

Systems Integration Project's Anti-Racism Declaration

The Monroe County Systems Integration Project formally and adamantly affirms its commitment to creating a reimagined system that is equitable, just and anti-racist. As such, we declare the following:

- The Monroe County Systems Integration Project fully acknowledges that racism is embedded in the structures, policies and practices of our institutions, sectors and communities.
- We accept and endorse the Black Agenda Group's declaration that Racism is a Public Health Crisis, including but not limited to:
 - Race is a social construct with no biological basis.
 - Racism is a system that creates structures of opportunity and assigns value based on the social interpretation of how one looks, that unfairly disadvantages some individuals and communities, while unfairly providing advantages to other individuals and communities, and saps the strength of the whole society through the waste of human resources.
 - Racism causes persistent race discrimination in housing, education, health care, employment, criminal justice, business, and economic mobility.
 - Racial health disparities in the Black Community have existed since racial health data has been collected and analyzed. Racial health disparities in diabetes, hypertension, heart disease, and mental health are prevalent and growing.
 - If we are to eradicate this persistent evil we must see to its structural and institutional roots. And with swift and collective action hold those that govern and that are governed accountable for its elimination. (Dr. Joy DeGruy)
- We acknowledge the connection between racism and poverty, and will adhere to the Rochester Monroe Anti-Poverty Initiative's guiding principles of Building and Supporting Community, Addressing Structural Racism and Addressing Trauma.
- We embrace our collective responsibility to eliminate racism head-on, as we conduct our work to imagine and implement an integrated, person-centered system that enables empowered and thriving individuals, families and communities.
- We will build solutions that disrupt existing, racist power structures.
- We will implement mitigating actions to prevent, identify and remove racial biases in algorithms and data sets.
- We will build relationships and deeply listen to impacted communities and cultural brokers, and will ensure that they have a voice in the design and implementation of a reimagined system.
- We will adopt and promote anti-racist behaviors.
- We are open to constructive criticism, and are committed working through conflicts with open hearts and minds.
- We will be transparent and accountable to upholding these commitments through the course of the project period and beyond.

Adopted by the Monroe County Systems Integration Team June 3, 2020

