

Every New Yorker deserves to achieve their full health potential.

However, not everyone has fair access to the factors that contribute to good health, such as healthy foods, safe places to live and play, and a wage that allows them to live with dignity.

This is unfair and unjust.



To address this, the **Health Department** launched **Race to Justice**, the agency's effort to advance racial equity and social justice across all programs, policies and practices. Through Race to Justice, the agency will:

- ▶ **Educate and train** staff on how racism and other systems of oppression can shape health.
- ▶ **Study** how racism has affected our past work and create new policies to lessen that impact.
- ▶ **Collaborate** with local communities to counter injustices.

How to use the Race to Justice Action Kit





▶ **SINCE ITS LAUNCH,**

The Race to Justice Team has led Core Workshops to educate staff on race, racism, racial equity and social justice.* This Race to Justice Action Kit builds on the Core Workshop content. It provides background information on how racism affects health and will give agency staff the skills needed to work toward a more equitable New York City. This kit can support divisional action teams and can also be a good starting point for staff members new to racial equity and social justice work. This kit is best used as part of your unit, bureau or division's overall goal-setting strategy and can be referenced daily for specific tasks.



▶ **THE KIT FOCUSES ON THREE KEY AREAS.**

Review the kit materials as a team and determine how each key area applies to your work.†

COMMUNICATIONS

▶ All employees can use these resources for internal and external communications.

COMMUNITY ENGAGEMENT

▶ All employees, and their supervisors, who work with external partners can use these materials.

EMPLOYEE RESOURCE GROUPS

▶ All employees can use these resources.

By incorporating racial equity and social justice principles at every level and step of its work, the agency can better protect and promote the health of all New Yorkers.

Email racetojustice@health.nyc.gov to request an in-person presentation of the kit materials and to learn more about what you can do to promote racial equity and social justice in New York City.

* Visit HealthNet to sign up for a Core Workshop.

† Not included in this kit are documents created by the Finance and Workplace Equity workgroups. To find these materials, visit the Race to Justice page on SharePoint.

