



The following statement was prepared by members of the Guelph CHC's Anti-Oppression Working Group, Transformative Change Committee, Board of Directors and Leadership Team.

*In acknowledgement of current events, Guelph CHC is committed to working relentlessly every day to reduce and eliminate barriers to health and wellbeing in our community.*

*Through our commitment to anti-oppressive practice, we know and understand that there is systemically-rooted white power and privilege in our local and global society. The resulting sense of superiority, conscious or not, by these dominant groups serves as a foundation for oppressive behaviours, including anti-black racism.*

*Through this lens of anti-oppression, we know and understand that race is a determinant of health; and that racism degrades the health of people of colour in our community. Anti-Black racism is a public health crisis. The Alliance for Healthier Communities, our provincial association's [Health Equity Charter](#) is explicit about the work that needs to be done.*

*As an organization, we can do better to fight racism, and we commit to doing so each and every day. Our collective action is needed, because we know that racism is deeply entrenched within healthcare systems, as it is within many systems in our communities - including within our own organization.*

*We have much more work to do in solidarity with the BIPOC (Black, Indigenous, and People of Colour) community to eliminate oppression in all of its forms; and we cannot, nor will we, rely on those who are oppressed to lead this work on behalf of our organization.*

*As we commit to continuing to rise up against racism within ourselves, within our organization and within our community, we know this change comes too late for Ahmaud Arbery, Breonna Taylor, George Floyd, Regis Korchinski-Paquet, Tony McDade and many others.*

*At Guelph CHC we will acknowledge our power and privilege. We will continue to speak up when it is uncomfortable. We will advocate to tear down barriers. Through program design, policy development, training, and unlearning, we will enable safer, more inclusive spaces.*

*At the Guelph CHC, we collect race-based data, which enables us to better understand and respond to the health inequities that our community members face. We collect this data because it matters. We provide anti-oppressive and cultural safety training for staff, management, and our board of directors. We have an interprofessional team of staff and management who participate in our Anti Oppressive Working Group and Transformative Change Committee who work towards dismantling oppression in all its forms. We will continue this work and build on it.*

*We will remain accountable and transparent to our actions. We will stand with Black communities in their work to advance change. We will fight anti-black racism in all of its forms so that together, we can improve health and wellbeing in the City of Guelph.*

