



Recommendations to the AIHM Board
by the
Black, Indigenous and People of Color (BIPOC) Task Force
February 2021

“Never forget that justice is what love looks like in public.”

Cornel West

We first recommend that the AIHM make a commitment, as an organization, to consider equity and racism when making all future decisions, and to dismantling previous policies that continue to contribute to inequity (including racial, LGBTQ, disability). This commitment needs to stem from a deep and abiding commitment to racial equity. Our institutional commitment must be grounded on the firmly held belief that all people are of equal value. An unshakable commitment to racial equity and ending discriminatory practices is fundamental to the integrity, strength and effectiveness of the integrative health movement. We all agree that we are stronger, more vital, and more successful as an organization when we are transparent about our decision making, and when the diversity of our organization—in our leadership, our teaching faculty, our staff, and our membership—reflects the diversity of the human population. This isn’t a short-term “project.” It is an integral part of our values as an organization and of the embodied leadership we offer our community and the larger world.

We are, by our nature, the optimal organization to speak to the two great interconnected crises of our time: Environmental collapse and Inequity in Health, Wealth and Education. Integrative solutions which consider all factors that contribute to both of these crises are the only ones that will be effective in long term change. And we must lead this change—starting with our own organization.

“There is no social-change fairy. There is only change made by the hands of individuals.”

Winona LaDuke

AREA-SPECIFIC RECOMMENDATIONS

● EDUCATION

- Educating board, staff and faculty so that we all have a working knowledge, in the heart and the brain, of
 - The history of race and structural racism in America, as well as world-wide, since are an international organization.
 - A fundamental understanding of how racism and inequity are carried out through policies, and that changing policy is our best leverage to shift structural racism.
 - This work is part learning, and part personal exploration—both are necessary for us to succeed. In general, people of color should take the lead when there are questions about whether a particular issue or policy results in race inequity or not.
 - We suggest that we begin by arranging education and facilitation of the board and staff on the race and equity issues mentioned above.
- We also want to be committed to educating our community at the AIHM on issues of race and equity, which we began at our 2020 conference, and will continue to be integrated into our future events.
- Evaluating our current teaching curricula (Fellowship and Online Learning) to see if it is equitable, and if not, finding a more comprehensive way to tell the story of integrative health.
- It is most effective if we think about race and equity in the creation of all policies and educational materials, rather than educating about race as a separate issue.

● REPRESENTATION

- Seeking out qualified candidates for all positions—Board, Teaching Faculty, Staff—that move us toward a balance of characteristics that reflect our community, taking into consideration race, ethnicity, sexual orientation, and gender.

- Incorporating leaders with a commitment to racial equity and equity at large into broader leadership initiatives within the AIHM, including SPIGs and other committees.
 - A real representative leadership allows for a rich and nuanced discussion of all issues in integrative health.
 - The BIPOC committee can be a resource for finding brilliant and qualified candidates for leadership and teaching positions. We can look at our Fellowship alumni and active members for candidates for these positions.
 - We need to examine how we choose leadership....eliminating nepotism and opening our eyes to the many avenues from which we can seek talented leaders.
- **ORGANIZATION**
 - We suggest that the BIPOC Task Force becomes a standing Board Committee.
 - We would like to ensure that BIPOC Task Force members either lead or are in close co-leadership relationship within any AIHM-wide SPIGs created. We would like to create the following subcommittees within the BIPOC Task Force.
 - Education
 - Environment, Equity and Racism
 - Health Policy and Advocacy
 - Health Equity and Social Justice
- **CREATIVE COLLABORATION**
 - We strive to create a community that is friendly and empowering to all practitioners, regardless of class, race, gender, orientation or professional license. This rich collaboration is most likely to succeed in finding solutions that make a real difference in the experience of our members and our communities at large.
 - We will know we are succeeding at this when we get feedback from our members that, in fact, they do feel welcomed, included and inspired.
 - We suggest surveying the membership yearly to see if this is the case.
- **COMMUNITY COLLABORATION**
 - We suggest partnering with organizations that represent our diverse communities. For Example:
 - National Medical Association
 - National Black Nurses Association
 - Hispanic Nursing Association

- American Black Chiropractic Association
 - Pan-American Health Organization (for nurses)
 - Latino Medical Student Association
 - SNMA Student National Medical Association
 - American Association of Physicians of Indian Origin
 - National Hispanic Medical Association
 - Association of American Indian Physicians
 - Association of Black Women Physicians
 - Educational Institutions for People of Color
 - Historically Black Medical Colleges
 - Historically Black Colleges and Universities
 - Minority Serving Institutions (e.g. Drew University) - <http://www.doi.gov/pmb/eeo/doi-minority-serving-institutions-program>
 - Hispanic-Serving Institutions (HSIs) ...
 - Tribal Colleges and Universities (TCUs) ...
 - Asian American and Pacific Islander Serving Institutions (AAPISIs)
 - Commitment to mentoring BIPOC future leaders
- **TRUTH AND RECONCILIATION**
 - We recommend a facilitated Truth and Reconciliation process for our community around racism, inequity and cultural appropriation. Until we tell the full story of our history from multiple viewpoints, and understand and acknowledge its consequences in the lives and outcomes of ALL involved, we can't truly take responsibility and come together as a united organization.

"No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite."

Nelson Mandela