

Celebrate, embrace and nurture

We are committed to diversity, equity and inclusion.



At Mankato Clinic, we treat everyone like family, where we celebrate differences, embrace all experiences, and nurture a sense of belonging. We are committed to diversity, equity and inclusion (DEI) in our work culture, patient care and community partnerships.

We acknowledge that every human deserves the fundamental right to health. With a solid commitment to health equity and inclusivity, we will address structural and systematic barriers limiting our ability to do better. Every day, we can make a difference by caring for our patients in a way that meets their social, cultural and language needs.

Established in 2020, the Diversity, Equity and Inclusion Committee guides and holds the Mankato Clinic accountable for integrating diversity, equity and inclusion into all aspects of what we do. Collaborating with our staff, providers, leadership and patients and reporting to the Mankato Clinic Board of Directors, the DEI Committee supports this work and promotes an inclusive environment where people feel they belong.

The committee's scope includes:

- **Promoting workforce diversity, equity, and inclusion:** through our hiring, promotion, onboarding and training practices, we will evaluate and implement best practices to ensure a workplace culture that is diverse, equitable and inclusive.
- **Ensuring that how we interact with the community, our patients, and each other mirrors how we talk about DEI with our actions:** disagreeing without disrespect, seeking common ground as a starting point for dialogue about differences, listening to one's preconceptions and teaching others to do the same.
- **Advancing health equity:** determining what inequities may exist at the Mankato Clinic and working towards reducing them through informed decisions and policy changes to address and remedy disparities in our organizational culture and operations.



mankatoclinic.com/diversity-equity-and-inclusion-committee



Mankato Clinic