



2022 - 2023 ANNUAL REPORT

Bringing You the Healthcare You Deserve

Embracing a Year of Progress: A Warm Welcome from the Board Chair



As new Board Chair of the Royal Inland Hospital (RIH) Foundation, it is my honour and privilege to bring you the 2022-2023 annual report. My inspiration for being a part of the RIH Foundation stemmed from my own personal experience with RIH. As my parents grew older, both of them relied on the exceptional care and services provided by RIH. Witnessing firsthand the compassionate support they received, I was moved to consider how I could give back to our community in a profound and meaningful way. And thus, my path led me to the RIH Foundation Board, where I am humbled by the opportunity to contribute to a cause that has deeply touched my heart.

Volunteering has always been an integral part of my life, and it is through my diverse involvement in various endeavours, such as the Kamloops Central Business Improvement Association, Thompson Rivers University Alumni Association, Thompson Rivers University Wolfpack Soccer Club, and the Rivers Football Club, that I have come to understand the immense power of community. In collaboration with the RIH Foundation Board, I intend to channel my network into action, facilitating the acquisition of essential equipment, developing innovative solutions to recruit and retain valuable healthcare professionals to our area, while advocating passionately to bring comprehensive cancer care and additional addiction supports to Kamloops. Our collective voice, fortified by the strength of our community, can bring about the transformative changes we aspire to see.

Over the past five years, my journey with the RIH Foundation Board has been one of tremendous growth and enlightenment. What began as a shared vision, has evolved into a familial bond, both between the board members and the remarkable staff of the RIH Foundation. Working alongside these passionate individuals has

enriched my understanding of the unique needs of RIH, and the personal relationships we have forged have deepened my commitment to our cause.

As we move forward, I invite each and every one of you to stand alongside us, embracing the power of unity, compassion, and philanthropy. Together, let us create a brighter future for Royal Inland Hospital and our community at large. As we reflect on the year that was, know that your support has uplifted countless lives and inspired hope in the face of adversity. On behalf of the RIH Foundation, Board of Directors, our medical staff, nurses, allied health professionals, and patients, thank you for making this year in review one to be proud of. It is an honour to serve as the Board Chair of the Royal Inland Hospital Foundation, and I am filled with anticipation for the incredible accomplishments we will achieve together in the years to come.

With heartfelt appreciation,

Dino Bernardo

Dino Bernardo, RIH Foundation Board Chair

“In my role as the CEO of the RIH Foundation, I am blessed with the profound privilege of crossing paths with extraordinary individuals who possess an unwavering commitment and shared passion for enhancing healthcare accessibility right here in Kamloops. Together, with our cherished donors, we are making an indelible mark upon the very landscape of healthcare in our region. Let this annual report serve as a testament to the collective power of compassion, determination, and the infinite possibilities we can accomplish. Together We Rise.”

~ Heidi Coleman, RIH Foundation CEO



BOARD OF DIRECTORS

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Time: A Meaningful Gesture That Makes a Transformational Difference

Volunteer work is the embodiment of humanity's greatest potential—a profound testament to the power of selflessness and compassion. It is the resounding voice that echoes across communities, bridging gaps, and healing wounds. The value of volunteer work transcends monetary worth, for its currency lies in the transformation it ignites within both the giver and the receiver. It is a force

that dismantles barriers, erases divisions, and fosters unity. Through volunteerism, we unveil the genuine aspects of our shared existence, realizing that our collective strength lies not in personal gain, but in lifting others up. This can be seen through the work of two very special groups of volunteers who are known as the Afternoon & Evening Auxiliary to the Royal Inland Hospital.

The Afternoon Auxiliary to the Royal Inland Hospital

was established in 1899 by the wives of doctors who had a clear vision that endures to this day. Their mission is to provide special patient care equipment for Royal Inland Hospital. The Afternoon Auxiliary is considered to be one of the largest supporters of the RIH Foundation. Their fundraising efforts are achieved through numerous initiatives, two of which include the RIH Gift Shop situated in the heart of the Phil and Jennie Gagliardi Tower and the Thrift Seller located in downtown Kamloops – mainly operated by volunteers. Recently, this ambitious and dedicated group of individuals made a \$1 million commitment to the RIH Foundation in support of the newly established Child & Adolescent Mental Health and Substance Use Unit. This gift has the power to positively transform the lives of children and adolescents in need, setting them on a path toward a brighter future.



