

June 1, 2020

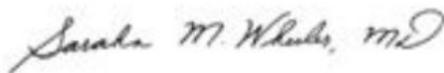
At Duke Health, we recognize the impact of systemic racism and bigotry in women’s healthcare that we experience in our state and nation and have a long-held commitment to eradicating these disparities as one of the most important missions in our care of patients. Black women are three times more likely to die in childbirth than white women; this disparity is not fully explained by differences in health status, socio-economic status or patterns of healthcare use. Therefore, it is imperative that we examine ourselves as part of the healthcare system and the structural racism entrenched within that system. Each of us within Duke Ob/Gyn has a duty to diligently combat racism and bigotry with creative and consistent efforts that include our entire team.

OUR RESPONSE

At Duke Health, we are dedicated to providing excellent care to all of the communities we serve and ending the indignity that has been suffered and each injustice that has been endured due to the racism that saturates all aspects of our society. **We will** strive to mitigate and ultimately eradicate racism and bigotry. While we have provided training and educational opportunities on topics including implicit bias and bystander skills, we recognize that not all of our valued team members have had these opportunities. **We will** provide opportunities for Duke Ob/Gyn team members to be trained in implicit bias, bystander skills and cultural competency — all faculty, staff and trainees. **We will** consistently evaluate our policies, practices and outcomes to identify and eradicate inequities for our patients and our team members. **We will** consistently assess our work culture and learning environment to ensure that all members of our team — staff, trainees, and faculty — have the opportunity to thrive and advance their individual careers while contributing to the realization of our Duke OB/Gyn Mission, Vision and Values. **We will** continue to support our patients and our community through our clinical, educational and research efforts, as well as through philanthropy and volunteerism. **We will** listen and thoughtfully respond to feedback, concerns and criticisms from our patients, our community and our team members. **We will** be steadfast, unwavering and unrelenting in our pursuit of racial justice and equality.



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