**Our Commitment to Fight Anti-Blackness and Police Killing Black Community Members**

The Tri-County Behavioral Health Provider Association (TCBHPA) represents community-based mental health and addictions providers in the tri-county region of Portland, Oregon

As we process the recent murders of George Floyd, Manuel Ellis, Breonna Taylor, Tony McDade, and thousands of other Black and other individuals who have been killed by on-duty police in recent years we condemn:

* Racism in all its forms and excessive violence by the police and other power holders
* The economic inequities caused by racism and the failure of leaders to address them
* All racist policies that support whiteness as normal and degrade diverse communities

But condemnation is not enough. The TCBHPA commits to concrete collective action. We are working with allies to channel our grief, anger, and frustration into concrete actions to help dismantle systemic racism, anti-blackness and violence — especially as these show up in the dual crises of police violence and the disparity of pandemic impact and response.

We commit to being proactive to protect communities negatively impacted by racism. As an association and as member organizations we commit to advancing evidence-informed and heart-centered steps to dismantle structural violence, racism, and health disparities.

We commit to engage with the police and other partners in a process of reviewing practices they use when addressing the needs of people with behavioral health issues and commit to advocating for changes to these practices as needed.

We start by asking all TCBHPA member organizations to commit to anti-racist principles and practices in order to reduce racial health disparities. Such commitments should be based on an honest and thorough organizational assessment, and communicated in a written plan. We recommend organizations use the following 9 domains of the *Protocol for Culturally Responsive Organizations* (Curry-Stevens, Reyes & Coalition of Communities of Color, 2014) as a framework for these institutional changes:

1. Organizational Leadership
2. Organizational Policies
3. Organizational Climate, Culture and Communication
4. Services
5. Service User Voice
6. Workforce Composition and Quality
7. Community Collaboration
8. Resource Allocation and Contract Practices
9. Data metrics and Continuous Quality Improvements

Alternative tools and additional resources can be found [here](https://www.dropbox.com/sh/h9pe14dikptezud/AACJb89lw6SkjCcouVJo3o2Qa?dl=0), as well as by contacting the TCBHPA Equity Committee via [sarahsbuckley@gmail.com](mailto:sarahsbuckley@gmail.com). We encourage member organizations to sign here and return to the Committee to share in this commitment.

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*Organization, authorized signer name, signature and date*