

A Message from Cummins Behavioral Health Systems, Inc.'s CEO Amy Mace

On behalf of the Cummins' Executive Team, we stand together in recognizing the fear, hurt, and outrage rightly provoked by the senseless killings of George Floyd, Ahmaud Arbery, and Breonna Taylor. These tragic losses have but only highlighted and exposed the hurt and pain of racism that is an ongoing reality for many Black and Brown people today. To those who have lost their lives, their families, and friends, and all impacted by the horrific events of the past few weeks, we send our deepest condolences.

As community leaders, we are committed to challenging social injustice and working together to build a community that lives up to the highest ideals of equality and justice. In approaching this complex issue, we begin by renewing our commitment to our mission, vision, and values, as they speak to our beliefs in the worth and dignity of all people, and examine these principled values relative to the public health crisis of racism.

Cummins' mission is to inspire the hope of recovery; to achieve excellence in all aspects of care; and to make the goals and aspirations of those we serve our highest priority. Our vision is three-fold:

- Those who come to us will experience the hope of recovery; will achieve their personal goals and aspirations; will demonstrate improved health and will experience significant improvement in the quality of their lives
- Our communities and healthcare partners will view Cummins as their provider of choice
- Cummins will positively influence our profession through its leadership, advocacy, and demonstrated best practices

Additionally, our corporate values serve as our guiding beliefs in how we work together to support our staff, those we serve, and our communities. Our values include, but are not limited to:

- **Respect**: Our actions convey our respect for the uniqueness, dignity, and worth of all individuals with whom we interact. Individually and collectively, we serve as advocates for those we serve.
- **Responsiveness**: Our continuous priority is responsiveness to the needs and priorities of our consumers, our communities, and our colleagues. We are focused on consumers' "whole person" needs and aspirations as they relate to physical/behavioral health, work, education, housing, and other life domains.
- **Integrity**: All actions and decisions shall be characterized by honesty, integrity, and adherence to ethical standards. We are each personally vigilant in the effort to sustain the highest levels of principled behavior.
- **Cultural Competence**: As an organization we embrace diversity and we expect ourselves to develop an awareness of our own attitudes, behaviors, and reactions to others. We strive to increase our knowledge of the diverse populations that we serve and develop the skills needed to meet the needs of all who come to us for care. We believe that an individual's culture and background have a significant impact on treatment. We must be both culturally aware and culturally competent and use the unique strengths of an individual's culture and background in planning interventions together.

We begin our commitment with listening as we work to better understand the complexities and impact of systemic racism. Empathy is a powerful uniting force, and all of us must lend support to our colleagues and those we serve during this time of fear, anger, and uncertainty. We acknowledge the fear many of us are feeling; we acknowledge the trauma many of us are experiencing; we acknowledge this is an extremely difficult time; and we acknowledge our commitment to continue to listen, learn, and grow together.

Cummins cares. We care about our consumers, colleagues, and communities. Together we can and will make a difference.