

# Diversity, Equity and Inclusion Statement of Commitment

At Newfoundland and Labrador (NL) Health Services, we are committed to fostering a health-care system and workplace where every patient, resident, family, employee, physician and volunteer feels respected, valued and included.

We believe that diversity strengthens and enriches our workplaces and communities and we are dedicated to providing fair treatment and equitable opportunities to all, regardless of identity, background or lived experiences. By embracing diversity, equity and inclusion (DEI), we create more meaningful, accessible and culturally safe experiences for everyone we serve and employ.

This work is grounded in our core values—Innovation, Compassion, Accountability, Respect and Excellence (ICARE)—which guide



- ▶ Innovation
- ▶ Compassion
- ▶ Accountability
- ▶ Respect
- ▶ Excellence

everything we do. These values inspire us to continuously advance equitable and inclusive care and foster a workplace culture of equity and belonging that reflects and honours the diversity within Newfoundland and Labrador's communities.

Achieving true equity is an ongoing journey that requires us to listen, learn and act in partnership with others. We are committed to working with community partners, Indigenous Peoples, individuals with lived experience, DEI experts, and the people living in our province. By working together, we will create a more inclusive system grounded in mutual respect and cultural humility.

We recognize that many groups in our province experience health and employment disparities due to social, economic and structural inequities. As part of our journey towards equity, we are taking meaningful action to remove barriers to care and employment wherever possible. This includes advancing reconciliation, improving accessibility, addressing bias and discrimination, and incorporating equitable practices across our care environments and workplaces. These efforts reflect our commitment to embedding DEI into the core identity of NL Health Services in a structured and sustainable way.

Through continued collaboration, reflection and sustained effort, we will support our vision, "Health and Well-Being. Every Person. Every Community." Together, we are building a health-care system where everyone feels welcomed, valued, and empowered to thrive.



**NL Health  
Services**

▶ [NLHealthServices.ca](https://NLHealthServices.ca)