

Announcement on Diversity, Inclusion, Anti-Racism and Health Equity

MM-EmployeeMessage

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To:MM-EmployeeMessage <mm-employeemessage@med.umich.edu>;

A message from Marschall Runge, CEO of Michigan Medicine; Carol Bradford, executive vice dean for academic affairs; Steve Kunkel, executive vice dean for research; Dave Spahlinger, executive vice dean for clinical affairs; and David J. Brown, associate dean for health equity and inclusion

To the Michigan Medicine community,

As we continue the dialogue about diversity and inclusion, we want to ensure that everyone in our community understands the institution's position and commitment to improving the racial climate here.

Leaders in our organization have collectively articulated and supported the below announcement that reflects our commitment to anti-racism and the elimination of social and health care disparities. This announcement is also posted on the Office for Health Equity & Inclusion [website](#).

Announcement from Michigan Medicine on Diversity, Inclusion, Anti-Racism and Health Equity

Michigan Medicine unequivocally recognizes racism as a public health issue, and we should be standing out as leaders against inequality. We are committed to creating fundamental change that leads to a culture of anti-racism, and a medical school and health system that are leaders in equity, justice and inclusiveness for people of all colors.

As part of this, we are passionate about ensuring that Michigan Medicine is a leader in health equity. We must be vocal about the fact that people of color in America remain negatively and disproportionately impacted by violence, limited access to quality health care and poor health outcomes. We must move to understand and eliminate these disparities.

Michigan Medicine recently formed an Anti-Racism Oversight Committee that is working diligently with leadership, the White Coats for Black Lives chapter, as well as our Office for Health Equity & Inclusion and others, to ensure that this movement is not a moment in time but, instead, leads to actions and real and sustainable change.

We believe the words "Black Lives Matter" are consistent with an anti-racism community. Likewise, creating an anti-racism community is consistent with Michigan Medicine core values and is a health equity issue that will lead to improved access to quality care and reduced disparities for people of color. As such, faculty, staff and learners who wish to express their commitment to racial justice by wearing a lapel pin with only the words "Black Lives Matter" may do so while working in the clinical environment without violating our health system Dress & Appearance Policy.