



Statement on Diversity, Equity, Inclusion, and Accessibility (DEIA)

**Department of
Defense**
Office of the
Assistant Secretary
of Defense for Health
Affairs

**Department of
Homeland Security**
Office of Health
Security and Chief
Medical Officer
U.S. Fire
Administration

**Department Health
& Human Services**
Administration for
Strategic
Preparedness and
Response
Health Resources
and Services
Administration
Indian Health Service
Centers for Disease
Control and
Prevention
Centers for Medicare
and Medicaid
Services

**Department of
Transportation**
National Highway
Traffic Safety
Administration

**Federal
Communications
Commission**
Public Safety and
Homeland Security
Bureau

EMS Agenda 2050’s vision of a socially equitable EMS system stated: “In a socially equitable system, access to care, quality of care, and outcomes are not determined by age, race, socioeconomic status, gender, ethnicity, geography, or other social determinants. In every community in the nation, EMS systems provide any resident or visitor the best possible care and services to maintain the health of individuals and populations.” Yet, there is still much to be done within our profession to achieve the goal of people-centered EMS systems.

Diversity, equity, inclusion, and accessibility (DEIA) are fundamental values of the Federal Interagency Committee on Emergency Medical Services (FICEMS). We are committed to fostering an inclusive environment that welcomes all individuals through a culture shift that places DEIA at the forefront. FICEMS recognizes that diversity brings a variety of perspectives, experiences, and talents that enrich our work and contribute to the effectiveness of our mission. We believe that every member of FICEMS, its Technical Working Group (TWG), and its subgroups has a valuable contribution to make. We recognize that we all have biases, and we are committed to identifying and addressing them through education, self-reflection, and integrating DEIA principles into our strategic vision and mission, all aimed at nurturing a culture of respect and mutual understanding. We are firmly devoted to creating a supportive and collaborative environment where everyone's ideas and opinions are heard and valued.

FICEMS recognizes the importance of promoting a diverse and inclusive emergency medical services workforce that reflects the communities we serve. Our steadfast aim is to identify and eliminate barriers to access and opportunities in collaboration with our partners, by integrating DEIA into the foundation of the EMS profession. We pledge to invest resources to improve the health of all populations and communities that we serve, with a heightened focus on those affected by systemic and structural barriers. We will strive to ensure that our strategies, practices, initiatives, and activities uphold the fundamental right of all individuals to exist and belong, while taking a stand against inequities, discrimination, and injustices.

In all we do, we strive to improve delivery of emergency medical services and to promote dignity and fairness for all. We will improve the delivery of EMS through our continuous focus and incorporation of DEIA into our strategies and mission. With this reinforced dedication, FICEMS can better achieve and enhance the EMS mission for all persons.

**FICEMS c/o
Office of Emergency
Medical Services**

1200 New Jersey Ave
SE