

BirthCare HealthCare Statement on Anti-Racism University of Utah/College of Nursing

We, the providers and staff of BirthCare HealthCare, condemn the murders of George Floyd, Breonna Taylor, and Ahmaud Arbery at the hands of police brutality and vigilantism. Their names lengthen an already unconscionably long list of Black, brown and indigenous Americans lost to white supremacy and racism.

BirthCare Healthcare is committed to the elimination of race-based health disparities affecting Black, Brown, Indigenous, and People of Color (BIPOC). We recognize that the current healthcare system places these individuals and families at increased risk because of systemic, institutionalized racism, implicit bias, and overt individual racism.

We commit to making our practice and the University of Utah a place of belonging for **Black, Indigenous, and People of Color**. We are committed to challenging norms that marginalize or prevent Black and brown providers and staff from advancing wholly in their careers. We commit to cultivating a culture that embraces, celebrates, and appreciates diversity and belonging throughout our department.

We commit to making our practice and the University of Utah a place where **BIPOC midwifery students, women's health nurse practitioner students, and other trainees** can learn and thrive. We acknowledge this requires constant evaluation and correction of unconscious and conscious biases, an honest reckoning with the history of midwifery in the United States, and speaking out when we see bias perpetrated on our campus and in our classrooms. We pledge to bring accountability to all levels of academia and the healthcare system.

We commit to making BirthCare HealthCare and University of Utah Health a place where **patients who identify as Black, Indigenous, and People of Color** will receive unbiased, evidenced based, respectful care. We acknowledge the impact that a history of racism and violence has had on BIPOC families' health today, and pledge to listen carefully as we seek avenues to repair and dismantle the impacts of racism and violence. We are committed to adopting practices that improve outcomes for BIPOC families and eliminate healthcare disparities. We recognize racism is a public health crisis, and we will treat it as the danger (risk factor?) it is.

To Black, Indigenous and People of Color across Utah and the nation, we recognize the intersections between the U.S. history of obstetrics and nursing, past and present racism, and the maternal mortality crisis. We pledge to expand midwifery's tradition of advocacy to prioritize intentional anti-racist and anti-violence work in the struggle for justice.

Our thoughts are with the families of those we have lost, including those whose names were not elevated to a national discourse. In their honor, we pledge to hear and amplify the voices of those who have been silenced, and to challenge the institutions and interactions that create racism and violence, acknowledging that the practice of medicine has been part of the problem. We commit to being part of the solution and challenge our colleagues in women's health and all medical professions to join us in this commitment.

We acknowledge that discomfort is a necessary ingredient for change in our practice and in the larger healthcare system, that our white providers must shoulder a greater proportion of that discomfort, and we press forward unified in the determination that all who seek healthcare with our practice will receive excellent, equitable care.

The team at BirthCare HealthCare is committed to:

- Increased accountability to being agents of change within the healthcare system by refusing to perpetuate racist ideas, the normalization of white supremacy, and inequitable care.
- Acknowledging that the ability to “stop thinking about it” is an unacceptable privilege.
- Prioritizing the recruitment and retention of BIPOC providers.
- Centering and amplifying the voices of BIPOC providers, care team members, students and patients.
- Providing continuing education on racism, its relationship to health disparities, and strategies for midwives and midwifery students to address racism in themselves and in their communities.
- Understanding the history and current manifestations of racism and white supremacy in medicine, midwifery, and reproductive health care.
- Providing non-judgmental, culturally responsive care to all people, and working simultaneously to identify and implement mechanisms to reduce the effects of racism on health outcomes for patients of color.

We accept the discomfort necessary to change our practices and drive change in the larger healthcare system and press forward towards the goal that all who seek healthcare with our practice will receive excellent, equitable care.

Statement crafted on behalf of BirthCare HealthCare at the University of Utah, College of Nursing, and undersigned by Abigail Rizk, Emily Dubois Hollander, Susanna Cohen, and Christina Elmore.

Adapted with permission from Statement On Police Brutality and Commitment to Anti-Racism, Celeste Green, MD and Rodrigo Muñoz, MD, with support from the UNC Ob/Gyn Residency Program, issued May 30, 2020. This statement includes a list of resources on anti-racism.

We appreciate and express our support for the University of Utah’s statement, A compassionate, equitable, and just society for all, issued May 31, 2020, and for the University of Utah College of Nursing Division of Diversity and Inclusion, <https://nursing.utah.edu/diversity/>.

