



CPREM Equity Operating Guidelines: Our Beliefs and Values

At the OHSU Center for Policy and Research in Emergency Medicine (CPR-EM), our mission consists of reducing inequities, including, but not limited to, those based on race, ethnicity, gender, sexual orientation, gender identity, immigration status, religion, and disability. In particular, we acknowledge the legacy of racism that is embedded in American society and institutions, and we are actively working to be catalysts of change to dismantle these harmful structures. Our commitment involves reflecting principles of equity across all functions of our organization, including in its culture, governance, hiring practices, salaries, research areas of focus, and the conduct of our research.

To this end, we commit to the following:

- ✓ We recognize the long and profound histories of racial oppression embedded into American society and institutions. These harms cannot be erased easily or lightly, and the depth of their influence should inform the extent of our anti-racist efforts.
- ✓ We will be action-oriented. Statements and intent should be followed through with clear, deliberate action and measured improvement in defined outcomes. We will not assume that equity will occur naturally, or on its own, without our active engagement in ensuring it is present.
- ✓ We will use ongoing, iterative processes. We will actively engage in a continuous improvement process. This means each month will have an action plan that will build upon prior work, so that our beliefs, values, and goals can continue to change and grow over time.
- ✓ We will be supportive of one another. We will allow for mistakes and room to learn, and we will recognize and honor growth and achievement of goals.
- ✓ We view diversity not as an endpoint, but as the first step in a process of developing a culture that is inclusive and high performing, and science that is more comprehensive, inclusive, and generalizable.
- ✓ We acknowledge that developing a diverse workforce within our center is a critical to developing novel ideas, conducting high-impact science, improving our long-term performance, and reaching our full potential.

