

# CHA OB/GYN Anti-Racism Statement

As members of the CHA Maternal & Newborn team, we hereby make the following statements to birthing people, their families, and all those who love and support them in their perinatal health journey.

## I. We acknowledge:

- Our mission to improve the health of our patients and communities is impacted by systemic, institutional, interpersonal, and internal racism.
- The history of perinatal health inequities - which encompass but are not limited to: racist government policies, including red-lining and policing, experimentation on Black people, and the exclusion of midwives of color - have contributed to persistent poor maternal and newborn health outcomes.
- Achieving birth equity requires active resistance to and the dismantling of oppressive systems based on race, ethnicity, gender identity, gender expression, sexual orientation, language preference, religious beliefs, immigration status, insurance status, and income.
- We contribute to racial injustice through conscious and unconscious biases. We take responsibility to engage in both the ongoing practice and process of interrupting patterns of racism.

## II. We challenge ourselves to:

- Hire a diverse workforce that reflects our patient population and community. Partake in culturally relevant training. We aim not to be static in our development but to constantly evolve and improve our understanding of our diverse patient population
- Educate, encourage, and discuss implicit and explicit biases in our workplace. We will focus on our own awareness and self-reflection with the understanding that remediation may be necessary.

## III. We commit to:

- Fostering an anti-racist environment that values universal respect and provides equitable care to all our patients by all of us.
- Providing respectful care that is driven by compassion, based on evidence, and focused on patient and family-centered care.
- Listening with intent as our patients share their lived experiences, including their past traumas and experiences with institutional racism.
- Respectfully eliciting patient feedback on their hospital experience.
- Making joint decisions regarding the care plan between the medical team and the patient.

## IV. We will be accountable by:

- Speaking up in situations where racism is evident. We all come from a different understanding of institutional racism.
- Initiating zero-tolerance for racism, sexism, xenophobia, transphobia, and homophobia by investigating incidents of race-based mistreatment using a just culture framework and taking appropriate action to console, educate, and discipline individuals.