

ILLINOIS HOUSE OF REPRESENTATIVES

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JAIME M. ANDRADE, JR.

**STATE REPRESENTATIVE
40TH DISTRICT**

July 18, 2018

Dear IPHCA Membership,

I have recently been made aware of the racist, discriminatory comments made by the Association's now former President & CEO, Bruce Johnson, during a meeting with Aunt Martha's Health and Wellness, Inc. on June 20, 2018. I am both shocked and saddened that Raul Garza, Aunt Martha's President & CEO, a respected leader in the Latino community, was discriminated against based on his national origin.

Of equal (or potentially greater) concern is how the matter was handled by the Association's Executive Committee and its attorney once a formal complaint was submitted by Mr. Garza. Upon being informed of Mr. Johnson's hateful remarks, the Committee should have taken immediate action to address Mr. Johnson's conduct and implemented sweeping reforms to ensure that something like it never happens again. The consistent accusations of stalling the investigation and disparaging the Association that Mr. Garza and Aunt Martha's were subjected to over the past few weeks is entirely unacceptable.

One fact that is not lost on me as I consider the gravity of Mr. Johnson's conduct is that Illinois FQHCs serve nearly 500,000 patients who are of Latino origin. That fact, along with the overall mission of FQHCs, makes Mr. Johnson's conduct and the Association's failure to properly investigate and address that conduct even more reprehensible.

Although it has come to my attention that the Association has finally taken action by asking for Mr. Johnson's resignation, the work required by the Association to properly address this matter has only just begun. It seems apparent to me that there is a much larger issue within the leadership and culture of IPHCA. The conduct that has been displayed by the members of the Executive Committee and their attorney makes it clear that the current culture and environment at IPHCA is one that allows and protects discriminatory conduct.

It is absolutely essential that widespread reform occurs throughout the Association. I want the members of the Executive Committee who were responsible for investigating and responding to this matter to seriously consider resigning from their leadership positions. I also want to see Mr. Garza play an integral role in the new Inclusion and Diversity Committee of the Board by being appointed the first Chair of that committee.

I would also strongly encourage all IPHCA members to request an investigation into the Association's handling of this matter. It is crucial that no other person is subjected to the same behavior Mr. Garza and Aunt Martha's have been subjected to throughout this process.

Sincerely,

A handwritten signature in cursive script that reads "Jaime M. Andrade Jr.".

Jaime Andrade
State Representative-40th District