



CAMBRIA COMMUNITY HEALTHCARE DISTRICT


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RESOLUTION 16-20

RESOLUTION TO COMMIT TO CREATING A DIVERSE WORKFORCE TO EFFECTIVELY SERVE RESIDENTS AND VISITORS

- WHEREAS,** (1) EMS services continue to reflect a lack of ethnic and gender diversity, which may perpetuate persistent health disparities, and
- WHEREAS** 2) Studies show there is underrepresentation even among recent graduates, both locally and nationally, and
- WHEREAS** 3) The community we serve and its visitors represent all ethnicities and some members are not English-proficient, and
- WHEREAS** 4) Removing cultural and language barriers between patients and first responders may improve communication which tends to facilitate more accurate assessment of a medical emergency and improve the quality of care provided, and
- WHEREAS** 5) A diverse workforce helps encourage potential students who are members of minority groups to pursue a career in Emergency Medical Services, and
- WHEREAS** 6) Lack of diversity among first responders has been shown in some studies to negatively impact treatment decisions, especially in stroke and pain management,
- RESOLVED** (1) The CCHD Board supports efforts to recruit diverse full time and part time paramedics and EMTS as positions become available, and
- RESOLVED** (2) The CCHD Board supports efforts to recruit students to local paramedic and EMT programs who will help EMS services throughout the County -- including the CCHD -- increase our individual and collective ethnic and gender diversity.

Adopted at a regular meeting of the Cambria Community Healthcare District Board of Directors at Cambria, California, this 17th day of September, 2020.

Signed: 
Igor Fedoroff - President, Board of Directors

Attest: 
Barbara Bronson Gray - Secretary, Board of Directors