

Racial Equity Statement and Commitment

Racism is a public health crisis and a root cause of community violence. In collaboration with hospital-based violence intervention programs, hospital systems, and communities, the HAVI works to end community violence and dismantle structural racism and white supremacy culture. We center credible messengers and people with lived experiences to advocate for and deliver comprehensive, trauma-informed care to people injured by violence. We strive for equity, anti-racism, and collective liberation.

WE OPERATIONALIZE THIS STATEMENT BY

- 1 – Acknowledging and rectifying the historical and present-day inequitable distribution of resources that disproportionately harms communities of color and privileges white communities.
- 2 – Transforming health systems to be equitable and holding them accountable to provide a high standard of care for violently injured patients and support for the Violence Prevention Professionals who serve patients and communities impacted by violence.
- 3 – Enacting policies and practices that advance equity, eliminate structural racism, and return power and resources to people of color.
- 4 – Examining and interrogating our own biases through cultural humility.
- 5 – Amplifying that people who are the closest to the violence hold the solutions.
- 6 – Leading with race explicitly with an understanding of intersectionality: that when conditions and systems become more equitable for people of color, all people benefit.
- 7 – Attending to the impact of racism in our work and developing restorative practices that support relationship- and coalition-building.
- 8 – Inviting and valuing feedback to improve and course-correct when we make mistakes or when our intentions are misaligned with their impact.



FREE TASKFORCE

The FREE (Forging a Racial Equity Ecosystem) Task Force is a team of HAVI staff, board, and HVIP members who serve as thought and accountability partners in the HAVI's efforts to enact our commitment to racial equity.

[LEARN MORE](#)



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We work toward racial equity internally in developing our organization. By centering racial equity in our work in all divisions and departments of the HAVI. We recognize that intention without clear actions is insufficient. The HAVI maintains a work plan for racial equity which includes active engagement and contributions from all staff.

As we aspire to live our values every day, we approach this with humility. We invite your feedback about how we can continue to grow, learn, and embody racial equity. We will review our statement biannually and revise as needed to deepen our equity work.

For definitions and further resources please see [the statement on the HAVI website](#).