



# Diversity, Equity, and Inclusion Statement

## Statement of Commitment to Diversity, Equity, and Inclusion

The Board of Directors of Gillette Children's Specialty Healthcare is committed to the principles—and practices—of diversity, equity, and inclusion. As the governing body of a world-renowned healthcare provider that is committed to these values for its employees, patients, families and the communities it serves, the Board embraces these ideals in word and deed. The Board's commitment is essential for Gillette to fulfill its mission and to advance the public good. Likewise, the Board will define, model and hold itself accountable to the highest standards of diversity, equity and inclusion, and to the creation of a more just system of care both inside our walls and throughout the healthcare system.

### Diversity

Gillette's Board of Directors believes that diversity is the presence of difference, that diversity makes for a stronger Board, and that diversity is represented by many identities, including ability, race, ethnicity, gender, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, critical thinking and communication styles. To put this commitment into practice, the Board will ensure that its membership mirrors the identities represented within Gillette's workforce, and within the communities that Gillette serves. In doing so, the Board will strive to serve as a role model within its communities.

### Equity

Gillette's Board of Directors believes that equity is key to ensuring that all are given an opportunity to have their voices heard. When equity is present, the Board is challenged—and thereby strengthened—by the input of people empowered to exercise agency. However, the Board acknowledges that such opportunity is not equally available to everyone; therefore, to achieve equitable representation the Board must break down and prevent systemic barriers to access that prevent participation.

### Inclusion

Gillette's Board of Directors believes that inclusion is diversity and equity in action, and the Board encourages all members to bring their perspectives, identity, and life experience to their roles and responsibilities. It is not enough to broaden membership; rather, the Board strives to ensure that all members feel welcomed, that their views are valued, and that their talents and voices are leveraged through collaboration and leadership opportunities within the Board's structure. Inclusion is a collaborative practice, and the Board will ensure that all members cooperatively engage in its work.