

Diversity, Equity, and Inclusion at Zelexa

At Zelexa, we believe that creating a truly inclusive and equitable environment is not a one-time initiative — it is an ongoing responsibility. Our commitment is to an evolving, living process that shapes every part of our organization: from how we support our staff, to how we serve our patients and families.

We are proud to protect, empower, and celebrate the individuality of every person who walks through our doors.

For Our Staff:

- We are committed to building a workplace where every team member — regardless of background, identity, or experience — feels welcomed, respected, and supported.
- We actively recruit and promote diverse talent, understanding that a wide range of perspectives strengthens our organization and improves the quality of our services.
- We maintain policies and procedures that protect the psychological and physical safety of all employees, offering clear pathways for feedback, advocacy, and growth.
- We review and refine our internal practices on a regular basis, ensuring that equity is not just a value we believe in, but a standard we uphold in every department and at every level.

For Our Clients and Families:

- We are committed to providing services in an environment that recognizes, respects, and responds to the unique needs of every individual and family we serve.
- We ensure that our clinical and administrative practices honor cultural, linguistic, and individual differences, creating safe spaces for all.
- We listen actively to the voices of our patients and families, using their feedback to shape and improve our services in real, tangible ways.
- We advocate for equitable access to care, understanding that true support goes beyond treatment — it includes fighting for inclusivity within the broader community.

- We recognize the dignity and worth of every client and are committed to providing high-quality services that are free from bias, judgment, or discrimination.

Our Ongoing Steps:

- Regularly evaluate our hiring, retention, and promotion practices to strengthen diversity at all levels.
- Transparent systems for gathering and responding to staff and client feedback around inclusivity and equity.
- Proactive partnerships with community organizations to expand our understanding and impact.
- Measurable goals tied to our organizational reviews, ensuring DEI remains central to our mission, not a separate initiative.

At Zelexa, diversity, equity, and inclusion are not checkboxes. They are a living part of who we are and who we are becoming — for our staff, for our patients, and for the communities we are proud to serve.

We are committed to doing the work — every day — to make sure Zelexa is a place where every voice is heard, every identity is respected, and every person feels they belong.