



Strategy: Dismantle racism and address unequal treatment



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 and addressing unequal treatment by identifying structural and institutional policies and practices that exacerbate poor outcomes for birthing people and their infants.

Recent trends show a widening gap between Black and American Indian/Alaskan Native birthing people and their White counterparts. Unequal treatment perpetrated against people based on other types of biases also leads to health inequities and poor outcomes for both the infant and birthing person.

Strategic focus

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

Solutions overview

The examples below demonstrate the types of solutions that national, state, and local stakeholders may choose to pursue in partnership with the Mom and Baby Action Network.

- **Policy and legislative change**
 - *Require collection and reporting of disaggregated data by race and ethnicity.*
 - *Adoption of the National Standards for Culturally and Linguistically Appropriate Services.*
 - *Public-facing racial equity data dashboards.*
- **System and 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.*
 - *Promote the adoption of doula-friendly practices and collaboration in local healthcare systems.*
- **Programs and training**
 - *Require healthcare workers to regularly train on implicit bias and antidiscrimination practices.*
 - *Create multimedia campaigns that acknowledge implicit bias and stigmas as threats to public health.*
- **Research and data**
 - *Develop a compendium of measures of racism to facilitate the addition of racism measures on national surveys and the US birth certificate.*

*This list is not exhaustive. See the National Equity Framework Guide for additional solutions.

To learn more about the Mom and Baby Action Network and help move this important collaborative work forward, sign up at IgnitingImpactTogether.org