

**BOSTON PUBLIC HEALTH COMMISSION  
POLICY AND PROCEDURE**

SUBJECT: Anti-Racism Policy Statement and Action Plan

DATE: October 23, 2023

POLICY NUMBER: 166

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**I. PURPOSE**

The mission of the Boston Public Health Commission (BPHC) is to work in partnership with communities to protect and promote the health and well-being of all Boston residents, especially those impacted by racism and systemic inequities.

BPHC envisions a thriving Boston where all residents live healthy, fulfilling lives free of racism, poverty, violence, and other systems of oppression, and where all residents have equitable opportunities and resources leading to optimal health and well-being.

BPHC acknowledges the history and ongoing reality of systemic, structural, and institutional racism that continues to negatively impact Black, Indigenous, and other people of color. BPHC affirms that Black, Indigenous, and other people of color Lives Matter and denounces all forms of racism.

On June 12, 2020, an Executive Order Declaring Racism an Emergency and Public Health Crisis in the City of Boston was issued, calling upon all agencies of City government to recommit to addressing the impacts of racism and naming how racism impacts the health of all Boston residents.

BPHC reaffirms its commitment to racial justice, which we define as the creation and proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunity, treatment, and outcomes for all people regardless of race.

**II. POLICY**

The Boston Public Health Commission (BPHC) sets an expectation that all staff and leadership commit, individually and as part of the BPHC team, to hold ourselves accountable to establishing a culture of anti-racism and advance racial equity and justice through each of our bureaus, programs, and offices. We affirm our commitment to advancing racial justice by committing to the following actions and to measuring progress in these areas:

1. Office of Racial Equity and Community Engagement will operationalize a Racial Equity Framework and Tool to guide program/department decision making and ground staff in the understanding of the intersection of individual, interpersonal, institutional, and structural racism;

2. Programs/Departments will implement systems to collect and use data disaggregated by race/ethnicity, income, preferred language, gender, sexual orientation, neighborhood, and other socio-demographics to inform policy, program, project, budget and community benefit decisions;
3. Programs/Departments will use the BPHC Budget Equity Tool to assess and guide their budget allocation for racial equity work;
4. Programs/Departments will form racial equity teams to develop and implement racial equity action plans including racial equity impact metrics/measures;
5. Programs/Departments will apply the BPHC Equitable Community Engagement Policy and Principles and report how the lived experiences and voices of Black, Indigenous, and other people of color inform their policy, program, budget, and community benefit decisions;
6. Office of Performance Improvement will operationalize a racial health equity performance and quality improvement system for Programs/Departments to measure and report the outcomes of their racial equity action plans;
7. The BPHC Professional Development component will ensure all staff and interns are trained upon hire and later provided retraining in racial equity and justice; additional training will be provided for supervisors in implicit bias, anti-racism, and micro/macro aggressions;
8. Programs/Departments will recruit, hire, promote, and retain a workforce that reflects the communities we serve at all levels of the BPHC, including leadership positions and higher paid and skilled positions;
9. Programs/Departments will embed racial equity and justice expectation language in all policy manuals, memos, job descriptions, scopes of work, grants, RFPs and contracts;
10. Relevant Departments will establish or reinforce processes that ensure staff, client, and public concerns are addressed, and grievances are processed to result in equitable outcomes;
11. Programs/Departments will create a culture of belonging for all staff, especially Black, Indigenous, and other people of color staff, focusing on their healing (utilizing trauma-informed approaches) and access to needed, supportive resources including affinity groups;
12. Programs/Departments will contract with a diverse group of Certified Underrepresented Business Enterprises (CUBEs) and adhere to the procedures set forth within the BPHC Equitable Procurement Policy; and
13. Office of Racial Equity and Community Engagement will establish a Health Equity in All Policies (HEiAP) approach for departments to use in collaboration with our city and cross-sector organizational partners, incorporating a racial equity and justice framework within their structures to address the Social Determinants of Health (SDoH).