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NAHC Statement on Diversity and Inclusion in Home Health Care

In the wake of recent incidents, it is incumbent upon us all as individuals and institutions to initiate a meaningful and rigorous self-examination of how we can battle systemic racism, discrimination, and prejudice. As an organization, the National Association for Home Care & Hospice (NAHC) is committed to diversity and inclusion within NAHC, its governance, and our membership. NAHC further commits to taking action to go beyond well-intentioned words. We will take deliberate and sustained actions to protect current and future generations of people of color against racial injustices, discrimination, and prejudice within the home care and hospice community. Discrimination and prejudice of any nature is counter to the core principles of home care and hospice.

As part of this effort, NAHC is undertaking an in-depth evaluation of its internal and external responsibilities as they relate to race, inequality, and increasing access to opportunities for people of color. More importantly, NAHC is committed to take the necessary steps and actions to promote and support a home care and hospice community that is a model for equality and justice.

To achieve this goal, NAHC has undertaken the following initial steps:

- The establishment of a Home Care and Hospice Diversity Task Force designed to conduct the thorough self-examination upon which any remedial action will be based
- The enactment of a Diversity and Inclusion Policy that will guide NAHC operations and governance
- The initiation of a comprehensive home care and hospice community education plan to provide the tools and support to assist the home care and hospice community to fully secure and maintain diversity and inclusion

These are only the first steps that can be expected from NAHC. Self-examination is essential to plot a proper and successful course of action for NAHC and the home care and hospice community. The end to discrimination and prejudice lies within each and every individual person and organization. The culture of home care and hospice must ensure that all people are treated respectfully, fairly, equally, and without prejudice. There must be no barriers to opportunities that are based in discrimination or prejudice within home care and hospice. NAHC will help foster the principles of equality and justice and provide our membership with the appropriate tools and supports.