

Diversity, Equity, & Inclusion **A Message from our CEO**

We are steadfast in our commitment to creating a workplace environment that champions antiracism, diversity, and inclusion. We firmly believe that this commitment is not only a moral imperative but also essential for driving innovation and change -- it fuels our "Courage to Change Healthcare."

As the CEO, I want to emphasize our unwavering dedication to cultivating a culture where every individual is valued, respected, and empowered to thrive, regardless of their background or identity. Antiracism is not just a buzzword for us; it's a foundational principle that guides our actions and decisions.

We recognize and acknowledge the systemic disparities that exist and are dedicated to dismantling them within our organization and beyond. This journey begins with ongoing education, open dialogues, and actively challenging biases to create a more just and equitable society.

Diversity is the wellspring of creativity and the catalyst for broadening perspectives. We understand that our teams are enriched by the unique talents, experiences, and viewpoints that each individual brings. By wholeheartedly embracing diversity, we ensure that our solutions are comprehensive, innovative, and reflective of the diverse communities our clients serve.

Inclusion serves as the unifying force that binds diversity and antiracism together. We are resolute in creating an inclusive environment where every voice is heard, and every contribution is recognized. This means fostering a workplace where individuals feel not only accepted but also encouraged to be their authentic selves. Here, their ideas are not just welcomed but celebrated, and equal access to opportunities for growth and advancement is ensured.

Our commitment to antiracism, diversity, and inclusion is an ongoing journey that demands continuous effort. We pledge to hold ourselves accountable by setting measurable goals, regularly assessing our progress, and making necessary adjustments. Our leadership team is dedicated to driving change at every level of the organization and inspiring our employees to become advocates for these principles in their daily interactions.

As we move forward, our resolve remains unwavering in making ECG a model for antiracism, diversity, and inclusion in our industry. By embracing these values, we not only enhance our workplace culture but also make a positive contribution to the clients we partner with and the communities they serve. Together, we will shape a more equitable future and leave a lasting legacy of positive change.



Chris T. Collins
President and CEO

