



1044 Gibert St.
Flint, MI 48532
(810)422-9406
(810)733-7623 fax

31581 Gratiot Ave
Roseville, MI 48066
(586)783-4802
(586)783-4805 fax

Cultural Competency, Diversity & Inclusion Plan 2024-25

It's just not a catch phrase, Cultural Competency refers to the ability of healthcare providers to recognize and respect patients with diverse values, beliefs, behaviors and linguistic needs. Cultural competence is an important component of overall excellence in health care delivery and can directly impact patient safety, the patient's treatment and treatment outcomes. In order to provide the most effective care, it is essential that we are knowledgeable about the diversity and cultures of the population groups we serve. As a result, the agency is committed to promoting, developing, and maintaining a culture of diversity and inclusion for both patients and staff.

Patient-Centered Focus

In patient-centered care, an individual's specific health needs and desired health outcomes are the driving force behind all health care decisions. Patients are partners with Biomed and because each patient has individual differences, life experiences, knowledge, creativity, self-expression, and unique talent that represent a unique and individual culture, Biomed treats patients not only from a clinical perspective, but also from an emotional, mental, spiritual, social and financial perspective.

Promoting Cultural Diversity

Thus, as part of its mission to help our patients live a better life, Biomed invests in the training of its staff to harness the unique strengths, qualities, and characteristics of every patient and encourages staff to become more aware of individual differences in age, color, disability, ethnicity, family, marital status, gender identity, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, and other unique characteristics.

Application of Cultural Competency, Diversity and Inclusion

Cultural competency, diversity & inclusion practices apply to recruitment and selection, promotion, professional development, accommodation, transfer, suspension and termination, in order to promote respectful communication, cooperation, teamwork, and participation among staff. Biomed will continue to commit to expand our knowledge about culture, competence and the various dimensions of culture within the organization and communities served.

Dignity and Respect

Staff have a responsibility to treat others with dignity and respect at all times. A violation of this policy constitutes a violation of the BioMed Code of Ethics and will be handled in accordance with our policies and procedures.

Inappropriate Conduct

Staff who are found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action, including demotion, suspension with or without pay, and termination.



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Reporting Violations

Staff who have been subjected, or who have been witness, to any kind of discrimination that conflicts with the agency diversity policy should report such violations to the recipient rights advisor.

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