



* indicates attachment

◆ indicates items to be distributed at meeting

▲ requires motion for approval

COTS BOARD OF TRUSTEES

IDEA PRINCIPLE DEFINITIONS AND DIVERSITY VALUE STATEMENT

Approved at 02/25/2020 COTS Board of Trustees meeting

INCLUSION

- Leveraging, engaging and valuing diverse human and cultural characteristics to help deliver the most creative, innovative and impactful outcomes for physicians, patients, families and our society

DIVERSITY

- Unique differences in thought, beliefs, values and life experiences, among many other human and cultural characteristics, based on who we are and where we come from

EQUITY

- Ensuring that people and circumstances are provided with exactly what they need to gain access to opportunity, be successful and live a full life through understanding that fair is not always equal, and that equity is not the same as equality

ACCESS

- Ensuring that everyone, regardless of their diverse human and cultural characteristics, has opportunity to realize their full potential, attain their full rights and privileges and occupy their desired status in our society

DIVERSITY VALUE STATEMENT

We believe that by valuing diversity through defining our IDEA principles and utilizing them during our course of doing business, we are better prepared and able to meet our mission.