



# HEALTH EQUITY & RACIAL JUSTICE PLATFORM

The **Public Health Institute's Center for Wellness and Nutrition (PHI CWN)** is a national leader in developing campaigns, programs, and partnerships to promote wellness and equitable practices in the most vulnerable communities across the country. PHI CWN's ongoing work is grounded in our commitment to eliminating health disparities and making health accessible for all regardless of race, ethnicity, gender identity, sexual orientation, age, class, or abilities. Historically, policies and systems in this country have been deeply rooted in racism resulting in the stark inequities we see today.

To collaboratively drive systemic change, we must address systems in place that perpetuate inequities and negatively affect communities. We must ensure the fair treatment of all people and that equitable opportunities are available for everyone to reach their full potential. Achieving health equity and racial justice necessitates PHI CWN to co-create solutions with community residents, public and private partners, and funders to provide action-oriented and evidence-based outcomes through our four pillars of education, training, advocacy, and evaluation.

## PHI CWN BELIEVES:

1. ALL people have a right to be food secure with access to high quality nutrition and physical activity opportunities to maintain a healthy lifestyle.
2. People closest to the problem have the best solutions for their own communities and must be engaged as co-decision-makers in the systemic change process.
3. Social determinants of health are rooted in systemic oppression, racism, discrimination, institutional bias, and poverty and must be acknowledged and eliminated to achieve health equity and racial justice for all.

PHI CWN's health equity and racial justice focus areas are **food and nutrition security, environmental justice, and Physical Activity and well-being**. These focus areas closely align with our mission, our expertise, and our portfolio of work and activities. PHI CWN has the best opportunity to be a positive influencer to foster change using an equity framework in these areas. In alignment with our focus areas, the following commitments are the framework for applying, maintaining, and expanding PHI CWN's health equity and racial justice focus internally and externally.



## PHI CWN's COMMITMENTS:

- **Strengthening Diversity in the Workplace:** Attract and retain a diverse workforce that is representative of the people we serve and share PHI CWN's organizational values.
- **Workforce Development and Inclusion:** Develop equitable paths for leadership opportunities for all staff regardless of one's race, ethnicity, gender identity, sexual orientation, age, class, or educational attainment. Provide professional development opportunities for staff to increase their knowledge and skills to support health equity and racial justice.
- **Create Brave Spaces:** Maintain a safe and respectful working environment that is inclusive, equitable, and welcoming. Honor the lived experiences, perspectives, and unique identity of all staff. Everyone feels comfortable sharing different views, to support one another in learning. All voices are heard.
- **Accountability:** Measure how our organization and individuals are reaching their diversity, inclusion and equity goals through the annual impact report and performance evaluations.
- **Inclusion and Accessibility:** Embed cultural competency and health equity considerations and strategies into funding decisions, program and intervention selection, design, implementation, and evaluation, and service and resource offerings to include preferred language and be ADA compliant.
- **Focus on Equity:** Use health equity assessment tools to measure the strength of policies and practices that further health equity.
- **Advocacy Priorities:** Support just policies and practices to advance health equity and racial justice that reverse current and historical oppression and create opportunities for everyone to achieve their full potential.
- **Disseminate Resources:** Share tools, resources, and evidence-based practices that increase equity and reduce bias with partners, funders, and communities to extend reach of equitable approaches and interventions.
- **Center Community:** Co-develop, facilitate, and promote evidence-based models for community-driven practices. Share power with community-based organizations and community voices.
- **Multisector Collaboration:** Establish, build, and maintain partnerships with like-minded organizations to drive change across sectors to achieve more equitable outcomes.

Our **Health Equity and Racial Justice Platform** is intended to show our commitment to health equity and racial justice and support the achievement of optimal health for all regardless of one's race, gender, abilities, or socioeconomic status. It is intended to drive our work and be used as a resource to identify equitable strategies that assist communities, decision-makers, and a wide range of stakeholders working at the local, state, and national level to support health for all. We look forward to working with you on creating an equitable, healthy, and thriving world.