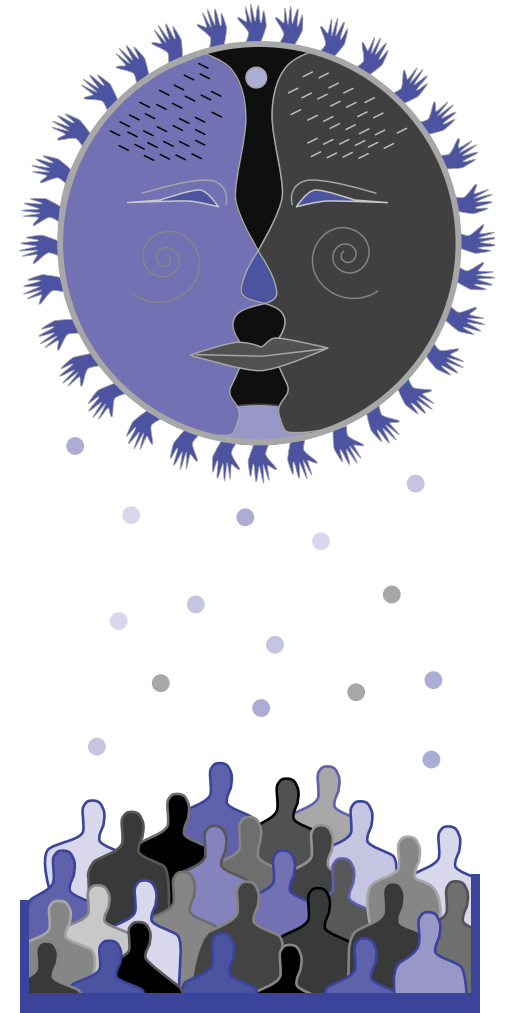


Our Commitment

Saint Luke's Health System promotes and enhances all aspects of diversity.

The Difference Makes the Difference

The theme for Saint Luke's Health System's diversity initiative is "The Difference Makes the Difference." This theme acknowledges that we are all different and that these differences are what make us a stronger, healthier organization. The diversity icon, which is used for all diversity awareness communications, features two faces that illustrate one unified voice. The hands represent that we are all the same.



*Diversity
The difference
makes
the difference.*

For more information about the Diversity Council or Saint Luke's Health System's commitment to embracing diversity,

002CT 4/03 3K

Why Diversity?

Every day we have opportunities to learn from those around us—family, friends, co-workers. Sometimes, we learn new facts and, occasionally, we may discover an entirely new concept.

Often, this is the kind of information we can apply to specific problems or tasks. It can be a means to help us work faster, smarter, or more cost effectively and it may lead to better understanding.

But learning and growth can be more subtle, too. As we work and socialize with others, we're exposed to lifestyles, languages, attitudes, and traditions that are different, yet similar to our own.

This kind of knowledge has the potential to help us accept, understand, appreciate, and respect differences among the people we know. And because it helps us understand others' needs, practices, and backgrounds, it may even help us give more compassionate care to everyone we serve.

The 2000 census indicates dramatic population increases for ethnic groups across the country and here in our communities. Embracing diversity is not only the right thing to do—it is a business imperative. People who don't feel welcomed, respected, or appreciated will choose to go elsewhere for health care services.

It's critical for Saint Luke's Health System (SLHS) to create an organizational environment that values the differences that make our communities unique. It's equally important that we capitalize on the richness of our employees to fulfill our mission to enhance the physical, mental, and spiritual health of the communities we serve.

Our Vision

In December 1995, SLHS initiated a long-term strategy to develop an environment that actively embraces, manages, and values diversity. The starting point was the creation of the Diversity Council.

The Diversity Council now consists of employees from throughout SLHS, including representatives from departments such as Human Resources, Nursing, Purchasing, Patient Relations, and Medical Affairs, as well as executive leadership.

In 2002, the diversity effort extended to the SLHS Board of Trustees, which established a board diversity committee.

Diversity Council Mission

The Diversity Council's mission is to:

- Recommend appropriate steps to effect change
- Serve as an adviser to management in establishing diversity best practices
- Increase awareness of the value of diversity through education and through open and candid communication
- Review and make recommendations that meet the health care needs of diverse patients
- Continually assess the current environment