

Strategy: Dismantle Racism & Address Discrimination



The Mom and Baby Action Network is building cross-sector partnerships that invest in, influence and leverage collective action to lead broad changes in policy, research, funding and systems to address the root causes of inequities in maternal and infant health. Our common agenda includes five overarching strategies, with several solutions contained within each strategy.

This strategy focuses on dismantling racism & addressing unequal treatment by identifying structural and institutional policies and practices that exacerbate poor outcomes for birthing people and their infants.

Data show a widening gap between Black, as well as, American Indian/Alaskan Native birthing people and their white counterparts. Unequal treatment perpetrated against people based on other types of biases (I.e. substance use, socioeconomic status) is also associated with health inequities and poor outcomes for both the infant and birthing person.

Work Group Focus

Advocate for policies that will transform systems that have historically, and to this day continue to, contribute to creating health disparities. Support the review of current and new policies. Promote processes that increase antiracist workplaces, organizations, and leadership. Identify and develop best practices for data collection and program implementation.

Solutions Overview

This non-exhaustive list demonstrates the types of solutions that national, state, and local stakeholders may choose to pursue in partnership with the Mom and Baby Action Network.

- **Policy & Legislative Change**
 - *Require collection and reporting of disaggregated data by race and ethnicity*
 - *Adoption of the National Standards for Culturally and Linguistically Appropriate Services.*
 - *Declare Racism as a Public Health Crisis (RAPHC) and support relevant follow-up actions to dismantle racist policies and systems.*
- **System & Institutional Change**
 - *Implement equity review boards to review proposed legislation and policies.*
 - *Collect and meaningfully report on patient experience with perceived racism and unequal treatment .*
 - *Public-facing racial equity data dashboards.*
- **Communication & Training**
 - *Require healthcare workers to regularly train on implicit bias and antidiscrimination practices as a part of compliance training.*
 - *Create multimedia campaigns that increase awareness about implicit bias and stigmas as threats to public health.*
- **Research & Data**
 - *Develop a compendium of measures of racism to facilitate the addition of racism measures on relevant national surveys.*
 - *Develop anti-racist research and scientific best practices.*