

CPPP Racial Equity Purpose Statement

All Texans should have the chance to compete and succeed in life. But historical policies created barriers for people based on their race or ethnicity. These barriers led to persistent gaps in opportunity and outcomes over time. Current policies often perpetuate these barriers, which have led to disproportionately worse outcomes for Texans in many areas including education, health, and opportunities to build financial security.

Given the deep and long-standing racial and ethnic disparities embedded in the policy issues on which CPPP works, we must proactively challenge the patterns of inequality and exclusion in our systems, institutions, and policies. If we are to achieve our vision of expanding opportunity for all Texans, we must directly confront the policies, practices, and systems that create differential outcomes by race and ethnicity and ensure that public policies advance racial equity.

Texas will achieve CPPP's vision of racial equity when an individual or group's race or ethnicity no longer predict their well-being, opportunities, and outcomes.

CPPP's commitment to advancing racial equity is part of the legacy and values handed down from our founders, The Benedictine Sisters of Boerne, Texas, whose work has long focused on human equality along with access to affordable health care and quality education for everyone. We also work to promote racial equity because it is the right thing to do.

We will work both internally and externally to promote racial equity. Our role at CPPP is to:

- Incorporate racial equity as a cornerstone in our research, analysis, and policy development work in order to promote policy solutions that help ensure all Texans are healthy, well-educated, and financially secure;
- Strengthen knowledge, skills, attitudes, and individual personal understanding to address inequities based on race, both internally and in our external work;
- Explicitly promote racial equity in our organization's human resources, management, governance, and practices; and
- Partner strategically with other organizations and stakeholders to challenge racial and ethnic inequity.

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