



Preamble

As the Board of Vibrant Healthcare Alliance formed in 2016 from the amalgamation of Anne Johnston Health Station and Tobias House Attendant Care we immediately resolved to carry on the tradition of both agencies to stand for diversity and inclusion, primarily around the issue of adults with disability. This was our joint area of strength given the focus of our programs.

Now, together, we speak as one, and are declaring the following commitment to anti-Black racism.

Statement

We must end anti-Black racism

We, as the leaders and board members of Vibrant Healthcare Alliance, stand in solidarity with our Black colleagues, community members and all those affected by anti-Black racism by acknowledging its existence and its impact on the Black community. Inclusiveness and freedom from oppression are and will always be core values of Vibrant Healthcare Alliance. We are committed to addressing anti-Black racism in a meaningful way by taking the following actions.

- 1. We will strive to make Vibrant a safe and trusted space where people can be their authentic selves as employees, clients, consumers and community members.** Vibrant expects all its stakeholders to model respect, dignity and compassion. We will continue to promote our values and make sure those who are impacted by unjust, unfair or inequitable treatment can speak up without reprisal, and be supported.
- 2. We will increase our efforts to have complex, and sometimes difficult conversations about anti-Black racism.** We will create opportunities for courageous conversations where our stakeholders can gain a greater awareness of the experience of those affected by anti-Black racism, and engage in dialogue about addressing it.
- 3. We will implement anti-Black racism training.** We recognize that unconscious biases can lead to potential blind spots in how we interact with and treat others, with the seen and unseen destructive effects of racism in all its forms including systemic



discrimination. All current and incoming board members will participate in anti-Black racism training, as will all incoming staff members. Part of this training must include ways to understand and address systems that work to exclude, marginalize and oppress.

4. **The board is committed to establishing an anti-racism, anti-oppression framework which it will monitor and evaluate as a standing agenda item at every board meeting.** By addressing these issues each time the board meets, we are holding ourselves accountable and making a sustained effort to evolve Vibrant's approach to race, diversity and inclusion and anti-racism. The board will also work with senior leadership to set goals for Vibrant in these areas that we will use to track our progress and report to the community.

We recognize that these commitments and actions do not on their own solve the broader, systemic issues that the Black community faces. Yet by taking concrete steps, we are standing up against racism and discrimination, and creating a more diverse and inclusive community where anti-Black racism is eradicated, and equity thrives.

We believe Black Lives Matter