



## WMC Diversity & Inclusion Policy Statement

### POLICY STATEMENT

WMCHealth is committed to valuing diversity and inclusion in all that we do and weaving these core concepts into our organizational fabric. At WMCHealth, we actively leverage our diversity to ensure exemplary patient-centered care, create engaging and inclusive work environments for members of our work force, and serve as a supportive resource for the communities that we serve. At WMCHealth, we understand that valuing diversity and inclusion will enhance our ability to serve as an industry leader in several ways:

#### Patients

At WMCHealth, employing diversity and inclusion best practices allow for increased understanding of our diverse patient population, thereby allowing us to be responsive to their unique needs and ensuring better clinical outcomes. WMCHealth extends this consideration to patients and families, acknowledging our role in providing nurturing and supportive structures for both. Diversity and inclusion are integral to all aspects of our services, practices, policies and procedures.

#### Workforce

At WMCHealth we are committed to continually fostering diverse and inclusive environments that support personal and professional growth. WMCHealth seeks to foster a diverse and inclusive work environment where our individual differences are recognized and respected as assets that strengthen our organization. In doing so, WMCHealth is able to attract and retain a talented workforce that brings a myriad of perspectives and ideas to our organization, which drive innovation and promote transformation. WMCHealth is committed to ensuring that these values are upheld in everything that we do and are championed by every member of our workforce.

#### Community

WMCHealth is committed to meaningfully engaging external community stakeholders. WMCHealth understands that creating and promoting sustainable health and wellness in the diverse communities we serve requires a significant investment in partnerships that encourage a holistic approach to healthcare. WMCHealth acknowledges the key role that our community partners play in contributing to our organizational decision making and we value these collaborations.

#### Suppliers

WMCHealth also acknowledges the importance of diversity in our procurement processes and is committed to ensuring increased opportunities for our diverse suppliers. WMCHealth's supplier diversity initiatives focus on cultivating partnerships with Minority and Women – Owned Business Enterprises ("MWBEs") and Service Disabled Veteran-Owned Businesses ("SDVOBs"). WMCHealth understands that supplier diversity helps sustain healthy communities by supporting local businesses and increasing economic vitality, while also enhancing our competitive edge.