

202-Equity and Antiracism Policy

Effective Date: 9/2/2020

Last Reviewed: 9/2/2020

Policy Statement: MDHEQ will establish and implement an equity framework for all organizational business. MDHEQ recognizes that there is no true equity without explicitly addressing structural racism. Therefore, antiracism is core to any equity framework.

Authority: MDHEQ Board

Purpose: Have an established framework to proactively strategize and approach MDHEQ work to account for antiracism, inclusion, equity, and diversity.

Definitions:

1. **Inclusion:** Different identities feeling and/or being valued, leveraged, and welcomed within a given setting. This is an outcome of establishing a culture of inclusion within an organization.
2. **Equity:** Approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Equity is a process. It refers to the process an organization engages in to ensure that people with marginalized identities have the opportunity to grow, contribute, and develop
3. **Diversity:** Presence of difference within a group setting. A person isn't diverse, but they can bring diversity to a group collective. Diversity is an outcome of an organization that establishes a framework to ensure all aspects of the organization are diverse.
4. **Antiracism:** A personal and collective identity which embraces the intentional dismantling of our racialized society and proactively builds racial peace [McKinney and Essenburg]
5. **Antiracist policy:** Any measure that produces or sustains racial equity between racial groups [Kendi]

Procedure:

1. All members are responsible for ensuring they consider antiracism, diversity, inclusion, and equity in their organizational work.
2. The organization's antiracism, equity, inclusion, and diversity framework is the responsibility of the MDHEQ board to develop, deploy, and implement.

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3. While MDHEQ is a physician-led organization, it is understood that a physician perspective alone will not generate ideas, create solutions, or drive change. MDHEQ seeks to diversify professional and personal experience within the organization.
4. MDEQ is committed to modeling antiracism, diversity and inclusion for the entire healthcare industry.
5. To provide informed, authentic equity-focused leadership, MDHEQ strives to:
 - a. See antiracism, diversity, inclusion, and equity as connected to our mission
 - b. Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
 - c. Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
 - d. Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
 - e. Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
 - f. Practice and encourage transparent communication in all interactions.
 - g. Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
 - h. Lead with respect and humility. We expect all members to embrace this notion and to express it in organizational interactions and through everyday practices.
 - i. Foster genuine community engagement through co-creation and power sharing with all communities we are a part of and embed accountability and transparency of our actions with our communities.
6. MDHEQ will implement these through the following action items, as guided policies, MDHEQ's mission, and the organizational workplans:
 - a. MDHEQ staff and leadership will become familiar with racial equity assessment tools and develop and implement a racial equity assessment protocol for all policies and procedures of MDHEQ
 - b. Pursue cultural humility throughout our membership and organization by creating substantive learning opportunities and formal, transparent policies.
 - c. Generate and aggregate quantitative and qualitative data related to equity to make incremental, measurable progress toward the visibility of our antiracism, diversity, inclusion, and equity efforts.

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- d. Add policies, antiracism and equity information to our public facing website.
- e. Improve our leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- f. Pool resources and expand offerings for underrepresented constituents by connecting with other organizations committed to antiracism, diversity and inclusion efforts.
- g. Develop and present sessions on antiracism, diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the arts industry.
- h. Advocate for public and private-sector policy that promotes antiracism, diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.
- i. Encourage respectful discussion and discord among all members with the goal of improving humility and understanding.
- j. Establish ground rules for all events that take into account antiracism, equity, inclusion, diversity, and zero tolerance standards

Review Schedule: Annually

References:

1. "Reconciliation in a Racialized Society" Karen McKinney & Tim Essenburg. Bethel University.
2. How to Be an Antiracist. New York: One World. Kendi, Ibram X. 2019.
3. Government Alliance on Race and Equity (GARE) Racial Equity Toolkit - https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf