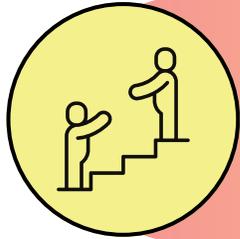


What Advancing Racial Justice Means To Us

Racial justice is the active and continuous process of dismantling systems of oppression that perpetuate inequities, discrimination, and bias based on the color of one's skin. PHIWM works to create a society where all individuals, regardless of race or ethnicity, have the opportunity to attain their highest level of health and well-being.

PHIWM strives to advance racial justice and social inclusion through its daily work by:



Acknowledging Historical Racism and Addressing Contemporary Systems of Oppression:

Recognizing and acting on the ongoing impact of systemic racism that manifests in poor health outcomes and decreased life expectancy.



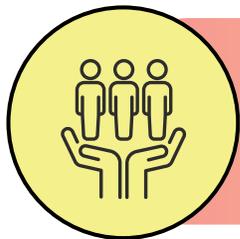
Promoting Cultural Humility and Curiosity:

Cultivating a culturally humble workforce that respects and values diverse perspectives and experiences.



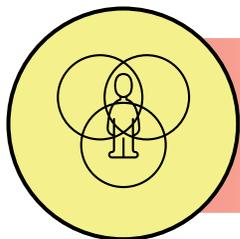
Challenging Implicit Bias:

Identifying and addressing personal, organizational, and systemic biases that harm individuals or groups and negatively impact quality of life and workplace culture.



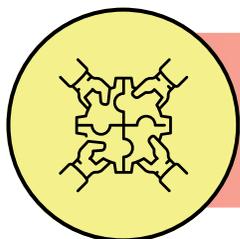
Centering Oppressed Communities:

Prioritizing the strengths, needs, and experiences of communities that have experienced disinvestment, with an emphasis on sharing power with communities of color to shape their own wealth, health, and well-being.



Advancing Social Inclusion:

Working to address racial and ethnic health inequities rooted in skin color, while remaining inclusive of other communities that experience inequities.



Building Equitable Partnerships:

Fostering collaborative relationships with community members, organizations, and other stakeholders to co-create solutions for positive health outcomes.



Advocating for Policy Change:

Advocating for policies that address root causes of health inequities, such as generational poverty, housing insecurity, lack of access to equitable health care, and environmental injustice.



Using Data-Driven Decision Making for Community-Based Solutions:

Sharing data and stories to design, test, and refine solution-oriented interventions that address the unique needs of different populations and promote health and well-being.