

Equity, Diversity and Inclusion Framework Integrative Medicine for the Underserved

Equity Diversity and Inclusion Vision Statement

As integrative health professionals and advocates from diverse personal and professional traditions, we hold a vision of our common humanity and interconnectedness. We serve people profoundly impacted by social inequities and injustice, and we are uniquely situated to address the resulting barriers to health. “Hierarchies of human value” * (including but not limited to racism, sexism, and classism) are built into our society structurally, and we recognize them as root causes of trauma and illness. We also recognize the hierarchies that exist within health care work and believe that inclusion of a wide range of healers representing different healing systems enhances our ability to provide optimal care. We are committed to equity, diversity and inclusion as healing and unifying forces in our practices, organization, and society. We work to advance health equity through anti-racism and other anti-oppression work as individuals and as an organization. We prioritize increasing many forms of diversity in our organization, welcoming the inclusion of all voices and promoting open dialogue.

** from Gail Christopher*

Our Equity/Diversity/Inclusion Framework

EDI stands for equity, diversity, and inclusion. The purpose of this framework is to:

- Align our principles with our organizational actions in every way possible. We wish to walk the talk.
- Provide a roadmap that will enable us to know where we are and where we want to go.
- Strengthen our work through clear goals, communication and transparency. We wish to be accountable.

How We Got Here

This document was initially created after a review of the literature and with input from our broader EDI committee. Thanks to Maria Chao, Karen Burt, Priscilla Abercrombie, Leanna Lewis, Sydney Emerson for developing the framework.

This document is a work in progress, a living document. We acknowledge that a lengthy document like this is not a universally accessible or useful form of engaging with this work, and we continue developing resources and tools to stimulate our individual and organizational development. We welcome your feedback and participation in our ongoing work in these areas. Please contact us at info@im4us.org if you would like to be part of this work. If you share pieces of this framework, please credit Integrative Medicine for the Underserved.

Questions to help guide this work include:

As an organization....

How can IM4US best serve as a force for health justice?

How can we leverage the work of IM4US to advance health equity?

How can IM4US promote an organizational culture that upholds the values of diversity, equity, and inclusion?

As individuals...

How can we best address intrapersonal attitudes, beliefs, and behaviors that perpetuate bias and discrimination?

How can we strengthen our compassion and remain rooted in our common humanity and interconnectedness?