

# Maternal and Child Health Section Racial Equity Policy

## Commitment and Vision for Racial Equity

The Maternal and Child Health (MCH) Section commits to working against racism.

*We acknowledge* that communities of color and tribal and indigenous communities in Oregon experience inequities and disparities in health due to racism, oppression and historical trauma.

*We envision* an Oregon where racial inequities and disparities are eliminated and communities of color experience lifelong health and wellbeing.

*We will create* policies, programs and procedures to address structural and institutional racism, and hold ourselves accountable to them.

*We will work* with partner organizations and community members, rooted in our commitment to racial equity. We will make adequate resource allocation and invest in developing meaningful partnerships with diverse community stakeholders.

*We will adopt* goals and anti-racist strategies to guide us in making this vision a reality.

## Racial Equity Policy

The Maternal and Child Health (MCH) Section will maintain a welcoming and trauma-informed work environment that reflects and supports the racial and ethnic diversity of our community members and partners. The section promotes and encourages culturally responsive and accessible communication methods. The section will recruit, employ, support and retain a racially diverse and culturally responsive staff and leadership.

MCH recognizes and values racial equity trainings, workshops and professional development activities that align with our racial equity commitment. Through this recognition MCH will host development opportunities related to racial equity and encourage and support employees to seek out additional opportunities. Focusing on racial equity provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization. As we deepen our ability to eliminate racial inequity, we will be better equipped to address the systemic and institutional barriers impacting all oppressed groups and those who experience multiple layers of discrimination based on intersecting identities.

To build a culture of shared learning and growth, the naming and interrupting of racist and oppressive language, actions and systems using trauma-informed principles is supported and encouraged in all section activities. All MCH staff will explore their own racial, ethnic and cultural identities in order to examine their biases and participation in structural

racism and systems of oppression. Staff will continually build skills to address structural racism, implicit and explicit biases and systems of oppression.

Staff and programs are evaluated for their ability to practice and implement MCH policies and procedures for racial equity and cultural responsiveness. Through ongoing development and reflective activities, MCH staff will regularly identify racial inequities in all aspects of their work and generate improvement plans and performance metrics to address them.

MCH welcomes and empowers people of color and those whose first language may not be English as essential partners in planning, decision-making, delivering and monitoring of policies and services to enhance maternal and child health. MCH will build reciprocal relationships with communities of color which have historically been left out of state government decisions and policymaking that affect their communities. MCH will create mechanisms for ongoing feedback from communities of color to ensure continuous inclusion and improvement.

The MCH Equity Workgroup will track implementation of racial equity policies, procedures and activities throughout all programs and adjust where needed to align with the section's commitment to racial equity.

**For more information, please contact the Maternal and Child Health Equity Workgroup:**

Wendy Morgan  
Public Health Educator  
Public Health Division  
Maternal and Child Health Section  
971.673.0353  
[wendy.morgan@state.or.us](mailto:wendy.morgan@state.or.us)

**Workgroup members:** Liz Stuart, Kerry Cassidy Norton, Benjamin Hazelton, Nurit Fischler, Stefanie Krupp, Mauri Mohler, Lari Peterson, Maria Ness, Wendy Morgan, Carina Guzman, Caroline Tydings, Stephanie Glickman, and Rhiannon Simon