



IOWA HOSPITAL  
ASSOCIATION

*We care about Iowa's health*

## **Pledge to Champion Diversity, Equity and Inclusion**

**As**

**, I/we pledge to:**

Hospital Name

- **Actively listen to learn.**
- **Champion strategies that advance equity.**
- **See, hear, and accept people from every race, culture, gender, sexual identity and religion.**
- **Promote the practice of self-assessment for unconscious biases and increase cultural competency training to ensure culturally responsive care.**
- **Examine my practice and consider methods I can employ to stop contributing to systemic discrimination.**
- **Be anti-racist, and stand with and stand up for, those with diverse backgrounds.**
- **Foster a culture of diversity, equity and inclusivity.**
- **Increase diversity within my sphere of influence.**
- **Hold myself and others accountable to committing to reforms and action.**
- **Pursue social justice by listening and engaging in dialogue with others, even when it is uncomfortable.**
- **Increase the collection, stratification and use of race, ethnicity, language preference and other sociodemographic to improve quality and safety.**
- **Advance diversity in leadership and governance to reflect the community served.**
- **Support legislative efforts aimed at eliminating racism and discrimination, and supporting basic human rights.**
- **Educate myself about systemic injustice, and then use my trusted voice to influence and educate others.**
- **Improve and strengthen community partners.**