

Diversity & Inclusivity Values

Ret.Pray.Love.Foundation affirms that there is one creator, the God of the universe and all humanity. Through Christ, He has given us a mandate to love others as we love ourselves and to love all people regardless of religious or political beliefs, race, ethnicity, nationality, social status, marital status, age, sexual orientation, gender identity or expression, disability, domestic circumstances, geographic location, specialty, work setting, or level of professional experience.

Ret.Pray.Love.Foundation strongly recognizes and strongly believes that a diverse, all-inclusive and supportive environment fosters mutual understanding, interpersonal and individual respect, cultural awareness, harmony, and peace, while providing encouragement and empowerments to inspire and impact the world in which we live. RPLF will promote involvement and access to leadership opportunities to all persons. RPLF will continue to provide leadership and resources to advance this objective. RPLF will continue developing strategies and initiatives to promote and welcome diversity and inclusivity within its leadership, staff, volunteers, operations, missions, and ministries nationally, regionally and locally. This commitment includes taking affirmative action in employment decisions and practices; promoting discourse and activity which seek to enhance service-learning diversity and which mirrors the pluralism of our society; ensuring prompt and impartial consideration of any discriminatory complaint; and equitably resolving any such complaint found to have merit.

Ret.Pray.Love.Foundation believes that there is no place for racism, in any form, in the world, in healthcare or in the lives of its leadership, staff or volunteers. Racism is incompatible with the mission, vision and core values of RPLF which are based on the Bible, and the Christian conviction that all people are made in the image of God and are, therefore, equal in value. Additionally, we believe that the Scriptures clearly communicate God's will for mankind to treat people everywhere in all circumstances with love, humility, kindness, compassion and self control. RPLF condemns racism in any form, including discriminatory practices utilizing segregation or bias based on race, ethnicity or social status. Racism comes in many shapes and forms. It can be overt and intentional or unintended but still present. RPLF views racism as a single core with two parts:

1. Active/aggressive racism uses propaganda with hubris and misinformation and/or intimidation to promote an emotionally charged environment with the goal of segregation, superiority and/or domination over another racial group.
2. Passive/non-aggressive racism is often bred via a conscious or unconscious sense of superiority and/or self-centeredness, not looking at the world beyond what affects one's personal comfort and happiness. This can result in a personal conviction influenced by common themes such as cultural ignorance, social laziness, political partisanship and forgetting God's charge to His people as defined in Scripture.

Racism is not just the result of individual attitudes, and can be perpetuated by social structures and systems. In our commitment to equality and affirming diversity, RPLF will seek to oppose racism in healthcare and society and to pursue justice in access to healthcare and equitable outcomes. Individuals within the Foundation are expected to take personal action against racism, affirming the image of God in every person.

Our stance is informed by the following Scriptures:

Matthew 22:39, Luke 10:30-37, Deuteronomy 10:17-19, Colossians. 3:11, Genesis 1:26-27, Acts 10:34-35, Revelation 7:9-10, Galatians 3:28-29, Hebrews 9:22, Romans 12:1-2, and 2 Corinthians 3:18