

## Why We're Renaming Our DEAI Group

*Strengthening belonging, inclusion, respect, and impact across our communities.*

### WHY THE NAME CHANGE?

We are renaming our Diversity, Equity, Accessibility, and Inclusion (DEA&I) group to better reflect our Augusta Way Culture—who we are, what we stand for, and how we serve. This enhancement is part of our continued commitment to creating a workplace and care environment where everyone feels seen, respected, and empowered.

We believe ensuring this environment for team members and providing culturally sensitive care for our patients are essential to fulfill the Augusta Health mission to ***strengthen the health and well-being of all people in our communities.***

### WHAT IS DRIVING THIS CHANGE?

#### 1. Centering Belonging and Wellbeing

We are evolving beyond traditional DEAI language to emphasize *belonging*, which captures the emotional and psychological safety that all individuals—patients, team members, providers and community members—need to thrive. This aligns directly with our mission to strengthen the health and wellbeing of all people in our communities.

#### 2. Aligning with Our Core Values

Our new name will reflect our deep commitment to *patient- and community-centeredness*, *professionalism*, *excellence*, and *teamwork*. It emphasizes that inclusion is not just an initiative—it's a reflection of how we work together to deliver the highest quality care. By fostering a culture where every individual feels respected and valued, we strengthen our teams and enhance the care we provide to our varied communities.

#### 3. Ensuring Long-Term Sustainability

As the public discourse around DEI continues to shift, we are proactively adopting a name that allows us to preserve and advance our efforts in equity and inclusion without distraction or division. The work remains the same—only the framing is evolving.

#### 4. Reflecting Who We Serve

Our renamed group reinforces our commitment to treating every person as a unique individual, not a category. It supports our approach to *customized care*—humans caring for humans—where we listen deeply, honor personal experiences, and incorporate each individual's needs and values into their care plan. By doing so, we avoid generalizations and ensure every voice is heard and respected, both in our workplace and in the communities we serve.

## THE IMPACT

This is more than a name change. It's a reaffirmation of our commitment to:

- Build trust with our patients and communities
- Support a culture of inclusion and psychological safety for staff
- Reduce disparities in care and outcomes
- Promote equity in access, opportunity, and experience

## THE NAME

To represent our shared commitment to unifying our team members in demonstrating our core values and fulfilling our mission, the enhanced name is **BRIDGE**:

- **B**elonging – Every person deserves to feel seen, safe, and respected.
- **R**espect – We treat patients and colleagues with dignity, always.
- **I**nclusion – All voices matter in decision-making and care delivery.
- **D**iversity – We recognize and celebrate differences that strengthen care.
- **G**rowth – We are open to learning, evolving, and improving together.
- **E**quity – We address barriers, so everyone has a fair chance to thrive.



Here's how BRIDGE helps bring our organization together and moves us forward:

- Signals connection – not division
- Reflects core values in action
- Makes our mission tangible
- Is a practical tool for change