



On behalf of the ADFM Board of Directors:

Given the events of the past week, we the Board felt we could not stay silent. As our sister organizations have done, we feel compelled to reaffirm our organizational values:

*ADFM condemns all violence, especially against people of color who have been more frequently subjected to indiscriminate and unnecessary use of force by police and others in authority. We stand with those who fight for justice.*

*We stand with those seeking the systemic changes required to achieve equity and inclusion that allows for all individuals to reach their maximal potential.*

*We seek out allies to build a more equitable society and will use the principles of equity and inclusion to drive all decisions we make, including our financial ones.*

*We value the contributions by every patient, member of our staff, learners, and faculty. We acknowledge the historical inequities that have contributed to significant disparities in health care, economics, and other societal factors that have created a gap in overall health and quality of life for individuals of color.*

*As an organization, ADFM asks that each of our member departments and associate members serve as role models for inclusiveness and seek out and embrace opportunities to include individuals with diverse backgrounds, opinions, experience, skills, and capabilities for the betterment of all individuals, their institutions, our organization, and society in general.*

The ADFM Board remains committed to taking concrete, anti-racist action as an organization and to better support you all in taking action in your own institutions and communities. This statement will inform a series of action items including developing active and activated partnerships, considering our economic investments as an organization, gathering and sharing data and best practices, and creating the space for critical conversations. The ADFM Board will be continuing our discussion of specific aims and steps to do our part in moving the needle toward equity and look forward to sharing this with you all in an ongoing way.