

We, at Catalyst Therapies, want to acknowledge our role in the perpetuation of oppression of Black people and People of Color through our complacency and narrow definition of racism.

We are part of a healthcare system that is wrought with overt and covert racism and we must dismantle it. Silence on this issue is unacceptable.

It is thought that a third to a half of people killed by police are disabled. As stated in *The Ruderman White Paper On Media Coverage of Law Enforcement Use of Force and Disability* by Dr. David M Perry and Lawrence Carter-Long, “when we leave disability out of the conversation or only consider it as an individual medical problem, we miss the ways in which disability intersects with other factors that often lead to police violence. Disability intersects with other factors such as race, class, gender, and sexuality, to magnify degrees of marginalization and increase the risk of violence.”

We are committing to doing the personal and professional work required to become anti-racist and broaden our view of inclusivity so that Catalyst Therapies may truly be a safe and healing space for all lives we have the privilege of touching.

#### Catalyst Therapies’ commitments and plan of action:

- Racist and discriminatory actions, comments, or beliefs will not be tolerated in our clinic.
- We are expanding our personal and professional training so that we are better equipped to offer high quality, equitable services to People of Color.
- We are reviewing all current materials, literature, and toys to remove anything that may perpetuate oppression of Black people and other marginalized groups.
- We will intentionally increase our use of inclusive materials that touch on concepts of privilege, racism, and discrimination.
- We will address conversations with our patients and families surrounding the concepts of racism, inequality, diversity, and inclusion directly.
- We will not assume gender identity and we will teach inclusive pronouns including the singular ‘they.’
- We are committing to this as an ongoing effort. Please ask us what we are doing to ensure a safe space at our clinic.