



INTEGRATE
HEALTH

Culture Code

At Integrate Health, we believe that by working closely with governments and communities, better quality primary healthcare can be made available to all.

We know that millions of people, mostly women and children, face health disparities and die from preventable and treatable diseases, and we believe that the system must be transformed through collective action.

At Integrate Health, we aspire to be an organization that serves people who need quality, equitable, accessible, and effective healthcare.

In order to build this organization, we must ensure that we advocate for an internal environment that is respectful and inclusive of all people who work with us.

We believe there is power in the integration of peoples, genders, ethnicities, classes, religions, and nationalities working together to carry out our mission of making quality primary healthcare accessible to all. This collaboration of diverse voices is at the heart of who we are internally and who we strive to be externally.

We build this organization by recognizing that we are not saviors and that we do not have all the answers or solutions to the problems. We must be humble, transparent, and committed in our efforts to transform the international development sector. We believe our role is to provide the tools that can help the people we serve make the best health decisions to improve their lives. We believe that the people closest to the problems are also closest to the solutions, hence the involvement of women and Community Health Workers who are at the forefront of our efforts.

IH leaders recognize their important role in leading and promoting a diverse, equitable, and inclusive culture within Integrate Health. This means that leaders agree to use their position to be active agents of change to combat all forms of racism, discrimination, harassment, microaggressions, and retaliation. IH leaders acknowledge that the international development system in which Integrate Health operates has inherent inequalities that have prioritized Western values, people, and ideas over the needs of the communities that we serve, and this must change. IH leadership commits to a reimagined development space where colonial thinking is outdated and where inclusivity is promoted and celebrated.

Leadership is committed to being honest and transparent about the diversity, equity, and inclusion process within the organization.

