

UPMC Children's Hospital of Pittsburgh
Division of Community Health
Commitment to Equity, Justice, and Belongingness

UPMC Children's Hospital of Pittsburgh's Division of Community Health envisions all children growing into healthy and thriving adults. With this in mind, our mission is to improve health outcomes, reduce health disparities, and elevate quality of life for children and families in the communities where they live, learn, work and play. In alignment with UPMC's aim to ensure that dignity and respect are integral components of the employee, patient, and community experience, our Division calls out equity, justice, and belongingness as central to advancing our mission in partnership with communities and families.

Disparities in health are well documented in the United States, and in the Pittsburgh region. These disparities remain prevalent despite evidence of and appeals for their elimination. UPMC Children's Division of Community Health acknowledges that racial and ethnic minorities continue to have poorer health status and health outcomes compared to their White counterparts. We also acknowledge the role and impacts of systemic oppressions and inequities that exist in our region based on race and ethnicity, gender identity, disability, and geographical residence that lead to health disparities and reduced wellbeing of individuals in the communities we serve.

In service to all children, families and communities, UPMC Children's Division of Community Health affirms our stance on advancing equitable, and culturally and socially relevant care. We commit to:

- Approach our work with intentional impact toward equity and justice for all
- Create a culture where staff, families and young people feel valued, comfortable and empowered to contribute
- Recognize communities, partners, and the families with whom we work as experts in themselves
- Intentionally seek out and collaborate with minority-led and trauma-informed partners, and advocate and educate alongside them
- Hire and promote a diverse staff of professionals that is representative of the communities we serve
- Provide staff and trainees with opportunities for professional development that aligns with our values
- Enable opportunities for young people of color and from diverse backgrounds to learn about careers in healthcare
- Evaluate our actions to ensure they are in alignment with our commitment to advancing equity, justice and belongingness

With this, we hold firm to our mission to promote health and wellbeing for all in our community.