



BARGAINING UPDATE

A Place We All Belong

We're united for a Harborview where we all feel like we belong and are accepted as valuable and important members of our Harborview community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or brown, we all deserve to be treated the same at work. Some of us who are people of color are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong. What this hides from us is how much we have in common and that these differences are used as a way to divide us against each other. We should all feel like we can bring our full selves into our workplace in order to give high quality patient care. That's why we are proposing a true organizational culture change for Harborview and to enter into a new relationship with management to work towards challenging the systems of oppression that make some of us at Harborview feel like we don't belong.

We need a workplace that respects and values all of us. When some of us are treated differently based on the color of our skin, our gender, our sexual orientation, or other identities we hold, it impacts us, our patients, and perpetuates systemic discrimination. This is all of our struggle and in order for us to win on issues like safe staffing or higher wages, we have to stand together across the differences that are usually used to divide us against each other. It is time for all of us to take an active role to ensure we address systemic oppressions that exist both within and outside of Harborview.



"It is important to talk about Racial Justice even though it can be uncomfortable to talk about. When we share our stories with management it makes them aware of our differences. We have a lot of strength when we stand together. We all need to be treated with respect at work and not treated differently. A work environment where we all felt like we belonged would be stronger. We would feel acknowledged and it would lead to excellent patient care. Patients having care givers that share their race and language is a strength. Management should acknowledge us and take action to show they care and are being mindful of us." **Olga Ramirez, RN, 3E**



"Evidence based studies show us that pain is under-treated for people of color. Racial disparities exist and happen in and out of our work place. As a person of color who also gets primary care through UW Medicine, I want my treatment not to be influenced by implicit bias, just as I strive to treat my patients without bias or discrimination." **Katy Brehe, RN, TSICU**



"I was shocked and heartbroken to hear multiple accounts from co-workers of color speak of experiencing racial injustice and inequity compared to our white co-workers. It is not okay for it to happen here or any workplace. Our organizational equity and inclusion proposal will have a true ripple effect across our hospital for us, our patients, and our families. This would unite us in real collaboration. For management to say yes to our proposal would send a message that we are valued whether we are white, Black, or brown and that every employee is essential to Harborview Medical Center and our mission." **Lori Davis, RN, MCICU**



"The goal of our proposals is to work towards stepping back from adversarial structures and relationships to a partnership with management in tackling systems of oppression at work. Currently, when our co-workers bring forth issues related to discrimination and bias, the systems and process in place are retraumatizing and can result in more harm rather than restorative solutions. We seek a joint commitment to organizational culture change so that we all feel like we belong no matter our race, gender, sexual orientation, age, or other identifying qualities." **Kimela Vigil, Mental Health Practitioner, Women's Clinic**

Our proposal for Organizational Equity and Inclusion

1. Creates an Organizational Equity and Inclusion Joint Labor Management Committee

- Seeks a partnership, not an adversarial relationship, in addressing concerns of racism, discrimination, bias, and harassment
- Made up of an equal number of top leadership in both organizations
- Joint and separate workshops to create a shared analysis and work plan on racial justice and the experiences of People of Color

2. Creates an Urgent Action Structure to support work to repair instances of racism, discrimination, bias, and harassment

- "OEI Leadership Team" from Labor and Management to act as problem solvers, mediators, and coaches when an employee or group of employees is feeling the impacts of discrimination, harassment, bias, racism in the workplace

3. Commits to data analysis to inform our shared work in understanding the impacts of racism, discrimination, bias, and harassment