



## **DIVERSITY, EQUITY, AND INCLUSION (DEI) STATEMENT**

At Lights on ABA Services, LLC we are committed to diversity, equity, and inclusion both now and in the future. Our goal is to foster an inclusive and equitable organizational culture, protect and support our staff, and provide exceptional care to our patients.

### **Our Commitment to DEI**

Inclusive and Equitable Culture: We aim to create an inclusive and equitable workplace where everyone feels valued and empowered.

Protection and Support for Staff: We prioritize the well-being of our staff by promoting fairness, open communication, and continuous learning.

Protection and Support for Patients: Our patients' diverse needs are at the forefront of our care. We strive to provide equitable access to high-quality healthcare.

### **Steps Towards Achieving DEI**

To fulfill our commitment to DEI, Lights on ABA Services, LLC will take steps, including:

DEI Strategic Plan: Developing a strategic plan to guide our DEI efforts.

Education and Training: Providing education and training to enhance DEI awareness.

Recruitment and Retention: Implementing practices to promote diversity in our workforce.

Feedback Mechanisms: Establishing channels for feedback from staff and patients.

Cultural Competence: Enhancing cultural competence among our healthcare providers.

Data-Informed Decisions: Using data to address disparities in care and representation.

DEI Awareness: Promoting DEI awareness through various initiatives.

Our commitment to DEI is an ongoing effort, and we are dedicated to making meaningful progress on this journey. As we evolve in these efforts, so will our statement and plan.