

Physicians for Peace (PFP) stands unequivocally against systemic racism. We recognize the struggles and injustices that Black People and People of Color have encountered for centuries that persist today. We affirm that these inequalities are not acceptable, and we will strive to recognize and reverse inequity whenever and wherever possible.

We are committed to social justice and health equity. Physicians for Peace was established on the principle that access to quality health care is a fundamental human right and with the ideal that improving health through medical education promotes peace. Our values and our work are centered on these principles. We deeply respect, value, and elevate the work and ideas of our partners around the world. We celebrate the diversity of perspective and experience our partners contribute to strengthen our collaborative work.

These standards underpin our approach to each and every relationship we form with our patients, our partners, our volunteers, our trainees, and our family of supporters. That does not mean, however, that we are not always striving to be more educated, better practiced and more culturally and personally humble - in fact, just the opposite. We are dedicated to introspection and growth, both personally and collectively as an organization.

We are united with the voices calling for the recognition of racism in our society and within ourselves. We acknowledge that racism not only exists but is woven into the very fabric of our society. Black People and People of Color deserve the respect and opportunities afforded to all.

We stand in solidarity with the voices calling for recognition of systemic racism in our society and within ourselves and are resolved to:

- Review and improve Board and hiring policies to ensure intentional recruitment towards diversity of race, gender, sexual orientation, and culture and broad representation of experience and viewpoints.
- Provide our volunteers with tools and training to recognize unconscious bias and practice cultural awareness and humility.
- Review our workplans to ensure they reflect our commitment to equity for people of all races, genders, and cultures.
- Proactively seek and participate in unconscious bias training.
- Educate ourselves about racial injustice and avenues to combat it.
- Use our voices and platforms to speak out against such injustices and violations of human rights.

We are resolved to UPHOLD A CULTURE OF RESPECT AND EQUALITY.