PNQIN_MA SPEAK UP Equity Webinars
Creating an Anti-Racism Statement for Perinatal Facilities
January 12, 2022
Goal:
Create a safe and compassionate space for challenging conversations.

Communal Agreement

- **Honor Confidentiality**
- **Approach This Training with Humility**
- **Start by Assuming Good Intentions and Listen to Understand**
- **Be Respectful and Kind**
- **Stay Engaged, E.g., Do Not Chat During Presentations, Do Not Do Other Tasks**
- **Keep Your Camera On as Much as Possible**
- **Share a Story, State Your Opinion, Ask a Question — Risk and Grow!**
- **Test Assumptions and Inferences**
<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
<th>Goal</th>
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<tbody>
<tr>
<td>Webinar 1</td>
<td>Wed., Jan 12, 2022, 11AM-12PM</td>
<td>Creating an Anti-Racism Statement for Perinatal Facilities By ____ (date), ____ (site) will form an equity committee that will create and publicly release an anti-racism statement that includes the four A’s (acknowledge, analyze, action, accountability) to ensure racial equity in maternal health.</td>
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<tr>
<td>Webinar 2</td>
<td>Wed., Feb 2, 2022, 11AM-12PM</td>
<td>Improving Data Collection and Review by Race/Ethnicity By ____ (date), ____ (site) will use race/ethnicity in data review to ensure racial equity in maternal health; specifically confirm race and ethnicity is accurately captured in medical records, review all L&amp;D data (unit initiative data) stratifying by race/ethnicity, and create process to capture if race/ethnicity contributed to SMM during case review.</td>
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<td>Webinar 3</td>
<td>Wed., April 6, 2022, 11AM-12PM</td>
<td>Performing Team and Family Debriefs with a Racial Equity Lens By ____ (date), ____ (site) will implement tools to apply a racial equity lens to debrief OB emergencies with teams and families.</td>
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<td>Webinar 4</td>
<td>Wed., May 4, 2022, 11AM-12PM</td>
<td>Ensuring Maternal Care Standards are Met for Birth Equity By ____ (date), ____ (site) will ensure that maternal care standards are met from a racial birth equity perspective.</td>
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Support MA birth facilities in ensuring high quality, respectful, and equitable care to all birthing people
GOAL
By ____ (date), ____ (site) will form an equity committee that will create and publicly release an anti-racism statement that includes the four A’s (acknowledge, analyze, action, accountability) to ensure racial equity in maternal health.

Objectives:
• Define anti-racism.
• Review anti-racism statements.
• Identify essential components of an anti-racism statement.
• Write organizational anti-racism statements.
• Review how to implement this organizational change.
PQI Mission Statement

To expand the use of improvement science to eliminate preventable perinatal morbidity and mortality and end perinatal racial and ethnic disparities
Through open sharing of data and promotion of best practices, PNQIN will achieve measurable improvements in perinatal health outcomes while eliminating health disparities and improving health equity among Massachusetts mothers, newborns, and their families.
Maternal Mortality Rate (2019)

- Maternity mortality rate for Black (2019)
  - 20.1 per 100k
  - Increase of >41% since the 1980s

- More than double the overall rate

Black & Native are

- >2-3x More likely to die due to pregnancy-related causes than White women

Black birthing people are also

- 2x More likely as White to experience severe illness, or severe maternal morbidity (SMM)

Massachusetts Data

Severe Maternal Morbidity SMM 21 (Blood Transfusion Included) in MA
2009-2018
An Action Pathway for Perinatal Professionals and Organizations

1. ENGAGE, LEARN, and MOBILIZE
   - Form a SPEAK UP committee or workgroup.
   - Complete the "Project Implicit" RaceIKT Assessment.
   - Complete online education:
     - Why Everyone Must SPEAK UP - Trends and Racial Disparities in Maternal Mortality and Morbidity

2. TRAIN TO BECOME A SPEAK UP CHAMPION
   - Complete live Implicit and Explicit Bias education with PQI faculty to become a SPEAK UP Champion.
   - Set SMART Goals and create a Quality Improvement Action Plan.
   - Sign the SPEAK UP Pledge.

