



Northern Dental
ACCESS CENTER

MISSION...

to provide access to a
DENTAL HOME
for people in need

VISION...

to be a regional leader in assuring
ACCESS TO DENTAL CARE
is available to all



CORE VALUES

The goals set forth in this Strategic Plan are grounded in the core values that have served the organization well since its inception. Core values are the beliefs and actions that reflect the character of our organization. They remind us of who we strive to be; they are the touchstones that guide our decisions.

- A culturally-competent approach to services is key to our identity. We understand, accept and meet patients where they are and provide a nonjudgmental and welcoming place for them to receive care. **Diversity** and **inclusivity** make us stronger and better equipped to serve. (*A Diversity and Inclusivity Statement, next, drives this core value*)
- We treat more than just a person's mouth—we honor patient circumstances and personal stories, and we provide **linkages** to community resources to overcome barriers to care.
- We believe that **partnerships** with community people, agencies, policy makers, educational institutions and employers bring strength to our Mission.
- We are especially attentive to **children**, helping them to feel comfortable here, to have fun while they wait, and to listen when they speak. Motivating them to break the cycle of oral neglect requires our full attention and compassionate education.
- We believe that everyone has a right to a **Dental Home**, and we are here to serve people who otherwise would not have access to care. We encourage people of means to work within the private practice dental community for their care.
- We believe in **abundance**. That when we work together within our community, there will be adequate resources to get the job done. Fear, competitiveness or a sense of scarcity only breeds further scarcity and we will not forget the lessons we have learned about the wealth of resources that collaboration brings to the table.
- Our role in the **professional development** of health care professionals is key to our long term sustainability. We welcome future dentists, dental assistants, nurses and others to observe, shadow, intern and practice here whenever possible.
- We hold firm to the business practice of **buying local** whenever possible, to support our local and regional community to the best of our ability.
- We believe poverty is a condition of economics, not race or ethnicity.

STATEMENT ON DIVERSITY AND INCLUSION

DEFINITIONS

We define 'diversity' in its broadest sense of the word, as we welcome people who bring experiences and solutions from their race or ethnic backgrounds, faiths, gender and gender identities, sexual orientations, ages, economic circumstances, geographies or philosophies.

We define 'inclusivity' as the practice of including people who might otherwise be excluded or marginalized.

INTENT

Northern Dental Access Center is committed to an inclusive work and clinic environment that promotes and values diversity. We have learned through experience that different ideas, perspectives and backgrounds create a stronger and more creative work environment that delivers better results. More importantly, creating an environment where everyone, from any background—is welcomed and can do their best work—is the right thing to do.

WHAT WE DO

Governance and daily operating practices reflect our identity as an inclusive and diverse workplace and community resource. At Northern Dental Access Center, we:

<p>... CHALLENGE the status quo, and shine a light on systemic discrimination and intolerance where it affects the health of people in our community.</p>	<p>...ACTIVELY LISTEN to those we seek to serve; and work to influence dominant systems so they better address the needs of marginalized and underserved people.</p>	<p>...ENLIGHTEN AND EMPOWER through professional development, exposure to different views, and hearing from others in the safety net arena.</p>	<p>...CULTIVATE RELATIONSHIPS with future partners, leaders, employees, advisors and patients to bring a depth and breadth of voices to our work.</p>
<p>...NURTURE STAFF and partners to bring their unique experiences and perspectives to the problem-solving table.</p>	<p>...MENTOR AND BUILD cohesiveness among employees who lift each other up to create a vibrant and engaged team.</p>	<p>...WELCOME JOB SEEKERS, students and educators to shadow and contribute to our learning environment.</p>	<p>...KNOW THAT OUR DIFFERENCES are unified by a shared passion to serve those most in need, with compassion and dignity.</p>