> If you would like to listen to a heartfelt video outlining the Afternoon Auxiliary's inspiration to support the Child and Adolescent Mental Health and Substance Use Unit, scan here.



The Evening Auxiliary to the Royal Inland Hospital

was established in 1962 by a group of women who wished to give back to their community. They were working professionals, some with children that were unable to meet in the afternoon and therefore chose to form an evening group. The Evening Auxiliary supports the hospital through countless fundraising initiatives, with one of the most notable being their annual Craft-A-Fair. Here, hundreds of local vendors and artisans gather to sell their handcrafted items. This craft fair is known to be one of the largest in our region, drawing in thousands of people each year. While the Evening Auxiliary shares the same mission of helping to purchase life-saving equipment at RIH, they have a special affinity toward labour and delivery. This was shown through their recent gift of \$850,000 in support of the Obstetrical Services Unit.



> If you are interested in learning more about the Evening Auxiliary's commitment to supporting the Obstetrical Services Unit at RIH, scan here.

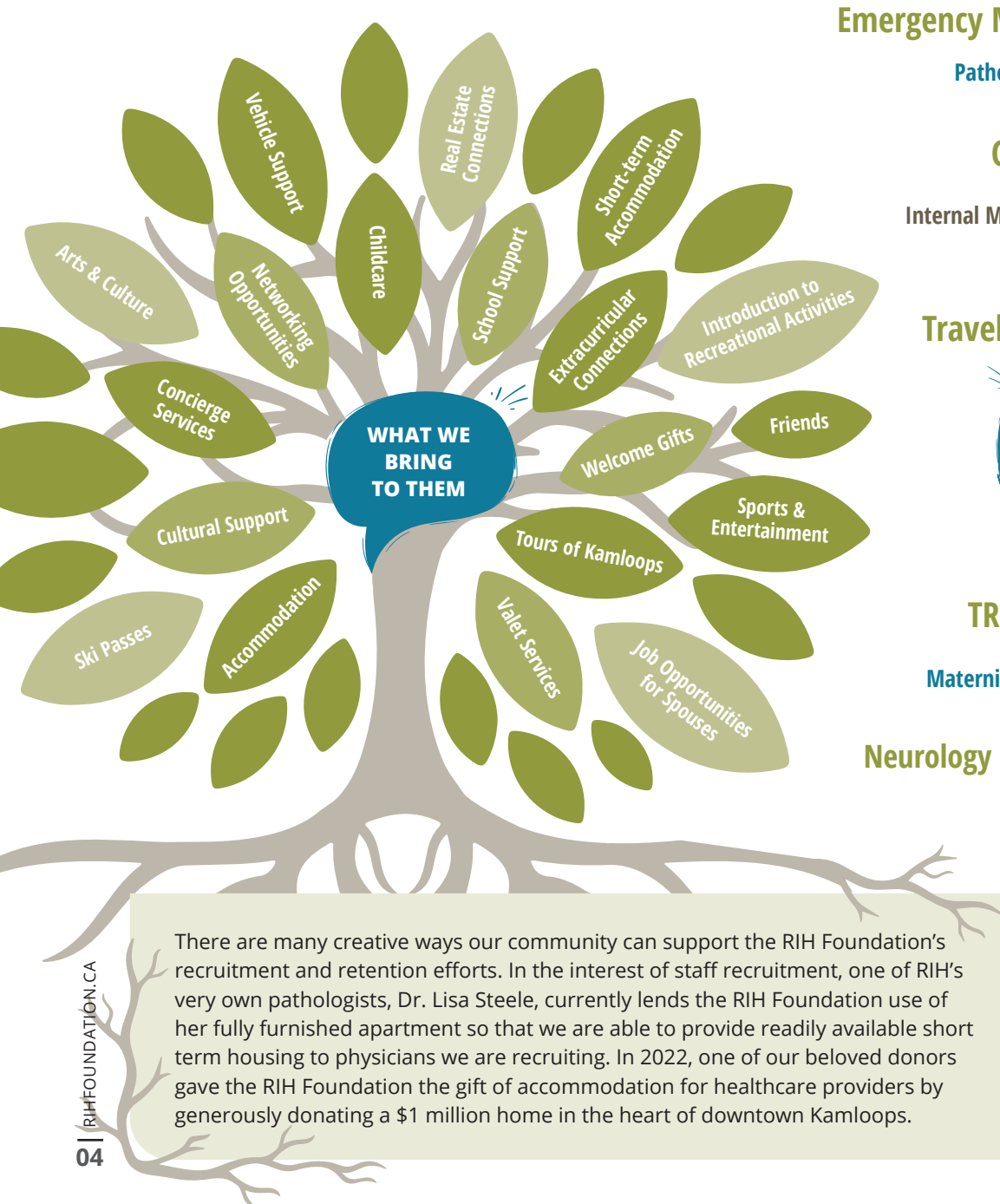


Recruiting and Retaining a Thriving Community of Healthcare Professionals

 The RIH Foundation has helped to bring **OVER 50 MEDICAL PROFESSIONALS TO KAMLOOPS.**

The RIH Foundation has played a pivotal role in supporting retention efforts at RIH, while also attracting healthcare professionals to our region through multifaceted endeavors aimed at helping new professionals establish roots in Kamloops. In doing so, we aim to improve the longevity of vital healthcare programs in our region, paving the way for a more sustainable future.

Here are just some of the ways we have helped medical professionals plant roots in Kamloops:



There are many creative ways our community can support the RIH Foundation's recruitment and retention efforts. In the interest of staff recruitment, one of RIH's very own pathologists, Dr. Lisa Steele, currently lends the RIH Foundation use of her fully furnished apartment so that we are able to provide readily available short term housing to physicians we are recruiting. In 2022, one of our beloved donors gave the RIH Foundation the gift of accommodation for healthcare providers by generously donating a \$1 million home in the heart of downtown Kamloops.

> Are you interested in how you can support bringing medical professionals to Kamloops? Contact us today!
Phone: 250-314-2325
Email: rihf@interiorhealth.ca

- Emergency Medicine
- Pathology
- Psychiatry
- Cardiology
- Internal Medicine
- Vascular Surgery
- Radiology
