

**Antiracism Practice Committee  
Statement of Responsibility  
May 14, 2021 (updated Oct. 29, 2021)**

The Antiracism Practice Committee, on behalf of the Division of Health Policy and Management (HPM) in the University of Minnesota's School of Public Health (SPH), apologizes for all harms that Black, Indigenous, Asian American, Pacific Islander, Native American, Latinx and other people of color, among staff, students and faculty have experienced. As our committee works to implement anti-racism policies and practices in the Division of Health Policy and Management, we recognize that an important first step of antiracist organizational change is to take responsibility for the Division's participation in racism and acknowledge who has benefited and who has been harmed. This statement represents this critical first action step.

We acknowledge that HPM students have experienced racism and tokenism in the classroom and that our curriculum has inadequately incorporated structural racism and inequality. We take full responsibility for our behaviors, which have contributed to Black, Indigenous, Asian American, Pacific Islander, Native American, Latinx and other people of color being overlooked and ignored in the classroom, in the hallways, in our conference rooms, in advancement opportunities, and in access to resources. We also take full responsibility for not incorporating staff and student views and experiences into Division policies and hiring practices, particularly with regard to representation. We recognize these actions have fostered division and created siloes. ***We take full responsibility for not incorporating staff and student views and experiences into Division policies and hiring practices.***

We acknowledge the history of practices that are deeply embedded in HPM, in the SPH and in the University based on institutional racism. These practices represent a connected set of "assumptions, beliefs, and behaviors" which are manifest in the implicit as well as explicit belief and actions that white people are superior over other people of color. The systemic nature of racism in the Division and in the SPH has benefited white leadership and other white people and has led to persistent inequities and injustices faced by Black, Indigenous, Asian American, Pacific Islander, Native American and other people of color.

We also acknowledge the systemic violence that has been experienced by Black people, in particular, over the course of history and today. Because systemic racism has perpetuated oppression and brutality aimed specifically at Black individuals and communities, we recognize the need to center our work on anti-Black racism. The most recent acts of violence including the murders of George Floyd, Breonna Taylor, Philando Castile, Daunte Wright and many others are horrific and inexcusable. These violent acts stem from the deeply rooted racism upheld by unjust policies and power structures, including law enforcement and the criminal justice system. Structural racism in policing is connected to structural racism in other institutions including our own. As a Division, we apologize and acknowledge that our actions have contributed to structural racism and the harms it has caused our staff, students and faculty.

***We apologize for what we, collectively as a Division, have done and what we have failed to do to support diversity, equity and inclusion for all staff, faculty, and students who identify as people of color.***

The Division of Health Policy & Management

The HPM Anti-Racism Practice Committee