3. REFLECT, ACT, and KEEP LEARNING
   - Attend live check-in calls with PQI SPEAK UP Faculty and other SPEAK UP Champions.
   - Complete online education:
     - Pledging to SPEAK UP Recognizing Bias, Inequity, and Racism in Perinatal Care
     - How to SPEAK UP Against Racism in Perinatal Care
   - Finalize & implement SPEAK UP Quality Improvement Action Plans.
   - Review and update policies and procedures to dismantle structures and processes that reinforce racism and bias.
   - Set up data structures and processes to identify and track inequities.
Pledge of Ethical Responsibility

- We give CARE
- Do No Harm
- People and policies set the culture of equity on L&D
“As an organization, we recognize that our mission is to strengthen individuals and families affected by addictions, mental health, poverty, and homelessness is driven and compounded by systemic and institutional racism. We also recognize that, as an organization with the majority of employees and board members not representing communities of color, that we are part of the systemic problems we wish to change. In order to change injustices, we must acknowledge our own contributions to injustice, and work diligently to improve our organizations impact on the community.

Bridges to Change is determined to utilize an anti-racist approach in all things we do. We know that communities of color are disproportionately represented in the criminal justice system, impacted by health disparities, police brutality, chronic lack of resources, and interpersonal and systemic violence. As a result, we are determined to continue working against all forms of racism, discrimination, and injustice. We will not stand with the status quo and enable continuations of oppression to impact the communities we are part of. We are actively pursuing action against overt and covert displays of racism, injustices in the way resources are distributed, and negative outcomes for the most-impacted communities. We stand in partnership with black, indigenous, multicultural people of color. Bridges to Change will not waver in our fight for equity. We stand for justice and actively seek guidance from and in partnership with our most-impacted allies. We stand and demand action for positive change from systems of power.

Bridges to Change will not stand silent, we will not be complicit with the status quo, and we will not be complicit to the current structures that create and continue racism and injustice. We will stand with the most-impacted communities, and we will be accountable to the community, our program participants, and to our mission.”

https://bridgestochange.com/anti-racist-statement/
Anti-Racism is the practice of actively identifying and opposing racism. The goal of anti-racism is to actively change policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Source: Ibram X. Kendi  *BU Center for Anti-Racist Research*
Guiding Principles of Anti-Racism

• Racial inequity is evidence of racist policy
• Different racial groups are equal
• Move past race to racism
• Then move past shame, denial, anger, blame to a culture of equity

Source: Ibram X. Kendi *How To Be An Anti-Racist*
# 4 A’s:
## Key Components for an Anti-Racism Statement

<table>
<thead>
<tr>
<th>Acknowledge the History Past and Present</th>
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<tr>
<td>• Define racism and acknowledge that it is both conscious and unconscious</td>
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<td>• Acknowledge racist history contributed to the issues of today and that there’s no excuse for past or present inequities</td>
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<tr>
<td>• Systemic racism exists, and we must distinguish intent from impact including recognizing privilege and power</td>
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<th>Analyze Impact</th>
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<td>• State who “WE” are as an organization – where the organization stands regarding racism externally and internally.</td>
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<tr>
<td>• Identify specific areas needing change and create an organization challenge to make those changes.</td>
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<tr>
<th>Action Pledge</th>
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<td>• Organizational dedication and commitment to learning about anti-racist action and implementing organizational change</td>
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<tr>
<td>• Tangible and measurable steps to address and disrupt racism by developing antiracist policies and creating a culture of antiracism</td>
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<th>Accountability for Reconciliation</th>
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<td>• Announcing the expectation of a commitment from all employees, healthcare team members and administration</td>
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<td>• “No tolerance policy” for racist actions</td>
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Addressing Racism and Changing the Culture of Medicine

Last summer, we expressed our solidarity with those among us experiencing racism and injustice. Along with 18 other organizations, ACOG released a collective action plan outlining steps we will be championing along with the broader community of organizations in obstetrics and gynecology to address racism. We encourage you to join us in our actionable commitment to change the culture of medicine and eliminate racism and racial inequities in our profession and in the delivery of women’s health care.

