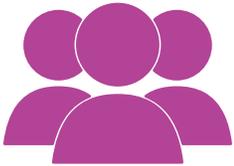


# PPLM'S EQUITY ACTION PLAN



**Our goal: Improve how PPLM supports, serves, and collaborates with our Black, Indigenous, and people of color (BIPOC) patients, staff members, and community partners and become an anti-racist organization.**

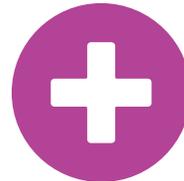
- **Addressing systemic racism and oppression is a part of our vision.**
- PPLM cannot address the systemic racism our patients and communities face if we do not **first look inward**.
- PPLM has embarked on a **diversity, equity, and inclusion journey** that will help us become an organization that better reflects our patients and embodies cultural humility. We are dedicated to dismantling structural racism wherever it exists in our organization: in our hiring, our services, our partnerships, or any other way we operate.
- Our **Equity Action Plan** includes four goals to advance equity within our organization and in support of patients and staff:



**DIVERSIFY THE PPLM WORKFORCE AND LEADERSHIP TEAM TO BETTER REFLECT THE COMMUNITIES PPLM SERVES.**



**FOSTER A WELCOMING AND INCLUSIVE WORK ENVIRONMENT.**



**PROVIDE EQUITABLE AND INCLUSIVE HEALTH CARE AND PROGRAMMING TO ALL PATIENTS AND CLIENTS.**



**INCREASE REPRESENTATION OF THE COMMUNITIES WE SERVE IN DECISION MAKING, ONGOING RELATIONSHIP-BUILDING, AND COLLABORATION.**

- PPLM is **unequivocally committed** to eliminating implicit bias within the organization so we can improve our delivery of health care and education for all people, truly serve the BIPOC community, and ensure our BIPOC staff members feel valued.
  - PPLM has committed to **implementing practices** that explicitly address (race+) equity. A (race+) approach to advancing equity means addressing race **explicitly, not exclusively**. Intentionally working against racism ensures we do not unintentionally perpetuate it. Further, this allows us to better realize our mission of care for all.



**Disrupting Disparities. Advancing Equity.**  
Planned Parenthood League of Massachusetts  
Planned Parenthood Advocacy Fund

*"Our connection to the communities we serve, in terms of staff representation and community partnerships, is deeply embedded in the work of the Action Plan. **Equity must underpin everything we do**, it is the responsibility of everyone in the organization. PPLM has continued to commit to equity work even when it is difficult, to have uncomfortable conversations, and to push beyond what has been done before, which provides me with hope and confidence for our future."*

**- Brenda Hernandez, PPLM Vice President of Equity and Engagement**

To realize our goal of reducing health care inequities in Massachusetts, **PPLM must enhance equity within our organization for our staff, our patients, and our clients.** We must create an environment that embodies cultural humility, where staff are encouraged to bring their "whole selves" and their differing perspectives to work, in order to meet the realities of the people we serve.

PPLM continues to implement a variety of initiatives to implement the goals of its Equity Action Plan. Over the past 4 years:

## EQUITY ACTION PLAN PROGRESS:

- ✓ PPLM has developed and begun implementing **inclusive hiring practices** to increase staff **diversity and retain BIPOC employees.**
- ✓ All PPLM staff have participated in **Planned Parenthood's Mind Sciences training.** This workshop is designed to help identify and address implicit bias, racial anxiety, and microaggressions in the workplace, with the goal of eliminating bias and inequality in the hiring, promotion, and decision-making practices across PPLM.
- ✓ PPLM has formed **several supportive affinity groups:**
  - The Black, Indigenous and other people of color (or BIPOC) caucus.
  - A BIPOC affinity space.
  - A White Accountability and Action Group.
- ✓ PPLM and the Planned Parenthood Advocacy Fund of Massachusetts (PPAF) have hired **full-time, statewide community outreach specialists, organizers, and educators** to expand our geographic reach, build authentic partnerships in Massachusetts communities, and support cross-movement work.
- ✓ **PPAF has expanded its legislative agenda to address the intersecting issues that impact PPLM's patients' health and rights.** Examples of this include supporting policies that protect transgender rights, strengthen immigrant rights, lift racist welfare cap bans, and implement police accountability
- ✓ PPLM is working on an Introduction to Equity training to dive deeper into the work beyond implicit bias.