



DIVERSITY + EQUITY + INCLUSION AT *Epic*

Principles of Our Community

- 1 Treat all people with dignity and respect.
- 2 Uphold a workplace where everyone's contributions are welcomed.
- 3 Collaborate to address potential bias within and related to the software.
- 4 Ensure all staff have opportunities and support for growth.
- 5 Seek to recognize, understand, and appreciate the value of others' perspectives, backgrounds, and experiences.
- 6 Diversity, equity, and inclusion is a journey; examine your beliefs and assumptions and embrace a continuous learning mindset.

EMPLOYEE RESOURCE GROUPS

- DisAbility
- Employees of Color
- LGBTQIA+
- Parents
- Veterans
- Women in the Workplace

EDUCATION

Classes:

- Practicing Diversity and Inclusion
- Managing a Diverse Team
- Managing a Diverse Team 2
- Diversity and Inclusion Orientation
- Shark Bytes: Diversity and Inclusion at Epic

Resource Lists:

- Respecting Our Differences
- Diversity and Inclusion Learning Portal

COMMUNICATION

- Information about past and ongoing projects is available on the Diversity, Equity, and Inclusion wiki.
- The Diversity Council provides updates through blog posts, presentations, and emails.
- All staff can submit suggestions and feedback to yourIdeas@epic.com

Diversity Council

At Epic, our core mission is on improving healthcare—getting people well and helping people stay well. Having a culture that appreciates diversity is a part of that mission. With that in mind the Council's goals are to:



Maintain software that enables our community members to provide inclusive and equitable care, where the needs of diverse patient populations are considered, and outcomes are improved.



Support an equitable, inclusive, and welcoming work environment where all staff are able to do their best work.



Increase communication on current and future diversity, equity, and inclusion projects.



Support recruitment of qualified staff with a diverse range of backgrounds and experiences.



Work with all of you to identify and share opportunities for staff to increase community engagement relating to diversity, equity, and inclusion.