Truth and Reconciliation
Apology and Resolution

The Board of Directors (BOD) of the American College of Nurse-Midwives (ACNM) is committed to creating a future that prioritizes diversity, equity, and inclusion and supports the continuing process to become an anti-racist organization. As
ACKNOWLEDGE

JOINT STATEMENT

Obstetrics and Gynecology: Collective Action Addressing Racism

As our nation confronts systemic racism and consequences of persistent inequities and disparate outcomes in health care, our organizations—which include the leading professional organizations in the fields of obstetrics and gynecology—are committed to changing the culture of medicine, eliminating racism and racial inequities that lead to disparate health outcomes, and promoting equity in women’s health and health care. Our commitment to a better future requires an honest examination of the past and the present.

Recognizing that race is a social construct, not biologically based, is important to understanding that racism, not race, impacts health care, health, and health outcomes. Systemic and institutional racism are pervasive in our country and in our country’s health care institutions, including the fields of obstetrics and gynecology.

We acknowledge that racism can be unconscious or unintentional, and that identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact. As an anti-racism organization we vow to purposefully identify, discuss and challenge issues of race and color and the impact(s) they have on our organization, its systems, and its people. We will also challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.

We are resolved to explicitly and publicly affirm our identity as an anti-racist academic department.

We are resolved that our anti-racism commitment be reflected in the life and culture of the department through our policies, programs and practices as we continue to learn about racism.

We resolve to develop and work to implement strategies that dismantle racism within all aspects of our department, college, university, and society.
Racial inequity has been interwoven within the fabric of the U.S. health care system from its beginnings. It has enabled and tainted medical research, using Black and Brown bodies for the pursuit of a “greater good” that did not include them. Racism—whether explicit, implicit or structural—continues to adversely impact the health care experiences and outcomes for Black, Indigenous, and People of Color (BIPOC). As a center dedicated to the advancement of the science of surgery through research that informs policy and program development for safe, high-quality and equitable, patient-centered care, we must acknowledge the existing racism within our health care system and within our own research institutions. We are committed to eliminating racism and its impact in health care globally, nationally and locally.

We are dedicated to directly investigating and exposing the role racism plays in how our health care system fails to serve all patients and how—and by whom—our research is conducted. We commit to designing and implementing interventions that promote and support health equity. We seek to eradicate racist policies and practices across the health care system, engaging directly with underserved populations, locally and nationally, to prioritize and direct our research. We are unwavering in our pursuit of a more just health care system for all patients.
Women’s Health Statement
About Racism and Discrimination


We hereby make the following commitments to our patients, their families, our caregivers and our learners:

1. Racism, sexism, xenophobia, homophobia and transphobia will not be tolerated.
2. All patients will receive the highest-quality health care possible as demonstrated by the delivery of patient- and family-centered, compassionate, and evidence-based medicine.
3. All patients and their families, faculty, physicians, nurses, staff, and learners will be treated with respect and professionalism, regardless of their skin color, ethnic and cultural background, language, gender identity, gender expression, sexual orientation, religious beliefs, or immigration status.
4. Language interpretation and other assistance will always be available for patients and their families who have limited English proficiency or who require ASL services; and faculty, physicians, nurses, and staff will undergo continuous training to use relevant services and devices appropriately.
5. We will track information on race, ethnicity, language, sexual orientation, and gender identity, as it relates to health outcomes, to better identify disparities so that we may actively seek ways to eliminate identified health care inequities.
6. Caregivers will routinely undergo inclusion, equity, and diversity education with the goal of building a health care community that attracts, develops, and retains people who value diversity, and stand firm against racism and discrimination.
7. We value an ethnically and culturally diverse workforce, and strive to have faculty, physicians, nurses, and staff that better reflect the diversity of the communities we serve and our patient population.

