

DEI Statement for GME website

DHR Health is an Equal Opportunity Employer (EOE) that embraces diversity, equity and inclusion. We know that diverse and inclusive teams have a positive impact, by generating varied perspectives and in turn better ideas to solve complex problems. We are committed to building a team with a variety of backgrounds, skills and views, by ensuring fair treatment, access, opportunity, and advancement for all residents, faculty, and staff. We strive to identify and eliminate barriers that have prevented the full participation of some groups, due to race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, physical or mental disability, and others.

We appreciate the unique abilities and perspectives of our diverse workforce and community. By creating an environment where faculty, physicians, residents, fellows, and staff can be their true selves at work without fear of judgment, we aim to foster creativity, raise productivity, and improve organizational performance. We believe that all our faculty, physicians, residents/fellows, and staff play the critical role in the overall success of the organization and the vision we have for our community. We create a sense of belonging at the workplace, where employees are appreciated for their unique contributions, recognized for their accomplishments, supported in their career goals, and have a sense of connection to how they are positively impacting their community.

Through community partnerships, we generate transformation within our institution as a means of advocating for better care for our patients, creating a more diverse physician workforce, and serving our community. We strive to promote social justice by advocating for equitable health care, without regard to race, gender, sexual orientation, social status, or ability to pay. We are committed to an organizational culture that will connect our residents and fellows to the organization; encourage collaboration, flexibility and fairness; and leverage diversity throughout the organization, so that all residents and fellows will be able to participate and contribute to their full potential.

DHR Health recruits resident/fellow applicants underrepresented in medicine (UIM) for advancement of diversity, equity, and inclusion. The DHR Health GME Diversity Committee is included in all planning phases of faculty and resident/fellow recruitment, selection, and retention and includes hospital leaders, GME representatives, and residents/fellows.