

Supplementary Table 2. The Healthcare Racial Justice Assessment Tool (HC-RJAT) Grouped by Intervention Category

| Intervention                       |                                                                                                                                                                                             |
|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Category                           | Does the healthcare setting have...                                                                                                                                                         |
| Sharing/Communicating Common Goals | A mission statement that incorporates racial equity?                                                                                                                                        |
|                                    | Leadership that consistently applies a racial equity lens?                                                                                                                                  |
|                                    | A view that advocacy for racial equity is part of the organization's work?                                                                                                                  |
|                                    | A process to consistently communicate its Racial Justice values and work to staff?                                                                                                          |
|                                    | A process to consistently communicate its Racial Justice values and work to donors?                                                                                                         |
|                                    | Visible signs of your organization's commitment to racial equity in your primary physical location, e.g. signage that states your commitment and has representation of diverse communities? |
|                                    | A shared language and understanding around the concept of equity?                                                                                                                           |
|                                    | Materials assessed for racial bias to ensure reflection of your community's diversity?                                                                                                      |
|                                    | A written racial equity plan with clear actions, timelines, people responsible for each action, indicators of progress and processes for monitoring and evaluation?                         |
|                                    | Metrics, benchmarks, and indicators for measuring the organization's success?                                                                                                               |
|                                    | Regular communication with other DEI groups throughout the larger organization?                                                                                                             |
|                                    | A mechanism to encourage or support real time difficult conversations about race in a safe, confidential, private space?                                                                    |
|                                    | Provision of space, time, resources, and structure to discuss and respond to issues of Racial Justice within your organization?                                                             |
| Resources To Do The Work           | Categorized funds used to support programs/policies needed by particular disadvantaged racial/ethnic communities?                                                                           |
|                                    | Compensation for staff of color to acknowledge any additional work they may absorb to better serve families of color?                                                                       |
|                                    | Allocate resources for engagement and outreach in communities of color?                                                                                                                     |
|                                    | An internal structure whose goal is to address issues of racial equity, for example an equity committee?                                                                                    |
|                                    | Specific staff to address racial and ethnic inequities?                                                                                                                                     |
|                                    | A deliberate plan to develop and promote the leadership of staff of color?                                                                                                                  |
|                                    | Regular trainings and discussions for all staff' levels about removing barriers to opportunity and reducing racial disparities?                                                             |
|                                    | Processes in place to ensure all staff can implement cultural competence/responsiveness and trauma-informed approaches?                                                                     |
|                                    | A balanced view that works to involve, but not overburden, our staff of color in equity work?                                                                                               |
|                                    | A process to consistently consider basic needs like childcare, interpretation, food, proximity to transit lines, or time of day when planning activities and events for staff?              |
|                                    | Benchmarks around racial justice incorporated into the annual evaluation for all employees?                                                                                                 |
|                                    | Anti-discrimination policies that explicitly prohibit harassment of persons of color who are members of the organization?                                                                   |
|                                    | Periodic assessment of the disproportionate impact of organizational policies on staff of color?                                                                                            |
|                                    | A process for staff to provide feedback to the hospital about its larger policies in a way that is equity-minded?                                                                           |
|                                    | Collect the racial, ethnic and linguistic makeup of your workforce using a written policy or formal practice?                                                                               |
|                                    | Have data on the racial, ethnic and linguistic makeup of your leadership team?                                                                                                              |
|                                    | Have hiring practices to address racial and ethnic inequities, prioritizing the hiring of employees who represent communities of color, immigrant and refugees?                             |
|                                    | Have written procedures to increase the recruitment, retention and promotion of people of color?                                                                                            |
|                                    | Have an internal structure or position dedicated to promoting workforce diversity?                                                                                                          |
|                                    | Incorporate racial justice knowledge into performance objectives and evaluations for staff?                                                                                                 |
|                                    | Have effective formal complaint procedures for staff regarding race-related complaints?                                                                                                     |
|                                    | Have racial equity and cultural competency training that is mandatory?                                                                                                                      |
|                                    | A planned and periodic gathering of facts and governing body discussion with community participation to review racial equity?                                                               |
|                                    | Participation of representatives from communities of color when developing policies?                                                                                                        |
|                                    | Have formal partnerships with organizations of color?                                                                                                                                       |
|                                    | Meet regularly with leaders from communities of color specifically to discuss racial equity within your organization?                                                                       |
|                                    | Have a method in place to assess the overall satisfaction of communities of color with your organization?                                                                                   |
|                                    | A process to consistently consider basic needs like childcare, interpretation, food, proximity to transit lines, or time of day when planning activities and events for patients?           |
|                                    | A process to consistently communicate its Racial Justice values and work to patients/families?                                                                                              |
|                                    | A definition of family that supports all family formations, including those beyond "traditional" or "nuclear" families?                                                                     |
|                                    | Periodic assessment of the disproportionate impact of organizational policies on patients and families of color?                                                                            |
|                                    | Have a physical environment that feels inclusive to all of our families?                                                                                                                    |
|                                    | Display art that is representative of different family structures?                                                                                                                          |
|                                    | Display art that is representative of families of different races?                                                                                                                          |
|                                    | Have important signage posted in the most prominent languages of the populations we serve?                                                                                                  |
|                                    | Collect racial, ethnic and linguistic data on families using a written policy or formal practice?                                                                                           |
|                                    | Provide language interpreter/translator services for people who speak languages other than English?                                                                                         |
|                                    | Have a process to evaluate whether current policies disadvantage families of color?                                                                                                         |
|                                    | Prioritize support and referral outlets that specifically reach patients, families and communities of color or those with limited English proficiency?                                      |
|                                    | Address structural barriers that might prevent families of color or those with limited English proficiency from accessing your services?                                                    |
|                                    | Have infrastructure that allows you to truly measure the positive or negative impact you are having on the lives of the families of color you serve?                                        |
|                                    | Have a process to support families who may be experiencing racism while accessing your services?                                                                                            |
|                                    | Collect data on family satisfaction with regard to racial equity?                                                                                                                           |
|                                    | Collect race and ethnicity data on those referred for specific interventions, consultations, or clinics?                                                                                    |
|                                    | Stratify clinical outcomes by race and ethnicity?                                                                                                                                           |
|                                    | Allow patients and families to self-identify their race and ethnicity?                                                                                                                      |
|                                    | Allow patients and families to designate multiple races and/or ethnicities?                                                                                                                 |
| Community Involvement              |                                                                                                                                                                                             |
|                                    |                                                                                                                                                                                             |
| Family & Patient Focused           |                                                                                                                                                                                             |
|                                    |                                                                                                                                                                                             |