

# OUR PROMISE:

## BCHS SENIOR LEADERSHIP CIVILITY AND RESPECT CHARTER

To *lead beyond care*, we will create a welcoming environment where every person - patient, team member, or community partner - feels respected and valued inclusive of identity, role, background, or circumstance. This will increase safety, reduce stress, build relationships and foster excellence.

**As a member of the BCCHS Senior Leadership Team who is committed to building a culture of civility and respect across TeamBCCHS, I pledge to:**

- Join my fellow senior leaders in actively and visibly advocating for civility and respect in every interaction.
- Build and/or maintain my own self-awareness, emotional self-regulation and interpersonal skills.
- Demonstrate and role model the behaviours I expect from others at all times.
- Check high-level decisions against the value of civility and respect.
- Link civil and respectful behaviours to the goals and priorities of the BCCHS 2025-2030 strategic plan.
- Support leaders and teams to reach and maintain a high level of civility and respect across TeamBCCHS.
- Engage my peers in supportive 'calling in' conversations when they are not behaving in alignment with this pledge.



**Bonnie Camm**

President & Chief Executive Officer



**Dr. Andrew Burkett**

Chief of Staff, Vice President  
Medical and Academic Affairs



**Stuart Paavola**

Vice President, Clinical Services  
and Chief Nursing Officer



**Erin Sleeth**

Vice President, People, Culture  
& Corporate Infrastructure



**Alena Lukich**

Vice President, Strategy,  
Quality, Risk & Communications



**Chad DeBlock**

Vice President, Data Analytics,  
Health Information Management,  
& Chief Financial Officer



**Robert Hofmann**

Vice President, Redevelopment  
& Capital Projects