



May 12, 2021

To everyone in our Duke Health family,

Systemic racism is a public health crisis, and it's our personal and collective responsibility to stand against it. On May 25, we will mark the one-year anniversary of Duke Health's *Moments to Movement* initiative — our journey to create an organization and a community that is stronger, healthier, and more just.

Since launching *Moments to Movement*, every area across Duke Health has engaged staff, faculty and students in examining our shortcomings and our opportunities for progress. As part of this important work, team members from across the organization came together to develop the enclosed pledge. More than a statement, it's a call to action that defines what we believe and value, sets a standard for behavior and a guide for decisions, and creates a measure for progress.

Our pledge is available in English and Spanish. We will post it on Duke Health websites and on the walls of our clinics, hospitals, schools, and administrative and research buildings. We will also add it to orientation and admission materials.

As we develop and implement recommendations, policies and programs in every area — from patient care, to research, to education, to our people and the environment in which we work — this pledge is a highly visible reminder that helps us stay true to our intentions and our values.

It's also important to note that while our pledge is aspirational, we are all expected to hold ourselves and others accountable for behaviors that are aligned with the promises it contains. If you have questions or have an experience or perspective contrary to the statements in this pledge, we want to know. Please share your concerns with your supervisor, your HR representative, the diversity, equity and inclusion officers in the schools, or the Duke University Office of Institutional Equity.

As we gain greater momentum in our movement toward real and lasting change, we encourage everyone to examine how we can bring the spirit of this pledge alive in ourselves and our daily lives.

We are making this public promise for the good of our students, our faculty and staff, our patients, their loved ones...as well as the communities we serve.

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