

Diversity @ Seton is...

- **Recognizing** the differences, inclusive of diverse ideas and backgrounds, each individual brings to their work at Seton
- **Utilizing** the varied dimensions, experiences and ideas of our talented workforce to deliver culturally competent patient care.

Inclusion @ Seton is...

- **Valuing** our universal human "oneness" and interdependence
- **Accepting** the whole person and being free to bring our whole selves to work
- **Ensuring** an understanding and appreciation for and respect of cultural differences and similarities within, among and between groups

Cultural Competence @ Seton is...

- ***Skills, behaviors, policies and practices*** that enable Seton staff to work and communicate effectively across cultures in situations that involve team members, patients, families, partners and other visitors.
- ***The ability to acquire and use knowledge*** of health-related beliefs, attitudes, practices and communication patterns with patients and their families, team members, partners and visitors.

Vision

- We envision a strong, diverse and inclusive health ministry in Central Texas that aspires to be the healthcare provider of choice and the preferred workplace for associates and physicians. We will fully utilize our “likenesses” and “differences” to continuously improve services, strengthen programs, increase community participation, and to be a catalyst to address health disparities among all groups.



Key Strategy Components

- We will institutionalize the changes necessary to become a culturally competent healthcare organization.
- We will enhance all existing systems and business processes so that Diversity, Inclusion and Cultural Competence become an integral part of each key process, including:
 - **Talent Acquisition**
 - **Talent Development/Education**
 - **Patient Access**
 - Patient Care
 - Communications, Advocacy, Marketing and Planning
 - Supplier Diversity
 - Community Outreach