

Alameda Alliance for Health
Public Statement Opposing Structural Racism

Alameda Alliance for Health (Alliance) has humbly served communities of color in Alameda County, one of the most diverse counties in the nation, for over 24 years. The Alliance stands with the African American community and in solidarity with movements that aim to create a world free of anti-blackness and structural racism. More than four centuries of inequity and injustice in this nation have resulted in significant disparities and inequitable outcomes for Black Americans, including access to quality health care. Additionally, Black Americans are disproportionately affected by police brutality and violence. We bear witness to the pain and suffering of Black Americans in our communities, oppose any form of structural racism and racial violence, and resolve to evaluate our own practices and their impact on our members, provider partners, and employees.

WE ACKNOWLEDGE that any form of racism is dehumanizing. Dehumanization causes social anxiety/isolation, the fear of harm or loss of life, and the potential for one to question their self-worth and value in society.

WE ACKNOWLEDGE that the legacy and injurious effects of slavery, and the laws that enforce racial discrimination and racism still experienced by Black people today, continue to cause health disparities, economic insecurity, and lack of access to public health services within the Black community.

WE ACKNOWLEDGE that systemic racism against the Black community, and all communities of color, pose a threat to economic security, physical safety, and the health of our entire community.

WE STAND unified in our belief that Black Lives Matter and we support all viable unifying efforts that work to prevent and reduce the effects of the above realities. This includes, but is not limited to, racial equity, social justice, human rights, and the celebration of diversity.

WE RESOLVE TO establish and convene a Diversity, Equity, and Inclusion Committee to address racial inequality for Black Americans and people of color, and work together to end hate, and create hope and healing in our community.

WE RESOLVE TO support equal access to employment, equitable compensation, and promotion for all employees within the Alliance.

WE RESOLVE TO ensure our diversity continues to be reflected and maintained through equitable hiring practices in all departments and at different levels.

WE RESOLVE TO support advocacy for equitable policies and regulations that impact social determinates of health including, environmental justice, public education, and housing, for our most vulnerable communities to improve public health outcomes and reduce health disparities.

WE RESOLVE TO dedicate resources to identify and reduce health disparities that impact our Black members.

WE RESOLVE TO hold ourselves, and our provider partners, accountable for marginal or low healthcare outcomes for our members, ensuring Black members are not experiencing discrimination in health care access and/or delivery.

WE RESOLVE TO invest in resources to educate our team, members, and providers about the importance of anti-racism and its impact on our communities.

WE RESOLVE TO support our local public education system to ensure all children have equitable resources available that will enhance their ability to compete and achieve at high levels to reach their full potential.

WE RESOLVE TO support broad access to safe, affordable housing and neighborhoods that connect residents to economic and educational opportunities.

The Alliance stands resolved in our commitment to the fulfillment of our mission, “to strive to improve the quality of life of our members and people throughout our diverse communities.” Our commitment acknowledges both the inclusion and value of Black lives in our community. The Alliance believes fundamentally that, racism undermines our capacity, and impedes our ability to deliver equitable quality and access to care for the most vulnerable people within our community. We believe that we are stronger together and we resolve to elicit change.