- Travel Nursing
- Orthopedics
- Gastroenterology
- TRFO/Obstetrics
- Anesthesiology
- Maternity Care
- Neurology
- Family Medicine
- Infectious Disease

WHAT THEY BRING TO OUR COMMUNITY



“ In 2022, we seized the opportunity to relocate to Kamloops. We recognized the shortage of physicians in this area and looked forward to serving this community by joining the incredible network of professionals at Royal Inland Hospital. Since moving, we have found the RIH Foundation to be an invaluable source of support and guidance, helping us establish roots in this vibrant city. Heidi Coleman and her dedicated team have been there for us every step of the way, guiding us not only in finding our ideal family home but also in helping us to make meaningful connections within the community.”

~ Dr. Mary Malebranche, RIH General Internist & Dr. Danny Malebranche, RIH Cardiologist

A Journey of Restoration: Rediscovering Faith in Healthcare

On February 7th, 2023, Max Simons, local business owner of MXS Electric was wrapping up a typical day at work when he slipped and fell six feet off a ladder. Initially, he thought he might have sprained his ankle but soon realized his injury was much worse. Max called his wife Stephanie and within minutes they were on their way to Royal Inland Hospital's Emergency Department. As they entered the hospital, a feeling of apprehension overtook them when they saw how busy it was. After checking in with the triage nurse, Max and Stephanie sat patiently as they prepared for a long and painful night ahead. Almost immediately, a nurse came to assess him and within no time Max was being wheeled away for a X-ray. After looking at the results, Emergency Physician, Dr. Devin Herbert informed Max that his left calcaneus (heel) was broken but they weren't sure to what extent. Soon, they whisked him away again to undergo a CT scan. The results showed that Max's heel and cuboid bone were severely fractured. With no hesitation, Dr. Herbert placed Max's foot in a splint, gave him medication to manage the pain, and booked him in to see an orthopedic surgeon at 7:30 am the very next day. The entire process took less than two and a half hours.

Max explains, "My overwhelmingly positive experience in RIH's Emergency Department is a testament to the incredibly hardworking staff and their commitment to treating patients with the utmost efficiency and attentiveness. Working in healthcare is not easy, especially over the last few years. I know that the staff working on the floor that night were there because they genuinely care for human life. No matter what circumstances they were faced with, I witnessed them put their own struggles aside and show up for the people who needed help."

