Statement from the Board of Directors of Planned Parenthood of Greater New York (PPGNY)

PPGNY is continuing what is a necessary transformation process to improve patient access, quality, and equity, led by Laura McQuade, President and CEO of Planned Parenthood of Greater New York. This process has been made all the more difficult by the COVID-19 pandemic. Like many other organizations, we are also in a moment of reckoning in our nation’s history. We acknowledge the open letter from some PPGNY staff, which speaks to this difficult transformation.

This transformation includes improving the quality of and access to care; changes to our human resources practices; and embedding equity as a foundational organizational practice. We began a process to analyze disaggregated patient experience data to address racial disparities in care, and we extended hours to meet patient needs. In early 2019, we made significant salary adjustments to advance pay parity. Today we continue to address pay inequity through a compensation alignment project. We also publicly committed to race equity as foundational to the organization’s transformation, supported through organizational learning and accountability to staff, patients, and community.

This process has required us to move through conflict and to hold all of us accountable to change. Our equity journey requires us to address the reality that often the pace of progress is too slow. We are committed to achieving the following five goals:

- Ensuring our workforce, leadership, staff, and Board reflect and respond to the communities we serve
- Divesting from and dismantling white dominant organizational norms and practices and committing to equity standards in all organizational practices
- Providing equitable and inclusive health care that is responsive to community needs
- Building accountable relationships with communities of color
- Using data to measure and drive progress on organizational transformation

The Board fully supports the work and leadership of Laura McQuade and her team and commits to continuing the transformation that will make us a stronger, more equitable organization for our staff and communities.