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.

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<th>Goal</th>
<th>Recommendations</th>
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| Diversity, equity & inclusion in what is published. | - Equity and diversity are key themes across the year’s articles for each journal.  
- An intentional mix of priority populations.  
- Articles that challenge conventional paradigms with new methods that reveal inequity and racism.  
- Commitment to non-stigmatizing language. |
| Intentional acquisition and organization of HEAR content. | - Strategic invitations and outreach to submit papers on priority HEAR topics.  
- Calls for papers that address journal HEAR priorities.  
- Special issues or theme sections to highlight and reinforce priority HEAR content. |
| Application, amplification, celebration of HEAR content. | - SOPHE webinars apply HEAR journal content to practice, skill-building and continuing education.  
- Social media presence for journal equity and anti-racism content.  
- Recognize HEAR content as excellence in publishing. |
| Diversity, equity, and active inclusion among us. | - Robustly diverse editorial boards.  
- Board diversity reflected in leadership positions.  
- Orientation, opportunities, and resources that draw upon distinct strengths of each board.  
- Board members engage in meaningful contributions. |
| A growing network of HEAR-related partners. | - Publishing partnerships with diversity, equity and inclusion-oriented organizations and respecting journal’s HEAR policies.  
- Authors and submissions submitted from DEI-related organizations.  
- Social media content followed and shared by groups with strong HEAR reputations.  
- SOPHE editors and journals are formally aligned with coalitions supporting equity in publishing.  
- SOPHE leaders are actively involved in publishing industry efforts to ethically collect and analyze meaningful demographic data. |
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 2021-2015 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