

## Senior Leader Memo

Monday, May 19, 2025

Quick glance: Headlines from today's memo

\* June: Honoring Pride Month

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St. Luke's is committed to enhancing inclusion and belonging among our team members, patients and the communities we serve, because every person deserves our respect and our best, because each of us has unique needs and because it's the right thing to do. Inclusion and belonging transcend a single group, background or culture; they encompass fostering an environment that values the unique strengths, experiences and perspectives of all team members, which drives exceptional patient-centered care.

Over the years, our efforts have focused on raising awareness through education, reviewing and updating policies, diversifying our supply chain vendors and sponsoring inclusive community events. In June 2022, as part of our ongoing endeavor to cultivate belonging among team members and community members, signal everyone is welcome at St. Luke's and raise awareness related to health disparities among marginalized groups, including the LGBTQIA+ community, we began flying the Inclusive Progress Pride flag at our hospital sites and plaza.

In recent months, local efforts to raise the Inclusive Progress Pride flag have become increasingly contentious for some. This has diverted focus to public debates about the flag rather than our original intent to signal that St. Luke's is a welcoming environment for all and to affirm our commitment to being a trusted health care partner for every person.

Considering this current environment, and to ensure our focus remains on the many ways we support our team members and communities, we will not raise the Inclusive Progress Pride flag at our medical centers or plaza. However, to continue to visibly demonstrate our commitment to being an inclusive, trusted health care partner for every person, we are exploring alternative displays and possibilities with our newly forming LGBTQIA+ employee resource group. Ideas are currently being gathered, and we will share more information through The Source in the coming weeks.

This decision was challenging, and we acknowledge it may disappoint some members of St. Luke's and our community. We remain committed to supporting the LGBTQIA+ community, addressing health disparities, providing inclusive care and offering opportunities for our team members to learn about, understand and support marginalized groups. We will continue to uphold these commitments through our actions and continue to sponsor and support several community events, such as Twin Falls Pride, Canyon County Pride, Boise Pride Festival, McCall Pride+ and others.

More information about Pride Month events and opportunities will be listed on The Source<<https://stlukes.sharepoint.com/sites/Diversity-Equity-Inclusion/SitePages/Home.aspx?csf=1&web=1&e=4r1CwY>>. Learn more about volunteer opportunities

here<[https://stlukes.sharepoint.com/sites/source/\\_layouts/15/Events.aspx?Page=%2Fsites%2Fsource%2FSitePages%2FHome.aspx&InstanceId=25c26266-dac3-4346-97fb-4e581546fd58&Category=Team%20member%20volunteers&StartDate=2025-05-08&EndDate=2025-10-31&AudienceTarget=false](https://stlukes.sharepoint.com/sites/source/_layouts/15/Events.aspx?Page=%2Fsites%2Fsource%2FSitePages%2FHome.aspx&InstanceId=25c26266-dac3-4346-97fb-4e581546fd58&Category=Team%20member%20volunteers&StartDate=2025-05-08&EndDate=2025-10-31&AudienceTarget=false)>. Comments, questions or ideas can be sent to [communications@slhs.org](mailto:communications@slhs.org).<mailto:[communications@slhs.org](mailto:communications@slhs.org)>