the unique backgrounds, identities, and experiences of our patients, families, and team members. We are dedicated to creating an inclusive environment where all individuals are treated with respect and dignity, prioritizing their safety and well-being. Fostering a culture of belonging and empowerment for everyone we serve.

Our statement is founded on three pillars:

- **Recognition:** Valuing diversity and the contributions of individuals from various backgrounds, including different perspectives, experiences, and identities.
- **Inclusivity:** Creating an environment where everyone feels respected, valued, and included, through policies and practices that embraces diversity and equal opportunities.
- **Commitment to Safety:** Ensuring physical and psychological safety of all individuals by implementing and enforcing policies and processes that are free from bias, align with EDI-AR core principles and aim to prevent discrimination and harassment as well as offer support to those affected.

These pillars provide the foundation for the organization's Vision, Mission and Values and support the development of our internal EDI-AR framework.