



Minnesota House of Representatives  
Select Committee on Racial Justice  
100 Rev. Dr. Martin Luther King Jr. Blvd.  
St. Paul, MN 55155

October 12, 2020

Rep. Rena Moran, Co-Chair  
Rep. Ruth Richardson, Co-Chair  
Rep. Lisa Demuth, Vice Chair  
Rep. Jamie Becker-Finn  
Rep. Rob Ecklund  
Rep. Heather Edelson  
Rep. Kaohly Her

Rep. Erin Koegel  
Rep. Sandy Layman  
Rep. Jamie Long  
Rep. Ann Neu  
Rep. Steve Sandell  
Rep. Dean Urdahl

Dear Chairs Moran, Richardson, and Committee Members:

Thank you for your commitment to racial justice in Minnesota. Gillette Children's Specialty Healthcare (Gillette) provides specialized health care for people whose complex conditions began during childhood. We help children, adults and their families improve their health, achieve greater well-being, and enjoy life. For over 120 years, we have cared for an underserved population that experiences significant health disparities – children and adults of all races, ethnicities, language preferences, and socioeconomic statuses who have disabilities. We recognize the inextricable link between racial justice and health equity and are committed to reducing health disparities in our patient population and community and creating a diverse, inclusive and welcoming environment for everyone that walks through our doors.

As a part of this commitment, Gillette collects patient demographic data – including race, ethnicity, country of origin, language, religion, and gender – on our patients to better understand disparities within our patient population. Additionally, Gillette's electronic health record system will allow us to continue to improve our data collection and data analysis to inform the care we provide. In addition to improved data collection efforts, we have focused on building a culturally competent organization through training of our staff in implicit bias, concerted recruiting and retention strategies with the goal of diversifying our staff, and interpreter services throughout our organization.

While we have made progress on this work we can and must do better, and that's why Gillette has joined with other organizations through the Institute for Clinical Systems Improvement (ICSI) in reiterating our commitment to health equity and committing to specific actions to address systemic barriers within our healthcare system and community. We thank the Committee for its work and look forward to working together to improve racial justice and health equity in our state.

Sincerely,

A handwritten signature in black ink, appearing to read "Barbara Joers", is written over a light blue horizontal line.

Barbara Joers  
President and CEO  
Gillette Children's Specialty Healthcare

**Clinic locations:**

Brainerd Lakes  
Burnsville  
Duluth  
Mankato  
Maple Grove  
Minnetonka  
Phalen  
St. Paul  
Willmar