

A COMMITMENT TO ELIMINATING DISPARITIES IN HEALTHCARE

Declaration for Human Experience: Framing our Global Commitment

Acknowledge and dismantle systemic racism and prejudice, tackle disparities and provide the highest-quality, most equitable care possible.

Source: TransformHX.org

Personal Commitment Statement: Championing a Call to Action

I commit to eliminating disparities in healthcare by driving and demonstrating anti-racism, equity, social justice, inclusion and belonging for everyone...

...through taking the following action(s)...

Source: The Beryl Institute Standing Committee on Equity and Inclusion

A COMMITMENT TO PERSONAL ACTION

The intention of this statement is to move the conversation on healthcare disparities from ideas to action.

In conjunction with the core statement, individuals committed to championing this effort are encouraged to create a specific action statement on what they are committed to doing, "through taking the following action(s)..."

As you consider your own personal commitment, we offer some examples below:

- Financially support businesses owned by marginalized individuals/groups
- Honor the differences of others
- Increase participation in organizational and community efforts aimed at eliminating disparities
- Invite someone with a background different from my own to lunch
- Leverage my privilege to give access and opportunities to others
- Make eye contact, smile and speak to everyone at my place of employment, even those who don't look like me
- Practice curiosity by asking questions
- Speak up if I hear an offensive or discriminatory comment
- Take time to explore and understand my own implicit biases

GLOSSARY OF CORE TERMS

While this glossary does not cover all terms included in discussions of diversity, equity, inclusion and belonging, it presents common definitions of the core terms associated with the Institute's commitment statement.

Anti-racism	The work of actively opposing discrimination based on race by advocating for changes in political, economic and social life. ¹
Belonging	A sense of being secure, recognized, affirmed and accepted equally such that full participation is possible. ¹
Disparities	A particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage. Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion. ²
Diversity	The condition of being different or having differences. Differences among people with respect to age, class, ethnicity, gender, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, job and function, personality traits and other human differences. ³
Equity	Equity is the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other dimensions of inequality (e.g. sex, gender, ethnicity, disability, or sexual orientation). Health is a fundamental human right. Health equity is achieved when everyone can attain their full potential for health and well-being. ⁴
Gender Identity	Distinct from the term "sexual orientation," refers to a person's internal sense of being male, female or something else. Since gender identity is internal, one's gender identity is not necessarily visible to others. ⁵
Inclusion	The act of creating an environment in which any individual or group will be welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences. ⁵
Institutional/ Systemic Racism	Racial inequity within institutions and systems of power, such as places of employment, government agencies and social services. It can take the form of unfair policies and practices, discriminatory treatment and inequitable opportunities and outcomes. ⁶
Racial Discrimination	Any distinction, exclusion, restriction or preference based on race, color, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. ⁷
Racism	The systematic subjugation of members of targeted racial groups, who hold less socio-political power. It involves actions correlated with or resulting from bigotry or the thinking that one's racial differences produce an inherent inferiority of a particular race, mainly the dominant race. Racism differs from prejudice, hatred or discrimination because it requires one racial group to have systematic power and superiority over other groups in society. ¹
Sexual Orientation	An individual's enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual. ⁵
Social Justice	A form of activism, based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others. ⁵

References

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5. University of Washington, College of the Environment. <https://environment.uw.edu/about/diversity-equity-inclusion/tools-and-additional-resources/glossary-dei-concepts/>
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