

June 26, 2020

We are writing regarding MCPAP for Moms' commitment to work to dismantle racism and reduce health disparities. We are committed to doing the work to make real change.

The tragic murders of George Floyd, Ahmaud Arbery, Breonna Taylor, and Tony McDade are recent examples of unnecessary deaths and injustice that occur all too frequently. Centuries of racism around which many structures in our society have been built have led to systematic oppression of Black Americans and the public health crises of racism and police brutality. We find our nation and the world engaged in protest, activism and dialogue. Questions are being asked in all corners of our society, including in health care.

At **MCPAP for Moms**, we have been asking ourselves, what are we going to do?

Our responsibility right now, and in the future, lies in listening, taking action, and holding ourselves and each other accountable.

We pledge to:

1. Shift the culture of our MCPAP for Moms to address racism and promote equity and belonging. With focused intention and humility, we will do this within our internal team and during the services we provide for health care professionals, women and families. To do this we will:
 - a. Actively address our own blind spots, implicit bias, role in microaggressions and how they contribute to racism, racial trauma, and inequality;
 - b. Dedicate regular time to have honest conversations in which we lean into the discomfort of learning about the impacts of racism and how to actively be anti-racist; and
 - c. Speak up and learn to be better allies.
2. Explicitly ask about race, ethnicity, racial oppression and trauma during our consultative services. We will demonstrate a culturally humble approach and support the providers we serve to do the same.
3. Integrate content on the impact of racism and inequity into all our trainings and educational products.
4. Include specific resources for women of color and minorities on our website and patient-facing materials.
5. Implement program measures to evaluate the extent to which we are meeting the needs of marginalized communities. Based on our findings, we will engage patients and providers with unmet needs, with a focus on justice and inclusion for communities of color.

Our approach will continue to evolve as we are working on this. We welcome your ideas and recommendations. We are listening.

We hope that you will join us in committing to doing the work to move us toward equity for all pregnant and postpartum women and their families in our Commonwealth.

Warmly,
The MCPAP for Moms Team

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