



# **Health Equity & Anti-Racism (HEAR) Task Force**

# **Recommendations**

2022

## **Our Mission**

**Supporting leaders in health education and promotion to advance healthy and equitable communities across the globe.**

## **Our Vision**

**A healthy world through health education.**

## **Our Values**

**Responding to the needs of its members**

**Delivering quality products and services**

**Demonstrating integrity, accountability and transparency**

**Promoting teamwork and collaboration**

**Embracing diversity**

**Respecting organizational tradition while encouraging innovation**

# HEAR Task Force

In 2020, SOPHE's Board of Trustees assembled a task force to examine SOPHE through an anti-racism lens to empower SOPHE to become an authentic and effective anti-racist organization.

By examining SOPHE, the task force would make recommendations on the areas in which SOPHE's values, processes, structures, and output align with an anti-racism organization, and identify areas in need of change or transformation.

The examination included:

- Developing anti-racist best practices, and resources for chapter leaders to use in local and regional anti-racism work.
- Generating innovative solutions to become a completely anti-racist organization.
- Developing educational opportunities to learn more about anti-racism practices.

## Overall Recommendations

- Allocate budget dollars to health equity and anti-racism related work.
- Hire/identify staff to ensure anti-racism is stays institutionalized in SOPHE.

## Specific Recommendations



### Membership

- Increase involvement with historically Black colleges & universities to diversify membership.
- Increase continuing education opportunities with health equity focus.
- Meet quarterly with the Health Disparities, Health Equity Communities of Practice.



### Governance

- Document nominations process to allow for full transparency.
- Require board of trustees nominees to provide statements on their commitment to health equity and anti-racism.
- Make demographic data of board members available.



### Leadership Development

- Develop anti-racism orientation tools to train new leaders.
- Encourage emerging, diverse leaders.
- Assess board of trustees members' commitment to anti-racism.



### Scholarships & Awards

- Incorporate diversity, equity and inclusion statements into scholarship and award applications.
- Score criteria and results are available.
- Have one scholarship for all to expand opportunities.

# Publications

SOPHE's three peer-reviewed journals should serve as a vehicle for promoting and disseminating anti-racist and equitable practice and research.

Goal	Recommendations
Diversity, equity & inclusion in what is published.	<ul style="list-style-type: none"><li>• Equity and diversity are key <b>themes</b> across the year's articles for each journal.</li><li>• An intentional <b>mix of priority populations</b>.</li><li>• Articles that challenge conventional paradigms with <b>new methods</b> that reveal inequity and racism.</li><li>• Commitment to <b>non-stigmatizing language</b>.</li></ul>
Intentional acquisition and organization of HEAR content.	<ul style="list-style-type: none"><li>• <b>Strategic invitations and outreach</b> to submit papers on priority HEAR topics.</li><li>• <b>Calls for papers</b> that address journal HEAR priorities.</li><li>• <b>Special issues or theme sections</b> to highlight and reinforce priority HEAR content.</li></ul>
Application, amplification, celebration of HEAR content.	<ul style="list-style-type: none"><li>• <b>SOPHE webinars</b> apply HEAR journal content to practice, skill-building and continuing education.</li><li>• <b>Social media presence</b> for journal equity and anti-racism content.</li><li>• Recognize HEAR content as <b>excellence in publishing</b>.</li></ul>
Diversity, equity, and active inclusion among us.	<ul style="list-style-type: none"><li>• Robustly <b>diverse editorial boards</b>.</li><li>• Board <b>diversity reflected in leadership</b> positions.</li><li>• <b>Orientation, opportunities, and resources</b> that draw upon distinct strengths of each board.</li><li>• Board members engage in <b>meaningful contributions</b>.</li></ul>
A growing network of HEAR-related partners.	<ul style="list-style-type: none"><li>• <b>Publishing partnerships</b> with diversity, equity and inclusion-oriented organizations and respecting journal's HEAR policies.</li><li>• <b>Authors and submissions</b> submitted from DEI-related organizations.</li><li>• Social media content followed and shared by groups with <b>strong HEAR reputations</b>.</li><li>• SOPHE editors and journals are <b>formally aligned with coalitions</b> supporting equity in publishing.</li><li>• SOPHE leaders are actively involved in publishing industry efforts to ethically collect and analyze <b>meaningful demographic data</b>.</li></ul>

# Measuring Progress

## HEAR-Related Metrics & Evaluation Processes

- **Determine regular and systematic process** HEAR-related priorities, strategies, and success indicators.
- **Develop and implement proxy measures** for priority DEI goals.
- **Review DEI proxy measures annually** to adapt to changing context and contribute thought leadership to the field.
- **Identify explicit process to annually collect DEI data** to share data among journal leadership, across journals, and with SOPHE's leadership.
- **Share annual DEI data** using creative, cost-efficient, and transparent ways to share data and commitment-driven plans within and across journals.
- **Ensure respective dialogue and resource adjustment** of crucial HEAR-related work is transparent, valued, and appropriately supported.

SOPHE's 2021-2025 strategic plan includes a commitment to health equity and social justice. The following are recommendations were implemented as of July 31, 2021.

- Inclusion of metrics in the strategic plan to track SOPHE's progress in health equity, diversity, and inclusion.
- Effort to expand membership diversity through SOPHE's HBCU Advisory Council and outreach to Hispanic-serving institutions.
- Development of SOPHE's diversity, equity and inclusion statement in progress.
- Continual board and staff training on diversity, equity, inclusion and anti-racism.
- New requirement for candidates for SOPHE Board of Trustees elections to provide a DEI statement.
- Approval of new leadership pipeline program (Project LEAD) for Black, indigenous and people of color members in 2022.
- Continued support for SOPHE's HEAR Task Force, which supports the institutionalization of DEI work within SOPHE.
- Publication and open access to "Health Education & Behavior's Scholars of Color" special Issue June 2021.
- Adoption of 24 indicators of DEI and anti-racism by "Health Promotion Practice" editorial board.
- Fundraising for open access of special SOPHE journal issues addressing health equity and anti-racism.
- Adoption of the Coalition for Diversity & Inclusion in Scholarly Publishing principles and membership and adoption of new SOPHE resolution on ableism.
- SOPHE 2021 Advocacy Summit and 2022 Annual Conference focus on health equity and social determinants of health.



Education. Equity. Advocacy