ACTION Pledge
We, in unison, will create an environment where all are welcomed and supported to be successful.

To this end, the University of Maryland School of Nursing community strives to:

- embrace differences and be dedicated to listening to others’ stories and experiences openly
- recognize our shared humanity and commonalities across cultures and identities
- acknowledge sometimes uncomfortable realities and understand our place within these truths
- raise awareness to identify our own biases and prejudices so that we may modify our beliefs, attitudes, and behaviors
- demonstrate respect for all people by using inclusive language, acknowledging the value of every member of our community, and inviting collaboration and true partnership
- be courageous and speak up when witnessing microaggressions and other forms of offensive speech or behavior
- challenge and work to change policies and practices that discriminate against or negatively impact groups of people
- create authentic ways to share and promote inclusivity and equity in the workplace and in social and personal environments
- hold the School, colleagues, and ourselves accountable for creating change.
## Group Breakout: Creating Anti-Racism Statements (20 Minutes)

<table>
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<tr>
<th>ACTION</th>
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<tbody>
<tr>
<td>Introduce yourselves to each other</td>
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<tr>
<td>Identify timekeeper and someone who will report out for the group</td>
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**Group Assignments**: Review and discuss the assigned components (four A’s) of an anti-racist statement.

i. Group 1 & 2 – **ACKNOWLEDGE**
ii. Group 3 – **ANALYZE**
iii. Group 4 & 5 – **ACTION**
iv. Group 6 & 7 – **ACCOUNTABILITY**

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<tr>
<td>Use the handout to write create an outline of what this area should include.</td>
<td>5</td>
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<tr>
<td>As a team, use the handout to write the assigned component of the anti-racism statement. Write first paragraph (at 8 or more sentences). (Refer to ACOG’s, ACNM’s, or Boston Library Statement.)</td>
<td>10</td>
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Anti-Racism Statements

REPORT OUT
(10 minutes)

Statements will be collected after the session.
Implementing Organizational Change

• Establish a sense of urgency
  Gain leadership buy-in to focus on equity

• Form a powerful guiding coalition
  Form an equity committee including nursing lead, physician lead, hospital or department DEI lead, risk management, marketing, staff, students (nursing/medical)

• Create a vision
  Define your equity goals including desired impact
  Draft an aim and Anti-Racism Statement

• Communicate the statement

• Educate and equip others to act on the vision

• Plan for and create short-term wins

• Measure the change process
  Consolidating improvements and producing still more change

• Institutionalizing new approaches
Next Steps

• Sign-up for coaching session
  https://calendly.com/pserinatalqi/equitycoachingsessions

• **Webinar 2** – Wednesday Feb 2, 2022, 11AM-12PM
  Improving Data Collection and Review by Race/Ethnicity

• **Complete the brief survey**
SPEAK UP CHAMPIONS™
Implicit and Explicit Racial Bias Education

For Massachusetts

January 27 & February 3
https://www.perinatalqi.org/event/SPEAKUPMAJAN2022CONFERENCE

OR
April 28 & May 5
https://www.perinatalqi.org/event/SPEAKUPMAAPR2022CONFERENCE
8:30AM – 12:30PM
28 DAY ANTI-RACISM CHALLENGE

Two-thirds of maternal deaths are preventable. How will you do your part?

Register at: https://www.perinatalQI.org/event/Anti-RacismChallenge to get daily reminders starting February 1, 2022!
Upcoming Event

PQI Champions FREE Webinar Series:

MA SPEAK UP and AIM Initiative: The Birth Equity Journey

Hafsatou Diop
MD, MPH

Audra R. Meadows
MD, MPH, FACOG

WEDNESDAY, FEBRUARY 9
11 AM -12 PM ET

Register here:
https://www.perinatalqi.org/event/MABirthEquity
www.perinatalqi.org
“Being non-racist will not change our current situation of racism. It may make you feel like you’re a good person. But it, once again, reinforces racism. There is no action in being non-racist.