The next day, Max and Stephanie returned to RIH to see Orthopedic Surgeon, Dr. Jonathan Bourget-Murray, who recommended that Max undergo reconstructive surgery. Max agreed, and within a few hours found himself being wheeled on a gurney into a new operating theatre within the Phil and Jennie Gagliardi Tower.

Max's wife Stephanie recalls, "I never questioned if Dr. Bourget-Murray was going to do a good job. As someone who works in healthcare as a dental hygienist, I thoroughly understand the importance of evidence based practice. Dr. Bourget-Murray knew the current research inside and out. He answered every question I had and alleviated all of my fears. I had full faith in what he could do."



After four long hours, Max emerged from the operating room - the surgery was a success. He spent the night recovering in hospital and the very next day made his journey home to reunite with his family. Both Max and Stephanie were astonished by the multidisciplinary care he received from start to finish. In the Emergency Department, each member of the team performed their duties with the utmost proficiency. Dr. Bourget-Murray's depth of knowledge and willingness to consult with his colleagues prior to, during, and after surgery, provided Max with the ultimate reassurance when he needed it most. Post operation, while Max's nurses cared for him into the night, an occupational therapist stepped in to ensure that he had everything he needed to thrive at home. Today, Max is well on his way to recovery.

"Over the last few years, Royal Inland Hospital has been portrayed in a pretty negative light but I personally have nothing but positive things to say. My experience at Royal Inland Hospital has restored my faith in our healthcare system. If it wasn't for Dr. Herbert, Dr. Bourget-Murray and all of the other incredible healthcare professionals involved in my care, I would not be where I am today."

~ Max Simons, Grateful Patient

Revitalizing the Lifeline: The Teck Emergency Department Ushers in a New Era for RIH

Soon, patients requiring emergency services will be treated in the newly renovated Teck Emergency Department, where the environment mirrors the unwavering dedication and compassion that our extraordinary medical professionals bring to their work each and every day. In the near future, as doors to the new Teck Emergency Department open, patients will experience a profound transformation in the way emergency medicine is delivered at Royal Inland Hospital (RIH). Within the well thought out designed Teck Emergency Department, patients will benefit from improved access to treatment, enhanced infection control through the innovative use of antimicrobial copper installed on all high traffic areas, and elevated comfort with 73 new private treatment spaces. The Teck Emergency Department will revolutionize patient outcomes, providing expanded and exceptional care in one of British Columbia's busiest emergency centres.

"The emergency medicine team is excited to offer to the community an Emergency Department at RIH that will be efficient, safe and comfortable for both patients and staff. We developed the design with a diverse group of staff and architects having expertise in all facets of services provided in a tertiary trauma Emergency Department, using diligent research and collaboration with departments across Canada. We created a more therapeutic and private area for patients with a mental health or substance use crisis. Resuscitation of critically ill patients will be greatly expanded. We have focused on high efficiency and smooth flow of patients through the department, as well as initiating early medical care and investigations. The new Teck Emergency Department will be a place to provide quality patient care that is comfortable and rewarding to work in and will help improve recruitment to Kamloops."

~ Dr. Alan Vukusic, MD, CCFP(EM) Emergency Physician Lead, Emergency Department Design Committee Department Head & Medical Director, Emergency Medicine, RIH Clinical Assistant Professor, Dept. of Emergency Medicine, UBC



THE POWER OF TRANSFORMATION: CHARTING THE PATH FOR A BRIGHTER FUTURE

The new **Teck Emergency Department** will be 68% larger, with vertical (14) and horizontal (12) zone treatment rooms to maximize patient flow in and out of the unit, ultimately providing effective and timely patient care. Mental health and wellness was at the forefront of planning this new department, with thoughtfully planned treatment areas to accommodate patients needing this type of secure and specialized care. This intentionally designed space including a total of **73 private treatment rooms** will also feature the following:



Ambulance Holding Areas



Resuscitation Rooms



Streamlined Triage Stations



Secure Rooms



Trauma Bays

To learn more about the Teck Emergency Department, coming soon. Scan this QR code to watch an exciting video about what is to come.



