

# Anti-racism & Health Equity Workgroup History

★ Aug 2020

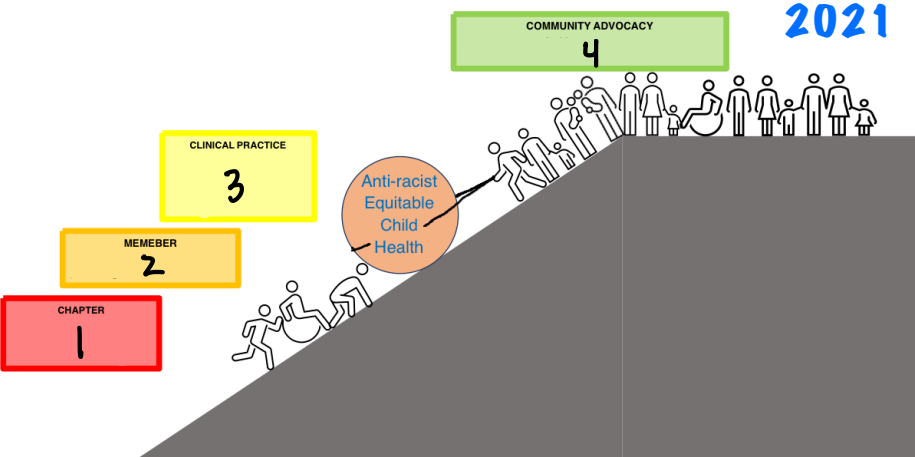
In the wake of progressing Covid 19 health disparities, racial discrimination, and local civil unrest, in August 2020 the chapter assembled an Anti-racism Taskforce.

Over the next 6 months, the taskforce created **6 categories** of recommendations for the chapter to guide improved promotion of anti-racist child health in MN.

Mar 2021



May 2021



- In May 2021 the Anti-racism & Health Disparities workgroup became a permanent initiative for the chapter.
- The group narrowed the initial focus of the work to **4 categories** from the taskforce recommendations.
- From these identified categories, over the next two+ years, the group identified and worked on **10 agenda items**.

Jul 2021 - Feb 2024

## Build the structure of an effective workgroup

- Held standing quarterly virtual working meetings
- Held yearly in-person retreats set to strengthen the work being done, and foster group cohesion and success
- Got administrative support from chapter director
- Created, and evolved, our group purpose and mission

## Conduct an internal review of the chapter's anti-racist opportunities

- Secured \$10k funding to hire an equity consultant
- Created RFP and hired local consultant
- Conducted review of 70 yrs of historic documents to identify opportunities to publicly acknowledge past harms
- Outlined work to review bylaws, elections, policies, and chapter publication modalities

## Create website hub for group and chapter members to share ideas and resources

- Outlined the goals of the group webpage to allow for easy identification of our anti-racist health equity resources
- Redesign of our group page ultimately led to larger redesign to improve the entire chapter website

## Provide education opportunities for chapter members about anti-racism and health equity topics related to the clinical work they are doing

- Created and implemented a strategy to regularly email members about workshops available to them
- Published opportunity notifications in the chapter newsletters

## Establish health equity as the foundation of our legislative, policy, and advocacy agenda

- Required our policy group co-chairs and chapter lobbyists to assess and address the equity implications of any legislative policy proposals we support, or that were asked to support

## Create a new position for a Chapter Diversity Champion

- Set intentions for the new position's role to connect with district Diversity Champion and other national AAP anti-racism work
- Recruited and selected the initial champion
- Took inventory of national AAP Councils and Sections to identify opportunities for network connections

## Begin transitioning our vendor relationships to reflect our commitment to supporting BIPOC businesses

- Secured Black-owned marketing and web design firm to redesign and manage our chapter website

## Create annual EDI Chapter Fund

- Secured \$5k per budget cycle for chapter members to use for independent EDI activities and training
- Began designing member application and selection process for fund allocation

## Identify and amplify the community organizations and other anti-racist and health equity work being done across the state

- Organized a speaker presentation from local organization working to disrupt the poverty cycle
- Worked with Reach Our and Read to create an anti-racism curriculum, and piloted it at sites across the state

## Spotlight rotating specific focuses for our anti-racist community work

- Identified initial spotlight focus- improving the pipeline of underrepresented racial groups into medicine
- Participated in local Talent Garden: Black Men in Stethoscopes event that gathered middle and high school boys to encourage them to consider careers in medicine