You may be conscious of not saying racist statements and you yourself may feel like you are making a difference by sharing a quote from an African poet on social media.

The reality is: inaction will do nothing other than maintain the old normal. Action, being anti-racist, will make change.”

Tiffany Jewell, *This Book Is Anti-Racist: 20 Lessons on How to Wake Up, Take Action, and Do the Work*
Thank You
Joint Organizational Commitment
to Anti-Racism and Racial Equity

May 25, 2021

Declaration

The following organizations hereby declare our commitment to undoing racism as it contributes to disparate health outcomes based on race:

- Association of Maternal & Child Health Programs (AMCHP)
- CityMatCH
- National Healthy Start Association (NHSA)
- National Institute for Children’s Health Quality (NICHQ)

We intend to eliminate racism by first examining our organizational practices and identifying ways for us to be more equitable and anti-racist in our operations.

We are determined to collectively adopt a shared approach that acknowledges racism as the most significant contributor to the racial disparities in birth outcomes.

We commit the combined strength and influence of our organizations to educate our respective constituencies, jointly advocate for change, hold each other accountable, expand the number of organizations willing to become a part of this effort and create tangible steps to root out racism wherever it exists.

We are ‘all in’ for shared accountability for addressing racism and eliminating racial inequities in MCH outcomes.

In order to more fully address racial inequity within our existing goals, we will:

**Expand and Share Knowledge:** We are committed to transparency and sharing best practices, especially those focused on eliminating inequities. It is our intent to fundamentally alter how surgical health services research is conducted by:

- Recognizing racism—rather than race—as a contributing mechanism for inequities, acknowledging the fundamental intersectionality between race, community, education and income inequality;
- Expanding research collaborations with more diverse public health partnerships to better address the systemic inequities that impact surgical care;
- Partnering with communities of color to recruit more representative patient advisory councils, utilize community based participatory research to guide research questions and methodology, including mechanisms for collecting feedback on current and future research priorities, and communicate findings to relevant patient populations.

**Transform Practice:** We are committed to moving beyond the scope of our current system to seek innovative ways to deliver care with a particular focus on historically underserved populations and to eliminate bias and racism, including how we recruit and train. Our work and outcomes are measured by the improvement in access to and outcomes of those who are most vulnerable and have historically been denied access to health care. We will:

- Focus on developing and evaluating interventions targeted at eliminating surgical inequities;
- Evaluate and monitor surgical and research workforce to understand barriers to entry and advancement for BIPOC individuals;
- Interrogate the role of racism in inhibiting and degrading patient care.

https://csph.brighamandwomens.org/about/dei/
Build a Culture of Excellence: Research directly reflects those who conduct it. It is essential that we recruit and maintain a diverse research team and that we cultivate and value a work culture that sustains them. We will:

- Promote and reward practices that are anti-racist;
- Diversify our recruitment strategies, expanding our networks to encourage a more diverse applicant pool;
- Require anti-racist and unconscious bias training for affiliated researchers, promoting an equitable and just work environment.

Train Future Leaders: We commit to providing future leaders in surgery a learning environment that fosters equity at all levels and prepares them to be advocates for health equity and racial justice. A surgical health services research training curriculum must include an understanding of the power imbalance between physicians, patients, and communities of color and the responsibility of clinicians and researchers to serve as advocates for public health. We will:

- Partner with historically Black colleges and universities to support the advancement and promotion of surgical health services researchers from a broader coalition of research centers;
- Participate in existing programs to improve access to careers in medicine for historically underserved communities;
- Interrogate existing networking systems for mentorship and sponsorship to promote BIPOC surgical health services researchers.

