



CHA Anti-Racism Statement

At Cambridge Health Alliance (CHA), we commit to fostering a culture across our organization that is diverse, equitable, inclusive, and anti-racist for staff and patients and members of the communities we serve. At CHA, we hold ourselves accountable for doing our part in working to address oppression and advancing equity to overcome the history of systemic racial injustice and violence in healthcare.

I. We acknowledge:

- Racism is a public health crisis in the United States that negatively impacts people of color disproportionately in health outcomes and healthcare delivery, life expectancy, employment and education, economic stability and housing, criminal justice and public safety, the environment and more.
- Race is a social construct and not a biological trait; the social construct of race is used in the U.S. as a tool to preserve all forms of white power and privilege.
- Racism is perpetuated in overt/intentional and unintentional/unconscious action, structures and systems.

II. We will challenge ourselves by:

- Ongoing examination of racism in ourselves, in our interpersonal relationships, in our institutional policies and practices, and as it is embedded in structures outside of our institution.
- Critical ongoing review and revision of policies and procedures to ensure that staff and patients are treated equitably.
- Advocating for racial justice in health and healthcare in local, state, and national policy.

III. We commit to:

- Respecting the dignity of each individual and openly receiving feedback when our own behavior is experienced by others as discriminatory or racist.
- Taking action to advance diversity, equity and inclusion across CHA and creating the conditions for safe exchange of perspectives about race and racism.
- Speaking up about race-based mistreatment and encouraging the use of formal reporting mechanisms through patient relations and human resources.

IV. We will be accountable by:

- Investigating incidents of race-based mistreatment using a just culture framework and taking appropriate action to console, educate, and discipline individuals.
- Collecting and reporting data that allows us to measure our performance in advancing equity goals for our communities, our patients, and our staff.
- Implementing and measuring the effectiveness of essential anti-racism education for all employees and incorporating diversity, equity, and inclusion competencies in all job descriptions and performance reviews.