

Diversity, Equity and Inclusion

Values Statement

Northern Dental Access Center is grounded in the pursuit of health equity for those among us who face resource challenges. Early on, we learned that the intersectionality of multiple identities, historical marginalization and betrayed trust requires cultural humility to do this work effectively.

We believe our mission to provide dental care access in a rural setting gives us clear focus within the realm of health equity, and which requires us to adapt our services to meet the unique challenges of each patient.

In our fifteen years, the language around Diversity, Equity and Inclusion has evolved substantially, and at the same time, it has been embraced and politicized across the nation. Therefore, articulating our commitment is inherently imprecise, and is ultimately less important than our daily actions of ‘walking’ the ‘talk.’

Definitions

Diversity—refers to differences in identities, backgrounds, and perspectives among individuals or groups such as race, ethnicity, gender, sexual orientation, socioeconomic status, age, ability, religion, and more. Diversity recognizes and values the unique qualities and experiences that each person brings.

Equity—focuses on fairness and justice, recognizing and addressing the historic and systemic barriers and disadvantages that individuals may face, and taking proactive steps to reduce marginalization and to ensure everyone has equal chances to succeed.

Inclusion—active and intentional efforts to create an environment where individuals are welcomed, respected, and involved. Where there is diversity and equity, the action steps of inclusion complete the interrelationship of people and systems that assure everyone feels valued and has a sense of belonging.

“

... the pursuit of health equity for those among us who face resource challenges.

”

Action Statements

At Northern Dental Access Center, we...

- ... provide equitable access to dental care, balancing our robust resources with the cultural humility necessary to break the cycle of systemic paternalism, racism and discrimination faced by many in our region.
- ... challenge the status quo and advocate for systems change, by embracing efforts to upend traditional and conventional approaches, language and biases that have perpetuated the very inequities we are striving to improve.
- ... prioritize a quality workplace culture where engagement and empowerment are key and employees celebrate their differences and share a sense of belonging. Their diverse wealth of life experiences brings creativity and innovation that ultimately better serves our patients.
- ... enlighten and empower through professional development, exposure to different views and approaches, and hearing from others in the health equity arena.
- ... welcome job seekers, students and educators to shadow and contribute to our learning environment.



Northern Dental Access Center is committed to recognizing and respecting the diverse cultural backgrounds, beliefs, and values of our patients and understanding how these factors may impact their oral health and overall well-being. Striving for DEI and cultural humility in dental care, as reflected in the aforementioned value and action statements, helps ensure that all patients receive humble, effective, and culturally sensitive oral healthcare services.