

Minnesota Society for Public Health Education (MN SOPHE) is committed to being an organization that values, practices and promotes diversity, equity, inclusion and anti-racism (DEIA) within the health education workforce. We put forth the following standards for all levels of participation in our organization:

On an organizational level:

- Create and foster an inclusive environment in which all members feel valued, respected, and motivated; contribute views and ideas for improvement; have professional development, leadership, and learning opportunities, and challenge each other continually to build an equitable and inclusive environment and culture.

On a board level:

- Provide leadership rooted in DEIA values, while holding one another accountable.
- Continually review and update our organizational goals, policies, procedures and practices through a DEIA lens.
- As committee chairs, lead and support the incorporation of DEIA values into committee activities, outputs and/or practices.

On a membership level:

- Represent MN SOPHE in alignment with our DEIA standards and values
- Lead, support and participate in committee efforts to incorporate DEIA values
- Acknowledge that everyone is at a different stage of knowledge and understanding regarding DEIA, and strive to learn, educate and grow together
- Practice self-awareness around implicit bias to not engage in microaggressions that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

As MN SOPHE moves towards achieving its DEIA standards, the special committee proposes the following plan for 2021:

- Work with the existing committees to encourage and promote DEI, and develop initial ideas and work with them to gain buy-in, refine the ideas and implement them:
 - Emphasis on changing circumstances, and focusing less on individual behaviors
 - Encourage members to take the Harvard Implicit Bias test and to use it in their work
 - Expand how we recruit members, how we reach out to communities and institutions that have health education and promotion degrees to engage students and faculty.
 - Explore how we can make sure everyone is at the table at our meetings, conferences, etc. E.g. reducing and eliminating costs.
 - Identify and explore policies that enable/inhibit progress towards equity, diversity and inclusion.
 - Provide DEIA learning opportunities through webinars, conference-like presentations of program/project implementations and/or workshops.
- Create a resource library of DEIA materials for public health educators
- Explore academic/institutional opportunities for increasing knowledge and awareness of DEI during public health education coursework/curriculum. NCHEC (CHES/MCHES)
- Propose ways to integrate DEIA into our 2021 annual goals
- Review Bylaws and Policy and Procedures from a DEIA lens in 2021