

Planned Parenthood - NLSHC

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August 9, 2022

Update on Statement of Support for the Black, Indigenous and People of Colour (BIPOC) Community

To all community members:

On November 1, 2020, we issued a [statement of support for the BIPOC community](#). We shared initiatives we were already doing to support BIPOC individuals, and we made six commitments to better support our community. At this time, we'd like to provide an update on our progress in implementing these commitments.

In the spirit of transparency and accountability, we wanted to share with you that we are not as far along as we hoped. This is in part due to two major COVID-19 outbreaks that limited our ability to have volunteers at the Centre and focus on strategic priorities. That said, we have made progress on our commitments. Here is an overview of our progress to date:

Commitment	Current Status
Sharing resources and providing access to information on anti-racism as it relates to sexual health and 2SLGBTQIA+ inclusion.	PPNLSHC is very active on social media (Facebook, Instagram, and Tiktok). We continually share information and resources on anti-racism in the context of our mandate. Check out our social media to see what we've been up to - you can find all our information on our website .
Continuing to provide education to our volunteers and staff on anti-racism.	New modules were added to training programs for Centre and 2SLBTQIA+ Warm Line volunteers about anti-oppression, anti-racism, and trauma-informed work. These modules were delivered in the most recent volunteer training in May 2022. The Board's Governance Committee has been tasked with exploring options for a joint anti-oppression training session for Board members and staff. We hope to find an appropriate partner to provide training by early fall 2022.

<p>Completing a community needs assessment to determine how Planned Parenthood - NLSHC can better support the BIPOC community.</p>	<p>This has not been completed. The Board has been working on a strategic plan that we hope to share soon. Something we discussed in our strategic planning sessions was to complete a broader community needs assessment, so we intend to do this with a particular focus on ensuring our services are having a positive impact in the BIPOC community.</p>
<p>Expanding our resource library to include more resources tailored to the BIPOC community.</p>	<p>We held a book sale fundraiser in April 2022 to allow us to grow our resource library and expand our selection of 2SLGBTQIA+ books and resources. We raised \$940, which we will use to buy new books for our library, including resources authored by members of the BIPOC community.</p>
<p>Expanding and establishing new community partnerships.</p>	<p>We are partnering with Black Lives Matter NL on a new project - more details to follow. We are also working on a teen newcomer education project with the Association for New Canadians NL.</p>
<p>Prioritizing BIPOC programming and supportive policies in the development of our strategic plan, and reporting annually on these programs and policies.</p>	<p>Our policy manual for employees and volunteers has been updated to include hiring policies that promote diversity in our workforce.</p> <p>Prioritizing BIPOC programming has not occurred to date. As mentioned above, we have been restrained in how much new programming we could pursue during COVID-19 due to public health measures and staff taking on extra duties in the absence of clinic volunteers. New programming is something we want to focus on now that we are in a more stable place in the pandemic.</p> <p>Providing better supports and services for the BIPOC community was an area of focus in the development of our strategic plan. Once approved, we will be reporting annually on progress in advancing our strategic priorities.</p>

Please be assured that we are **fully committed** to dedicating time and resources to fully implement these actions in the months and years to come, as well as take other actions to support the BIPOC community. As an organization, PPNLSHC is committed to promoting positive sexual health and 2SLGBTQIA+ inclusion amongst all individuals in our province. We are excited and eager to continue working with our community to advance health equity for all. In this regard, we welcome any and all feedback on your experiences at Planned Parenthood - NLSHC and potential areas for improvement. Please get in touch with us at directors@ppnlshc.com if you have anything you would like to share.

Sincerely,

Planned Parenthood - NLSHC Board of Directors

