

# Our Founding is Our Future

Loving one another in a world that longs for justice.



CommonSpirit 



# Equity in Common

A healthier future for all – inspired by faith.

Our foundresses were Catholic sisters from 17 religious orders who devoted their lives to charitable care for people who were sick and forgotten. They inspire us to continue to make the healing presence of God known in our world by furthering equity for everyone. We seek to improve the health of the people we serve, especially those who are vulnerable, and advance social justice for all.

Years ago, our foundresses spoke of charity for all and lived their message. Today, we speak of equity for all and live our message. Years from now, those who carry the CommonSpirit legacy forward will do likewise, no matter the words they use.

**Equity, by any name, is everlasting.**







# Equity Commits

The CommonSpirit Office of Diversity, Equity, Inclusion and Belonging was established to amplify our ministry's foundational values of excellence, inclusion, compassion, integrity and collaboration. These guide the way we treat one another, care for patients and reach out to the communities we call home.

Our office exists to manifest God's love as respect and compassion for all people, especially the most vulnerable among us. We embrace our differences, recognizing that we are all one body in need of care. And we live our values everyday.

We are embedding health equity throughout the CommonSpirit ministry through our Five Health Equity Priorities. Each Priority is dependent upon the others. All of them hold up the welcoming shelter of healing that is CommonSpirit Health.

Together we are sheltered, protected and strengthened by our collective commitment to care. We will care for one another – and heal humanity – by advancing social justice for all.





# Equity Transforms

## We are changing from within.

Our ethos of equity radiates inside the walls of our health system. We manifest respect for everyone we care for and everyone who provides care by honoring, supporting and acknowledging the rich tapestry of humanity that is CommonSpirit Health.

This drives our internal culture. We are focused on supporting one another along every step we take to achieve our potential within the CommonSpirit community. And we are bringing together and sustaining a workforce that reflects the distinct communities we serve and embodies God's love in the world.

We seek and celebrate diversity, both as it is defined by law and reflected in the visible and invisible differences that make each person unique. And we are committed to treating one another and those in our care in a just and equitable way.

We also prioritize cultural competency so our employees provide care that is highly sensitive and responsive to the unique characteristics of the people we serve, especially those who are vulnerable.





# Equity Builds

## We are architects.

Powerful connectivity, data and analytics are essential to our ministry. These network capabilities allow us to establish new ways of caring for people and to realize the innovation that our blueprint for health equity is meant to achieve. Accessing the most relevant data and analytics allow us to better identify, measure and predict outcomes with an eye toward advancing equity as fast as the most recent innovations will allow.

CommonSpirit is a catalyst for building an analytics engine to:

- collect needed data to improve care;
- integrate data across every facet of our organization;
- measure the impact of our equity ethos;
- advance our vision to create a healthier future for all.

We view data as another way to listen to our staff, patients and communities in order to understand more fully the physical, behavioral and social determinants that impact the communities we serve; and improve health outcomes.



# Equity Heals

We are standardizing whole person care.

At CommonSpirit, our care delivery system is central to establishing and standardizing compassionate care that treats the whole person and furthers the common good. We are committed to leveraging our size and scale to improve health equity within our own ministry and across the nation.

We partner with our caregivers in pursuit of standardizing equitable whole person care and relentlessly identifying and closing equity-related gaps in care.

Our purpose is to ensure everyone has a fair and just opportunity to be healthy. We do this by delivering the highest quality care that addresses each patient's physical, social, emotional and spiritual needs.





# Equity Partners

We further the common good through collaboration.

Human beings are made in the image and likeness of God. We are called to be good and giving. CommonSpirit answers the call by coming together with others to create a more equitable world that delivers care to those least able to access it.

Driven by the deep desire to increase our capacity to serve, we are reconnecting with existing partners and cultivating new connections with those who share our values of Compassion, Inclusion, Integrity, Excellence and Collaboration. Together, we are working to improve the health and welfare of entire communities by developing joint programs with clear metrics for outcomes.

In concert with our like-minded partners, we will leverage our talents and partnerships for the benefit of the common good, and to listen to and be transformed by the voices we hear.







# Equity Advocates

## We champion social justice.

Our foundresses, who sacrificed so much to care for those in need, embodied the ecumenical spirit of advocacy. This spirit guides everything we do as we care for communities across the country.

Our legacy of advocacy propels us to lead the nation in championing health equity by promoting social, economic and environmental justice.

Our ministry advocates for policy and organizational actions that dismantle racism, promote health equity, address the impacts of social determinants of health and champion social justice.



# Equity Advances

## Our Five Equity Priorities Defined.

CommonSpirit leaders, clinicians and staff share a collective commitment to lead the nation in health equity. Our Five Health Equity Priorities are designed to inspire, inform and enhance our work to:

- **Transform from within.** Our purpose is to ensure that everyone belongs. We prioritize self-reflection and seek to radiate equity outward from our core. We practice inclusion, instill cultural competency, and train employees to recognize social determinants in diagnosis and treatment.
- **Build insights.** We prioritize designing interoperable data and analytics systems that measure health inequity and disparities and allow us to derive provable insights that will result in more equitable health outcomes for our patients.
- **Heal the whole person.** We prioritize adoption of existing and new clinical protocols focused on delivering equitable care and leveraging our size and scale to realize health equity within our own ministry and across the nation.
- **Partner with others.** We prioritize collaborating with like-minded partners to improve health and welfare for entire communities by developing joint programs with clear metrics for outcomes.
- **Advocate for justice.** As individuals and as a ministry, we prioritize working to enact meaningful policy and organizational actions that address health equity, social determinants of health and diversity issues.

## Language of Diversity

- **Diversity:** The intersectionality of our workforce, patients and the communities we serve that represents the visible and invisible differences that make each person unique. (inclusive of, though not limited to, governmentally acknowledged protected classes such as age, gender and gender identity, color, race, nationality, ethnic background, sexual orientation, physical and mental ability, veteran status and other attributes such as ways of thinking, culture, religion, customs and ways of living, etc.)
- **Inclusion:** A welcoming and kind engagement of those who share in the work of our healthcare ministry, celebrating each person's gifts and voice, and the creation of an environment that respects the dignity of all.
- **Health Equity:** Our collective CommonSpirit commitment to remove barriers to a fair and just opportunity to be as healthy as possible, especially among underserved, poor and vulnerable populations.
- **Health Disparity:** The difference in health outcomes between groups within a population.
- **Health Inequity:** Differences in health outcomes that are systematic, avoidable and unjust.
- **Belonging:** Connecting our shared experiences as community, patients, and employees to create a trusting environment where every person feels safe and valued.





# Equity Leads

We who lead CommonSpirit are fully committed to diversity, equity, inclusion and belonging and to instilling our Five Health Equity Priorities throughout our ministry, communities and country.

We are servants in this mission. We are determined to end disenfranchisement and usher in a new era of equity and justice for all. We invite you to join us as we move forward with humility, compassion and love for God's people.

Together, we will be partners in this necessary effort, supporting and caring for each other as we support and care for others, especially the most vulnerable. Together, we will rise to meet the health equity challenges of our time. Together, we will embody our ethos of *Humankindness*.



**“No one living in America should have their health determined by the color of their skin, country of origin, zip code, or social and economic status.”**

**Lloyd Dean**  
CommonSpirit Health Chief Executive Officer

**“Inspired by our legacy of service, CommonSpirit Health is committed to addressing health equity challenges and to building a healthier future for all.”**



**Rosalyn Carpenter**  
Chief Diversity, Equity, Inclusion and Community Impact Officer





Office of Diversity, Equity,  
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