Engage the Policy Community: It is insufficient to identify inequities in health care without attempting to rectify them. As we continue to engage key stakeholders in government and health care to advance surgical care for all populations, we will:

- Partner with historically underserved communities, through activist organizations, neighborhood associations and health centers that serve BIPOC patients to guide the development of policies and interventions targeting their communities;
- Strengthen and diversify our policy network of local health advocates and government agencies;
- Support surgeons and researchers in becoming public health advocates.

In conclusion, we aim to transform the health system, addressing structural and implicit factors in order to improve access and outcomes for individuals who have been impacted by racism and work toward an equitable health system.

https://csph.brighamandwomens.org/about/dei/
ANTI-RACISM STATEMENT

Outcry demanding justice for Black people was renewed here, in Minneapolis, Minnesota on May 25, 2020 with the killing of George Floyd. Individuals, companies, government, and even institutions like the Minnesota Section of the American Institute of Professional Geologists (AIPG) are evaluating how their groups can affect positive change in how Black, Indigenous, and People of Color (BIPOC) are treated by society. AIPG is a professional organization based on competence, integrity, and ethics. The Minnesota Section of AIPG believes these core values prohibit racism and prejudice. Our continuing obligation as a professional organization is to ensure we conduct our business, advocacy, and outreach in a manner that is anti-racist and inclusive.

The geosciences are not as diverse as other sciences (Dutt 2020; Goldberg 2019). The Minnesota Section of AIPG’s Executive Committee invite our section members to challenge themselves to truly become more welcoming, anti-racist, and inclusive so that we, as geoscientists and Professional Geologists, can continue to promote the public welfare of all Minnesotans. With this in mind, we welcome your feedback and dialogue so that we may actively improve our organization and this profession.

We have started a collection of articles and books featuring the topic of Racial Justice & Geology, including the two referenced articles, available at https://aipgmn.org/Racial_Justice_and_Geology_Resources. Please send us additional resources to share!
FRAMEWORK FOR ADDRESSING RACIAL & ETHNIC EQUITY IN GEOSCIENCES PROFESSIONAL SOCIETIES

The American Institute for Professional Geologists (AIPG) is a member society of the American Geosciences Institute (AGI). In December 2020, AGI released a framework, crafted by a committee of representatives from AGI member societies, that sets a framework for geoscience societies to proactively cultivate an inclusive profession that both addresses systemic issues and sets priorities aimed at increasing equity for Black, Indigenous, and People of Color (BIPOC) geoscientists and addressing issues of intersectionality among race, class, disability status and gender.

Please read the diversity framework on the AGI website for details. The specific actions steps of the framework are:

- Participate in and contribute to the formation of a proactive Diversity, Equity and Inclusion (DEI) Committee across the geosciences and under the AGI organizational umbrella, to help societies comprehensively review and improve their practices from top to bottom (e.g. governance, bylaws, committees, assignments, publications, meetings, awards, membership, programs, accountability) and to share and use leading practices.
- Strive to cultivate an environment and practices that are safe, inclusive, and not simply a superficial response to the systemic exclusion of Black, Indigenous, Latinx, Asian/Pacific Islander, and Middle Eastern and North African groups or other marginalized racial and ethnic groups.
- Proactively champion and advocate for the complete inclusion of students of color as important and necessary participants in the scientific community.
- Promote and provide discussions and increased education on respect for indigenous knowledge and rights in geoscience in our annual geoscience meetings and conferences.
- Collaborate on, create, and support initiatives such as affinity groups and robust mentoring programs across the geosciences and within membership of our respective organizations, including a focus on support to meet the needs of marginalized racial and ethnic groups, such as Black, Indigenous, Latinx, Asian/Pacific Islander, and Middle Eastern and North African students, postdocs, research staff, professional geoscientists and faculty.
- Make transparent the demographic composition of annual award recipients, and invited speaking opportunities within our respective organizations. If they are not diverse, we will make an effort to encourage nominations for awards and speaking opportunities for members of underrepresented racial/ethnic, cultural, and ability groups.