

Welcome to the January EDI committee newsletter!

The LBHH Equity, Diversity, & Inclusion (EDI) committee was created to help cultivate an environment for all patients, staff and visitors here at LBHH that is welcoming, inclusive, respectful, and appreciative of all commonalities, cultural backgrounds, beliefs, and individual differences. Our mission is to provide a safe and inspirational space for self-expression, to provide fair and equitable treatment, and to provide ongoing education and advocacy in support of our vision.

In December 2023, the EDI committee conducted a hospital-wide survey focused on equity, diversity, and inclusion at LBHH. While many of you identified that, in general, we are doing well regarding equity, diversity, and inclusion here at LBHH, you also identified areas in which we could use some improvement. The most commonly identified areas for improvement, per those survey results, include: language services, LGBTQIA+ issues, and general cultural awareness.

Some of the ways that we have been working to make improvements in those areas over the past year are:

- Broadening interpretation services and problem solving language-related procedural issues
- Translating group materials into languages other than English
- Creating a workgroup to focus on LGBTQIA+ needs
- LGBTQIA+ training for all staff
- Optional pronoun stickers for staff ID badges are available
- Developing a spreadsheet of supplies and resources that are available for diverse patient populations
- Supplying adhesive bandages in a variety of skin tones
- Increased community involvement, including the YWCA Race Against Racism, and Lancaster Pride.

The EDI committee invites you to take some time to reflect on the following questions:

- What does equity mean to you?
- What does diversity mean to you?
- What does inclusion, or to be inclusive, mean to you?
- How do your life experiences impact your definitions of equity, diversity & inclusion?

Each of us will have different responses to these questions, and that is a good thing. Our differences are just as important as what we have in common!

As we continue our work in 2025, the EDI committee will maintain our focus on how to make improvements in the areas of language services, LGBTQIA+ issues, and general cultural awareness. The EDI committee recognizes that those complex topics, and it will take some time to address them in their entirety. We value your questions, comments, and points of view as we work together to create an environment at LBHH that is equitable, diverse, and inclusive for all.



The next EDI
Committee meeting will
be held on **January 31st**
at **12:00pm** in the
Expressive Arts Room.