

Greetings from your Diversity, Equity and Inclusion Committee:

At Proliance Surgeons, one of our greatest strengths is the importance we place on diversity, equity and inclusion (DEI). Our patients come from culturally diverse backgrounds, and we understand that their culture influences their healthcare decisions. One of our core values, respect, safeguards this understanding. By respecting the differences that exist between our patient's and team member's backgrounds, we strengthen our position as a leader in healthcare.

Diversity is part of our daily focus at Proliance Surgeons. We encourage you to have open, honest and sensitive conversations, so that we all can continue to grow together. We believe personal growth and development are paramount to building a diverse and inclusive workforce. It is these growth and development opportunities that we would like to focus our efforts.

The DEI Committee is made up of a group of teammate volunteers. We are tasked with finding ways to engage with our workforce to better promote DEI at Proliance Surgeons. All of the amazing efforts that we put forth are strategically connected to our DEI mission statement.

MISSION STATEMENT:

At Proliance Surgeons we are Pro You! We value recruiting a diverse workforce, as it brings different perspectives and innovative ideas that strengthen our organization. Demonstrating compassion and respect for one another allows us to foster a culture that is best suited to meet our patient's needs. By leveraging the differences that exist amongst our team members and the communities that we serve. We can maintain our role as a leader in healthcare. It is only by embracing diversity, equity and inclusion that we can truly deliver exceptional outcomes, personally delivered.

We are proud to launch our fourth annual DEI Workplace Kit! This year the kit is fully digital – designed to be easy to access, share, and use across every care center. Enclosed you will find the following:

- Welcome letter
- DEI calendars
- Branded "safe space" signage
- Kit Theme Explained
- Monthly event signage
- Proliance CARES Blog flyer
- Teammate Handbook card
- DEI App card

To learn more about what our committee is working on and to participate within the Proliance DEI community or become a DEI ambassador, visit our department site on the Proliance Surgeons Intranet.



ASSUMPTIONS NEVER REACH BELOW THE SURFACE.

Learn more at www.bit.ly/Proliance_Surgeons_DEI