

## **WA-ACEP Anti-Racism & Health Justice Committee Charter**

### **Name**

Anti-Racism and Health Justice Committee

### **Committee Purpose**

WA-ACEP Anti-Racism and Health Justice Committee was created to acknowledge that institutional, cultural and individual racism exists in our country and in our health care system. Racism has and continues to create great inequities leading to a healthcare crisis for black people and people of color. WA-ACEP has a responsibility to address these issues and work through education and legislation to insure that every patient has equal access, devoid of systemic barriers or obstacles, to care; that when presenting to our emergency departments they receive the highest quality of care regardless of race, color, national origin, religion, sex (including pregnancy, sexual orientation, gender identity or transgender status), age or disability.

### **Objectives**

1. To become a fully inclusive Anti-Racist Multicultural Organization
2. To be a part of a national and global movement towards racial and healthcare justice.
3. To provide the tools to members to advocate for and promote an anti-racist multicultural environment within their institutions/organizations.
4. To ensure and promote high quality, culturally sensitive emergency care for all patients, regardless of race, color, national origin, religion, sex (including pregnancy, sexual orientation, gender identity or transgender status), age or disability.
5. To incorporate this vision, the principles, and work through all Chapter activities and be considered in all discussions; to work in close partnership with the Board of Directors, the Education Committee, the Legislative Committee, as well as the Communications Committee in these objectives.
6. Commit to allyship as individuals and as an organization

### **Goals & Priorities**

This will be accomplished through broad efforts to eradicate systemic injustices aimed towards (though may not be limited to):

**1. Education:**

a. Develop and provide educational opportunities and tools that address all facets of racism, but with a focus on health equity and the impact of racism on the health of black people and people of color.

b. Develop and provide educational opportunities and tools that will promote an institutional environment in which patients of all races, colors, national origins, religions, sex (including pregnancy, sexual orientation, gender identity or transgender status), age or disability feel welcomed, respected and understood while receiving *equal* care within our emergency departments.

c. Develop and provide educational opportunities and tools that foster professionalism among our co-workers/staff with a common goal of combatting discrimination and its effects on health outcomes.

d. Take ownership in educating ourselves as individuals; we will not rely on oppressed populations to educate us but rather do the work ourselves.

e. Collaborate with organizations and institutions with expertise in the community to create and disseminate educational materials and events.

**2. Legislative work:**

a. Identify opportunities for advocacy and promote such legislation and programs.

b. Consider ways legislation promotes or inhibits progress in dismantling racism from systems.

c. Insure that advocacy efforts and legislative discussions consider the promotion of health equity for black people and people of color.

**3. Dissemination and Promotion of Principals:**

a. Dissemination of information, knowledge, educational tools to the broad WA ACEP membership through our website, newsletters, and educational events.