

## **A letter to the community from Peggy Troy, President and CEO**

Our commitment to Inclusion, Diversity and Equity

At Children's Wisconsin, our vision is that the kids of Wisconsin will be the healthiest in the nation. That's why we are working together every day to ensure we are listening, learning and driving positive change for our patients, clients and communities.

All across our health system – in hospitals, clinics, homes, schools and throughout the community – we are passionate about providing the safest, highest quality and most equitable care and service for all. With over 4 million touch points per year with kids and families, we take our responsibility to uphold values and standards relating to inclusion, diversity, and equity (ID&E) seriously. Our goal is to provide a welcoming environment where everyone, those we serve and those who work at Children's, can have the confidence to be their best authentic selves.

Our ID&E work is focused in four key areas:

- **Health equity:** We want to increase opportunities for everyone to live the healthiest life possible, no matter who we are, where we live or the resources we have access to. It's simply the right thing to do. We believe it's our responsibility to address the disparities that exist in health care. Both inside our organization and in the community, we are striving to improve health outcomes by improving equity and eliminating disparities.
- **Workforce:** Diversity and inclusion in the health care setting directly impact health outcomes. They also help ensure all backgrounds, beliefs, ethnicities and perspectives are adequately represented in the medical field. Our commitment to a diverse workforce is all about keeping teams engaged, providing the best possible care for all patients and improving the overall patient experience. We know a diverse staff and leadership team will help all patients, including those from underrepresented backgrounds, to feel more welcome and supported.
- **Culture:** We believe that how we do our work is as important as what we do. That's why we are committed to a culture of respect, equity and inclusion for all aspects of diversity. We are guided and inspired by five values – Purpose, Collaboration, Integrity, Health and Innovation. These values define the guiding behaviors that encourage us all to be at our best every day, for kids and families and for each other. We believe everyone we serve, and everyone on our team, deserves nothing less.
- **Community involvement:** There's so much to be done, and we know we can't do it alone. The families and communities we serve know best what they need. That's why we work together, listening and planning with community members to ensure we're providing access to the most inclusive care possible. We're working with partners in our community with the goal of ensuring the kids of Wisconsin have access to the best, safest and most equitable care possible.

We celebrate the wealth of diversity reflected in our patients, clients, families, workforce and the communities we serve. We pledge to work every day to ensure you, and the community in which you live and work, are supported in ways that matter most to you.

**Peggy Troy**

President and CEO