

DEI WORKPLACE KIT THEME EXPLAINED

Each year, Proliance Surgeons proudly presents our annual DEI Workplace Kit, thoughtfully designed around a unique theme to inspire and empower our community. This year's theme is ***Assumptions Never Reach Below the Surface.***

Think of an iceberg. Above the waterline, you see a small fraction of what's actually there. The greater part exists below the surface, out of view. People are the same way. What's immediately visible is never the whole story. We all carry more than we show: our backgrounds, experiences, values, culture, and identity run deeper than what appears at first glance.

When we pause to look deeper — to stay curious about the full person in front of us — we build stronger patient relationships, deliver more personalized care, and create an environment where everyone feels valued.

WHY SHOULD WE FOCUS ON IT?

We are all shaped by our own experiences, and those experiences inform how we see the world. In healthcare, awareness of that simple truth is a powerful thing. It invites **collaboration** that draws on the richness of different perspectives. It asks us to hold ourselves **accountable** to continued growth and self-awareness. It deepens **respect** for every individual's unique story and advances **equity** by ensuring no patient's needs go unseen. Ultimately, it reflects our **stewardship** of a healthcare organization built on trust, dignity, and shared responsibility for better outcomes for all.

Proliance Surgeons CARES — Living Our Values Every Day.



**ASSUMPTIONS NEVER
REACH BELOW THE SURFACE.**

Learn more at www.bit.ly/Proliance_Surgeons_DEI