

## **Lifeline for Moms Network of Perinatal Psychiatry Access Programs Equity Pledge**

Our Network of Perinatal Psychiatry Access Programs recognizes the need to support all perinatal individuals especially those who identify as members of racial, ethnic, LGBTQIA+, religious, and otherwise marginalized or oppressed groups by 1) working towards equitable perinatal mental health services, and 2) championing reproductive and perinatal mental health justice.

Our Network believes in the dignity and worth of all individuals. We will work to 1) ensure that all groups are heard, valued, and represented, and 2) promote a culture of equitable and culturally humble perinatal mental health care. Our Access Programs strive to promote equitable mental health services by committing to:

1. *Evolving our program cultures to honor, support, and celebrate people of all races, cultures, and backgrounds.* We recognize the importance of dedicating time and space to embrace the many diverse traditions and values within our communities. Examples of how we will shift our culture include: 1) making an explicit commitment to being anti-racist programs; and 2) using inclusive and strengths-based language in our communications, trainings, and materials.
2. *Evaluating our own programs to assess the extent to which we serve and support populations that have been marginalized or oppressed.* We will systematically evaluate and apply an evidence-based approach to ensure that our programs promote equitable service delivery and clinical care.
3. *Addressing biases amongst ourselves and within our teams by promoting self-awareness.* We will identify and challenge implicit biases that occur within our and others' teams through training, self-reflection, education, and life-long learning. This also includes recruiting, retaining, and honoring diverse teams, and developing future generations of diverse perinatal mental health leaders and advocates.
4. *Inquiring about patients' demographic and social determinants of health in a supportive and strengths-based way.* We recognize that asking people about their social circumstance and how they identify is an important component of providing patient-centered care. This includes and is not limited to patients' upbringing, experiences with racial trauma and discrimination, environmental influences, education, occupation, family values, and religion.
5. *Applying an equity lens during interactions with providers, health systems, medical practices, and state and federal agencies.* We will work to maintain a non-judgmental and supportive stance when we interact with our teams and health care practices and systems. This includes providing accurate, supportive, and strengths-based education and information on cultural variation in care needs, values, and experiences.