Honouring Our Donors

COME VIEW
OUR GALLERY OF
GRATITUDE!



As the hospital undergoes renovations, the Royal Inland Hospital (RIH) Foundation has moved our recognition walls that express appreciation for the generous support provided by the donors over the years. The recognition walls previously located on the 2nd floor of the main building have been moved to make way for the expansion of the Teck Emergency Department. We invite you to visit our new Gallery of Gratitude located in the Kruger Unifor Atrium on the 1st floor of the Phil and Jennie Gagliardi Tower.

Our Gallery of Gratitude is designed to highlight the commitment many thoughtful and generous donors have made to healthcare excellence at RIH.

This gallery is comprised of three recognition walls:

Annual Giving Wall - featuring donors that have given \$1,000 or more, community fundraisers and donations made in memory, in the last calendar year

Wall of Honour - recognizing the generous contributions of individuals, businesses, organizations and community groups who have donated a total of \$10,000 or more to the RIH Foundation in the last 10 years

Celebrating Life Memorial Wall - a dedicated space for those who have given to honour loved ones passed

For more information about our Gallery of Gratitude, please contact the RIH Foundation office at 250-314-2325.

Donors who gave \$1,000 or more between January 1st - December 31st, 2022, are recognized here with our sincerest thanks.

250,000+

Afternoon Auxiliary to the
Royal Inland Hospital
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Gagliardi Family
Teck Resources Limited

\$100,000-\$249,999

Petr & Ines Duda
Ralph & Linda Emsland Family
Evening Auxiliary to the
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Kamloops Street Rod Association
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RBC Foundation
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Valley First, a division of First West Credit Union
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\$5,000-\$9,999

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Memorial Gifts

Memorial gifts demonstrate a timeless commitment for all who look to RIH for care, now and in the future. These gifts fund patient care equipment and other special programs that promote healthcare excellence in our region. These memorial gifts were made in memory of the following people between January 1st - December 31st, 2022.

Allan Ackles
Penny Lynne Adams
Manfred "Fred" Rudolf Ahrweiler
Diane Alexander
Janet Ashby
Balbir Kaur Athwal
John Austin
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Roger Tellier
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Gary Vermilyea
Dorothy Wale
Tom Wallace
Arnold Ward
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Howard Wilhelm
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Christiana Wittenbecher
Ronald G. Waitas
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Maggie Wolthuis
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Lois Vera Zart
Anthony M. Zawaduk

Graham Lougher's Legacy: A Life of Love, Dedication, and Generosity



Born in Eureka, California, on April 16th, 1949, Graham Lougher's journey began with humble roots. Graham's parents emigrated from the United States to Wales after World War II, seeking a better life for their family. When Graham was ten years old, they made the decision to move back to their homeland. However, destiny had other plans for Graham and his siblings.

In 1967, the Lougher family packed their bags once again, this time setting their sights on Canada. They settled in Coquitlam, British Columbia, and it was there that Graham's true potential began to unfold. He embraced his new surroundings, forging lasting connections.

In 1973, Graham joined the Coquitlam Fire Department, marking the start of an extraordinary career. His hard work and tireless commitment to duty quickly earned him the respect of his peers as he steadily climbed the ranks to Captain of the Local 1782 Coquitlam Fire and Rescue team.

But Graham's story was not limited to his 31 years in the fire department. In the midst of his bustling career, he found solace in a weathered cabin he purchased at Adams Lake in the interior of BC. Despite its run-down state, he saw its potential and embarked on a labor of love. Graham poured his heart and soul into restoring the cabin, breathing new life into its worn timbers. The serene beauty of the lake became his sanctuary, a place where he could recharge and find peace amidst life's challenges. In 2017, Graham bid farewell to Coquitlam and moved to Kamloops, where he could be closer to his passion project. Surrounded by neighbours he adored and the tranquility of nature, he reveled in the joy of building a place he had always dreamed of.

Shortly after Graham moved to Kamloops, doctors noticed irregularities in his blood and soon after diagnosed him with blood and bone cancer. After a heroic battle, Graham Lougher passed away on November 14th, 2022. He received the majority of his cancer care at Royal Inland Hospital, where Oncologist, Dr. Alexandra Gabriel and her team provided comprehensive care, ensuring his comfort and quality of life in his final days. In a testament to his generous spirit, Graham left an extraordinary gift of \$150,000 to the RIH Foundation in his will.

