

### **MARRT Statement Regarding Discrimination**

The MARRT fervently believes in, and is dedicated to, the equitable treatment of all human beings regardless of color, ethnicity, religion, sexual orientation, gender identity, age, or disability.

The MARRT acknowledges that discrimination is systemic, having existed on the global stage since the dawn of civilization. These dehumanizing, prejudicial, and biased beliefs and activities are imbedded in society and culture. They cross many boundaries, including but not limited to the judicial system, the education system, the health care system, and in our own attitudes.

The MARRT has been granted the legislated authority to assure the provision of safe, quality, respiratory care **to all peoples**. We are committed to ensuring that all Registered Respiratory Therapists practice within the Standards of Practice and Code of Ethics. RRTs must act professionally and within the highest ethical standards while providing care without any discrimination. They must practice with accountability, respecting the rights and dignities of all individuals, and accept responsibility for reporting unethical conduct.

The MARRT recognizes our need to critically reflect, take direct action, and be accountable in order to foster positive change. We are committed to beginning the process by:

- I. Examining our current operations (policies, practices, unconscious and unintentional biases) in order to cultivate cultural humility.
- II. Listening and learning from the voices that are and have been systematically excluded and disadvantaged in order to promote awareness.

Change is required, and only through the ongoing commitment to better understanding will we be able to affect that change, resulting in the eradication of all discrimination where all human beings will be treated equally.

The MARRT is committed to this transformation, to implementing the strategies learned and to adopting new processes to ensure the inclusivity of all. We look forward to sharing details on our direct action with our members and stakeholders as we proceed.