



Approved by the Board September 21, 2022

Inclusion, Diversity, Equity and Access (IDEA) Statement

Our mission is to help people transform into active participants and partners in their own health care. To make this possible, we must advocate for inclusion, diversity, equity, and access (IDEA) for *all* individuals.

We recognize that:

- Racism is a public health issue that impacts various intersections and communities differently
- Each person is unique and therefore experiences health care differently
- Every individual deserves health advocacy regardless of their race, ethnicity, language, nationality, gender, sexual orientation, gender identity and expression, spiritual practice, financial status, education, geography, disability, mental and physical status, age, weight, substance use disorder or other factors
- Our organization is uniquely positioned to raise awareness on IDEA in health and health care

We are committed to:

- Raising awareness about the importance of IDEA in health and health advocacy in all aspects of care.
- Expanding diverse representation within our organization, expert presenters, and educational offerings
- Intentionally messaging our values, sharing IDEA expectations for ourselves, affiliated advocates, and partnering groups
- Creating space for respectful dialogue about representation, equitable access, and inclusive practices in health care and health advocacy
- Educating our community and participating in opportunities about IDEA events and exercises to keep these issues in the forefront of our work
- Implementing systems to ensure IDEA is pervasive in our organization

We will reflect on our accomplishments with humility and grace. We will recognize our limitations and remain open to what we may not see or realize so that we can improve and or repair any harm.

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