Graham Lougher's legacy lives on, not only in the memories of his loved ones but also in the lasting impact he made on his community. His unwavering dedication to duty, his relentless pursuit of his passions, and his compassionate generosity will forever inspire others to follow in his footsteps. He will be remembered as a man who embraced life with fervor, who poured his heart into everything he did, and who left an indelible mark on the lives of those fortunate enough to have known him.

HOW DO YOU WANT TO BE REMEMBERED?

The RIH Foundation is here to help you discover the legacy you want to leave.

A legacy gift to the RIH Foundation can take many forms, and usually provides your estate with tax savings that may offset a significant portion of the charitable gift itself. Along with leaving a gift in your will, you can set up a charitable trust or name the RIH Foundation as a beneficiary on a registered investment account, or life insurance policy. If you would like to learn more about supporting the RIH Foundation in your estate planning, ask your professional advisor or reach out to the RIH Foundation, today.

The following legacy donors have confirmed a deferred gift in their will to the RIH Foundation and are recognized here with our sincere gratitude:

- Trudi & Lyle Backman
- Dr. Rob Baker
- Ed & Dianne Barker
- Donna Chang
- Harvey & Barbara Comazetto
- Craig & Sandy Cook
- Lynne Gardner
- Bruce & Susan Goddard
- Dr. Maureen Leia-Stephen
- Ken Lepin
- Robin & Maureen MacDonald
- Dolina Moon
- Anthony Muzzillo & Evelina Coschizza
- Dr. Lloyd H. & Rae Nixon
- Gerald & Wendy Patrick In Memory of Kelly
- Gloria & Hubert Plante
- Lorraine Romanin
- Doug & Adhiel Rutledge
- Audrey Saigeon
- Dr. Jim Stephen
- Lana & Murray Todd
- Dr. Cornel & Hema Wijeyesinghe
- Sharna & Jim Yates

Impact Report

\$7,368,065 RAISED



Funds were allocated toward equipment, retention, education and regional health centres.

EQUIPMENT HIGHLIGHTS:

RIH Radiology Department acquires a top-of-the-line bone density machine, thanks to the generous contribution from an anonymous donor.

A bone density machine, also known as a dual-energy X-ray absorptiometry (DXA) machine or bone densitometer, is a medical device used to measure the density of bones. It plays a crucial role in diagnosing osteoporosis and other diseases by assessing bone mineral density, evaluating fracture risk, and distinguishing osteoporosis from other conditions. The machine also aids in treatment decision-making by recommending appropriate interventions, monitoring treatment effectiveness, and managing long-term bone health. Overall, bone density machines contribute to early detection allowing for personalized treatment, and ongoing monitoring of bone health to reduce fractures and improve quality of life.



Gynecologists in the Ambulatory Care Unit now have their own state-of-the-art ultrasound machine, eliminating the need to borrow one from obstetrical services..

Thanks to the recent purchase of the Fujifilm Sonosite PX Ultrasound System by the RIH Foundation, women in need of gynecological assessment now have improved access to the treatment they deserve within the Ambulatory Care Unit. This cutting-edge system offers a wide range of capabilities, including monitoring early pregnancies (under 20 weeks) and aiding in the diagnosis and treatment of various gynecological health conditions. With advanced imaging technology and portability, gynecologists can efficiently and accurately evaluate the reproductive health of their patients, enabling early detection of potential complications and timely interventions. This development marks a significant step forward in enhancing women's healthcare and ensuring better outcomes for women.



EDUCATION:

33
Scholarships
Awarded

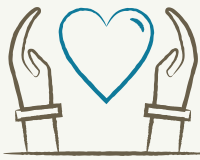
VALUING
\$26,554.75

DONOR ANALYSIS FOR THIS FISCAL YEAR:
(April 1, 2022 - March 31, 2023):

TOTAL DONORS
2215

NEW DONORS
636

RETAINED DONORS
1556 70.25% donor
retention rate



Achieving Greatness Together: Celebrating *Together We Rise* Campaign Milestones



On March 24th, 2022, construction of the magnificent Phil and Jennie Gagliardi Tower officially concluded and this was honoured with a symbolic key exchange that took place between EllisDon and Interior Health. With many dignified guests in attendance, the community came together to celebrate this monumental achievement. This marked the successful completion of the \$417 million Phil and Jennie Gagliardi Tower project bringing with it a new era in the delivery of patient care at Royal Inland Hospital.

