

# EMPOWERED BY OUR DIFFERENCES



Please read our pledge and join us by taking similar, impactful actions to create a more inclusive profession that will ultimately better serve all.

Questions about our efforts or how to get started? Contact:

**Lisa Lodyga-Uhl**

*Director of Talent Management,  
Inclusion, and Engagement at Hanger, Inc.  
LLodyga@Hanger.com*



[HANGER.COM/DIVERSITY](https://www.hanger.com/diversity)

## HANGER'S DIVERSITY & INCLUSION PLEDGE

It is imperative that we as a healthcare profession come together to publicly condemn social injustices and enact meaningful change against racism and inequality. We are a profession that stands for inclusion and respect for each and every person, irrespective of race, gender, disability, religion, sexual orientation, or any other trait that makes us unique from one another. We are a profession that restores hope, mobility, and independence, and that does not stop inside the walls of our organizations. We must also be a group of people committed to cultivating a culture of inclusion and empathy not only in our workplaces with our colleagues, our patients, and allied care providers, but also in our communities, each and every day and in each and every interaction.

At Hanger, including Hanger Clinic, ACP, and SPS, we are taking the following initial, tangible actions that will help contribute to the dismantling of systemic racism, interrupt bias, and in turn, create a more inclusive profession that will ultimately better serve all:

- 1 DEDICATED RESEARCH:** Data indicates that within the United States, amputation is significantly more prevalent among people of color, so as a starting point, we will dedicate clinical research to this area of focus.
- 2 DIVERSE RECRUITMENT:** While we strive to recruit diverse candidates across Hanger for all positions, there is currently an underrepresentation of people of color, particularly Black students, graduating from O&P programs; we are committed to being part of the significant change to attract more diverse candidates into these programs.
- 3 HANGER DIVERSITY & INCLUSION COUNCIL:** Chaired by President and CEO Vinit Asar, the Hanger Diversity & Inclusion Council will identify specific actions we can take to increase diversity and foster inclusion at Hanger and within the O&P profession.
- 4 UNCONSCIOUS BIAS TRAINING:** We will continue to expand upon our unconscious bias training throughout the organization to bring awareness to individual biases and better address them in the workplace.
- 5 AFFINITY GROUPS:** We recognize employee affinity groups can play an important role in fostering a more inclusive work environment, by providing spaces for employees and allies to connect, collaborate, and share professional and personal resources. We will continue to encourage employee participation within our existing groups created for individuals with disabilities, people of color, LGBTQ, veterans, and women, and will continue to launch new groups of interest to our team members.

We are committed to continuing and expanding these efforts, and ask that you join us by embarking on similar, impactful actions to serve as a continuation of statements already released by many healthcare organizations on this important topic.