



CMSA POSITION STATEMENT ON DIVERSITY, EQUITY, INCLUSION & BELONGING

The Case Management Society of America (CMSA) is committed to amplifying the critical importance of diversity, equity, inclusion and belonging (DEIB) for its members, the professional case management workforce, and the patients and families we serve. We advocate these seminal values in all of our initiatives with oversight by the CMSA DEIB Committee and CMSA Board of Directors.

CMSA has adopted the following definitions to guide our work:

HEALTH EQUITY

Health equity means the attainment of the highest level of health for all people, where everyone has a fair and just opportunity to attain their optimal health regardless of race, ethnicity, disability, sexual orientation, gender identity, socioeconomic status, geography, preferred language, or other factors that affect access to care and health outcomes.

Centers for Medicare & Medicaid Services, CMS, n.d.

DIVERSE/DIVERSITY

Involving the representation or composition of various social identity groups in a work group, organization, or community. The focus is on social identities that correspond to societal differences in power and privilege, and thus to the marginalization of some groups based on specific attributes—for example, race, ethnicity, culture, gender, gender identity and expression, sexual orientation, socioeconomic status, religion, spirituality, disability, age, national origin, immigration status, and language. There is a recognition that people have multiple identities and that social identities are intersectional and have different salience and impact in different contexts.

American Psychological Association, APA, 2021b

EQUITY

Critically examining systems to identify biases that prevent equal access and opportunity to individuals.

Merriam-Webster, n.d.

INCLUSION

Inclusion is the process of enabling the full participation and contribution of all human resources in support of the mission of the organization by eliminating implicit and explicit barriers.

Department of Health & Human Services, HHS. 2019

BELONGING

The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group; an individual can bring their authentic self to a space.

Collins Dictionary, n.d.

CMSA commitment to diversity is woven into the very fabric of our profession through the *Standards of Practice for Case Management* and the following areas:

- **Workforce Composition:** Focus on having a workforce that is representative of the populations served through professional case management programs
- **Talent Acquisition:** Recruitment strategies and tactics that focus on candidates that represent the broad range of diversity.
- **Career Advancement:** Implementation of mentorship and sponsorship programs, especially focusing on individuals from historically marginalized communities
- **Learning and Development (L&D):** Commitment to offering on-going continuous education on general health equity and related topics

Together, we're making strides toward a more inclusive society where everyone's rights are protected, so that all persons feel seen, with their voices heard and valued. Only in this way can all sectors of case management experience psychological safety in the context of their care, whether patients, their families, and the workforce itself.

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