➤ Left to right: Dena Jules, Tk'emlúps te Secwépemc Elder, Heidi Coleman, RIH Foundation CEO, Andrea Gagliardi, Honourable Adrian Dix, Minister of Health, Susan Brown, Interior Health President and CEO, Dr. Douglas Cochrane, Interior Health Board Chair, Sandi Hendry, Métis Elder, Two Rivers Métis Society



After years of planning, preparation and construction, the new Phil and Jennie Gagliardi Tower opened to the public on July 18th, 2022, welcoming patients and their families from across the region. Designed from a patient-centred and elder-friendly perspective with extensive input from hospital staff and physicians, patients were moved into their very own spacious private rooms. Staff are now operating in a modern facility, reflective of the level of expertise and care they offer their patients everyday.



On October 21st, 2022, Royal Inland Hospital Foundation and Teck Resources Limited (Teck) announced Teck's \$2.5 million commitment toward the new Teck Emergency Department under current renovation. With Teck's contribution, the new Teck Emergency Department will include the innovative use of antimicrobial copper, drastically improving infection control to protect patients and healthcare professionals. This donation was built on more than 25 years of support to the Royal Inland Hospital Foundation by Teck and its employees at Teck Highland Valley Copper.

➤ Celebrating the naming of the Teck Emergency Department with Don Lindsay, Executive Vice Chair of Teck and other dignified guests



Marking the single largest donation carried out in partnership between employees, employer, and their union, Kruger and Unifor came together on February 27th, 2023, to make a one-of-a-kind gift of \$1 million to name the atrium in the heart of the Phil and Jennie Gagliardi Tower. The word Kamloops comes from the Secwépemc word Tk'emlúps, meaning "where the rivers meet" and refers to the convergence of the North and South Thompson Rivers. As two organizations deeply rooted in the well-being of Kamloops, Kruger and Unifor created a convergence of their own with a joint mission to support healthcare equity in our region. The Kruger Unifor Atrium is a place for everyone to come together and unite in compassion and care.

Events



Oktoberfest - Harper Mountain



Evening of Giving



Breakfast with Santa



K97.5 Toys For Kids Breakfast



Annual Radiothon Presented by Sun Country Toyota



ICCHA/Wish Fund

COMMUNITY EVENTS

Colombo Lodge Italian Cultural Centre
Dave Robinson Memorial Fund
Dearborn Ford - Logan Stankoven Goal Fundraiser
Evening of Giving
Guru Nanak Fund
Hot Nite in the City
ICCHA/Wish Fund
Kamloops Art Council - Children's Art Festival
Kamloops Blazers Teddy Bear Toss
Kamloops Exhibition Association Provincial Winter Fair
Kamloops Ford Lincoln Pay it Forward
Kamloops Recycled Truck & Auto Parts
Kamloops Street Rod Association
MNP Spreading the Love

NSBIA Canco Charity Car Wash
Oktoberfest - Harper Mountain
Quinn Pache Real Estate Team Fundraiser
SKSS Leadership Class Fundraiser
South Central Trucking & Industry Charity Golf Tournament (SCT&I)
K97.5 Toys For Kids Breakfast
Taiwanese Pavillion Tapestry Festival
Teck Highland Valley Copper - Mining for Miracles
Telus Nancy Greene Downhill Corporate Challenge
Uptownchefs Catering + Events + Romeos
Kitchen + Spirits - Breakfast with Santa
Zimmer Autogroup Luxury Auto Lotto

ACKNOWLEDGMENT: The RIH Foundation acknowledges that Royal Inland Hospital is situated within the Tk'emlúps te Secwépemc territory on the unceded traditional lands of the Secwépemc Nation, where we live, learn, collaborate and work together. It is with humility that we continue to strengthen our relationships with First Nation, Métis and Inuit peoples across the Interior. We are deeply grateful to the Indigenous communities in our region who graciously lent their support to the RIH Foundation and for those who have helped make our hospital a culturally diverse and inclusive place for all.

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