Welcome to the UCSF Benioff Children’s Hospitals Diversity, Equity and Inclusion Council! You belong here! Our DEI Council is proud of what we have accomplished in the time since this journey began and know that we have much more work ahead of us. We want to sincerely thank everyone who has contributed to this work that is at the very foundation of our hospitals, as we uphold the values of cultural humility, community inclusiveness and health equity. Together we can create and maintain a Brave Space where we can share, learn and ultimately transform our healthcare system into a more inclusive environment for ALL.

**DEI Mission**
To build an institution that is rooted in justice and equity to nurture an inclusive culture and to cultivate and implement effective strategies for the just and equitable provision of education, discovery, & patient care.

**DEI Vision**
To build an empathetic, supportive and equitable environment for the present and future UCSF Benioff Children’s Hospitals community.

**Values**
BCH values all employees by embracing their diverse talents, perspectives, and experiences, and fostering inclusion that inspires innovation, encourages respect and promotes unlimited success.

**Promise**
To attract and sustain a diverse workforce by recruiting, hiring, developing and retaining high-performing employees who work collaboratively to carry out the mission for BCH.

**What Do We Mean?**

<table>
<thead>
<tr>
<th>Diversity</th>
<th>Unique characteristics, perspectives and life experiences that define us as individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>Fair treatment, access, opportunity, and advancement of all individuals</td>
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<tr>
<td>Inclusion</td>
<td>Creating an environment where all individuals contribute fully and feel valued, engaged and supported to reach their full potential</td>
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**How to Get Involved**
- Join the DEI Council
- Join the DEI email listserv
- Help plan Heritage Month celebrations
- Submit your staff profile in our DEI website

**What We Do**

**Education Task Force**
- Provide BCH’s leadership, faculty, staff, and trainees with information, strategies and tools to enable them to lead diversity efforts within their specified areas
- BCH specific DEI Champion training
- DEI focused Grand Rounds

**Patient Care Task Force**
- Increase patient satisfaction related to specific questions around provider/caregiver cultural sensitivity
- Real-Time DEI patient experience surveying
- Increase language access materials, availability of high-quality translators and signage

**Workforce Task Force**
- Prioritization of diversity and inclusion in workplace recruitment and retention.
- Collaborate with HR in diversity training and educational activities
- Incorporate DEI training into NEO
- Create BCH DEI website, book club

For more information on the DEI Council, contact us at [www.diversitybch.ucsf.edu](http://www.diversitybch.ucsf.edu)