

To the Board of Trustees of Seattle Children's Hospital,

We write to you today to unequivocally demand you release the full findings of Covington and Burling's investigation into racism at Seattle Children's.

Withholding the findings from staff, patients, and hospital community stakeholders has irrevocably broken the trust granted to Seattle Children's when you initiated the investigation and promised a transparent process and accountability.

Seattle Children's Hospital is a renowned leader in medicine and pediatric care. The actions you take each and every day impact the lives—and deaths—of the children and families you serve.

Hiding findings of institutional racism sets a dangerous precedent.

Withholding the findings threatens to cement precedent of diminishment or erasure, while at the same time lending strength to the near-impenetrability of institutional racism. Your actions set a reckless precedent for the protection of employees; that when workers come forward citing instances of racism all can be silenced with the promise—not the act—of accountability. The actions of the Board diminish and insult the lived experience of staff and families who came forward, and the expertise and credibility of the community leaders who agreed to join your assessment committee.

Racism is a public health crisis.

When workers are subjected to racism and other forms of oppression or exclusion in the workplace, it impacts workers' ability to perform their jobs at the highest standard. When staff in medical institutions are impacted, *patients* are impacted. Seattle Children's must do more than acknowledge racism is a public health crisis. It must be transparent, and accountable. Without accountability, there will never be sustainable change.

The fact remains: Black and brown children have been harmed or died in your care, because it is true that a culture of white supremacy runs rampant at Seattle Children's Hospital.

The truth is not a debate. We demand change.

Release the findings of Covington and Burling's investigation into Seattle Children's. Release the Assessment Committee from non-disclosure agreements.

In Solidarity,

Sakara Remmu, She / Her
Washington Black Lives Matter Alliance

Michele Storms, She / Her
Executive Director, ACLU-WA

Continued on the following page

Jane Hopkins, She / Her
RN and Executive Vice President, SEIU
Healthcare 1199NW

Rev. Paul Benz, He / Him
Washington State Faith Leader

Teresita Batayola, She / Her
President and CEO, International Community
Health Services

Patricia Hayden, She / Her
Co-Chair, Seattle Human Services Coalition

Steve Daschle, He / Him
Co-Chair, Seattle Human Services Coalition

T'wina Nobles, She / Her
President and CEO, Tacoma Urban League

Shalimar Gonzales, She / Her
CEO, Solid Ground

Kevin Allen, He / Him
Coalition of Black Trade Unionists

Marquita Straus, She / They
Board Member, A Sacred Passing

Judy Kinney, She / They
Executive Director, End of Life Washington

Gordon McHenry Jr., He / Him
President and CEO, United Way of King County

Merril Cousin, She / Her
Executive Director, Coalition Ending Gender-
Based Violence

April Sims, She / Her
Secretary-Treasurer, Washington State Labor
Council

Sally Watkins, She / Her
Executive Director, Washington State Nurses
Association

Faye Guenther, She / Her
President, UFCW 21

Candace Jackson, She / Her
Board President, African American Health Board

John Hoyt, He / Him
President, Pyramid Communications

Nina Martinez, She / Her
Board Chair, Latino Civic Alliance

Lashanna Williams, She / They
Director, A Sacred Passing: Death Midwifery
and Community Education

Wendy Nakatsukasa-Ono, She / Her
President and CEO, Cardea Services

Davinah Simmons, She / They
Doula and Program Director, Rooted Birth Doula
Services and The Maternal Coalition

Lupe Tejada Díaz, She / Her
End of Life Care Specialist and Death Doula,
Doula Damn Thing and the Pearl Collective

Nicole Grant, She / Her
Executive Secretary Treasurer, MLK Labor

Elise DeGooyer, She / Her
Co-Director, Faith Action Network

Michael Byun, He / Him
Executive Director, Asian Counseling and
Referral Service

Vanessa Laughlin, She / Her / They / Them
Principal, Banister Advisors, LLC

Will Hausa, He / Him
Chair, Commission on African American Affairs