



DEPARTMENT OF HEALTH POLICY AND MANAGEMENT
FIELDING SCHOOL OF PUBLIC HEALTH
CAMPUS BOX 951772
LOS ANGELES, CA 90095-1772
<http://hpm.ph.ucla.edu/>

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HPM EDI Committee Mission and Vision Statement

HPM EDI Committee Mission, Responsibility, and Declaration of Intent

This statement is intended to serve as a department-wide call to action to combat racism, discrimination, and bias at our institution, in our profession, and in our daily lives.

In order to meet the challenge of advancing health equity, it is essential that we embrace ideas and insights from people of all backgrounds. However, many groups have been historically marginalized. We acknowledge these challenges and inequities, and are committed to making our community more welcoming to all students, staff, and faculty.

As the Department of Health Policy and Management works to develop and implement anti-discriminatory policies and practices, we recognize that an important first step of organizational change is to clearly declare our intent and establish a shared understanding of goals and principles.

1. We celebrate the diverse and unique identities of our community members across all areas of the department.
2. We recognize that we can do better to reduce the negative impact of all forms of racism and discrimination.
3. We are dedicated to intentional action to create meaningful and lasting change.
4. HPM leadership and community members have agreed to make equity, diversity, inclusion, and belonging an institutional priority.
5. Acknowledging the importance and extent of the tasks we are facing, the department has created a standing Equity, Diversity, and Inclusion (EDI) committee made up of a group of individuals representing all stakeholders in the Department of Health Policy and Management.

Mission Statement

The mission of the HPM EDI Committee is to help build a diverse and representative public health community that recognizes the importance of social, economic, racial, health, and environmental justice. The EDI committee seeks to support all community members in the pursuit of their academic and professional goals. In particular, we recognize and seek to remove challenges faced by racial and ethnic minorities, women and gender minorities, the LGBTQ+ community, people with disabilities, and first-generation and economically disadvantaged individuals. Through these efforts, we strive to build a system of ongoing positive change and create an environment that is welcoming to all.

- We commit to acknowledging and confronting past and present systems of injustice, racism, and discrimination.
- We commit to uniting in action to work against these racist, unjust, and discriminatory systems.
- We will strive to promote diversity and equity and to be a model of inclusive excellence.
- We will actively work to recognize, develop and promote initiatives to achieve equity, diversity, and inclusion in our curriculum, admissions decisions, hiring and promotion practices, research, community engagement, and organized events. These efforts will be data driven and guided by evidence of successful approaches that act to remove barriers to inclusion.
- We will provide allyship, mentorship, and sponsorship to ensure that all members of our department are treated in a fair and ethical manner and are supported in their path to success.
- We affirm our department's commitment to the Equity, Diversity, and Inclusivity plans and initiatives advanced by [UCLA](#) and the [Fielding School of Public Health](#).
- We commit to working together to build a more equitable, diverse and inclusive community through the development of a departmental EDI Strategic Plan in collaboration with all stakeholders and community members

Vision

Consistent with the HPM Departmental Vision “to build healthy futures for all populations by preparing research, management and policy leaders focused on increasing the equity, effectiveness and efficiency of health services for both personal as well as population health”, **we aspire to a future where the HPM community is representative and inclusive of a wide range of identities, backgrounds, and perspectives, particularly those that have been underrepresented historically in our field and in higher education in general.** In this vision, our community members and our partners will feel respected, valued, and supported, regardless of their background or identity. Furthermore, our work will advance health equity in Los Angeles, in the state of California, and beyond by helping students develop into leaders and change-makers and by informing and partnering with communities and stakeholders through our research.

Moving towards this vision will require hard work over a long period of time, with a shared sense of responsibility, a clear strategic plan, and a framework for accountability.

Mandate

The HPM EDI committee is charged with ensuring that our department continuously strives to create an environment in which all individuals are encouraged to join, thrive and lead, regardless of race/ethnicity, color, age, gender, sexual orientation, gender identity, disability, socio-economic class, immigration status, nationality or marital or caregiving status.

At present, the EDI committee is charged with the following mandate:

- To support and advance the department's commitment to providing a diverse and inclusive environment for all students, staff, and faculty.
- To evaluate departmental policies, actions and resources, and solicit input from all stakeholders on issues surrounding equity, diversity, and inclusion.
- To develop and articulate the department's goals and expectations for a diverse, equitable, and inclusive community; and recommend action steps that will advance the department's EDI efforts.

- To create opportunities for community-wide engagement and feedback, as well as continuous evaluation and assessment of progress toward EDI goals.
- The EDI Committee is further directed to develop a long-term strategic plan that is based on qualitative and quantitative data and evidence-based best practices to increase the diversity of HPM students, staff, and faculty and cultivate a more inclusive and welcoming environment for all stakeholder groups. The strategic plan will: outline how HPM defines equity, diversity, and inclusion; articulate a rationale for meaningful change; and formulate specific, measurable goals while also accounting for the systemic barriers to access and success that members of underrepresented groups continue to encounter.

Next Steps

The EDI committee is currently engaged in the following activities:

- Conducting a comprehensive syllabus review for inclusive instruction
- Drafting a strategic plan to outline priority areas, goals, and action items
- Drafting an implementation plan intended to articulate timelines and processes related to the execution of specific actions
- Developing a framework for reporting, transparency, and accountability

Community input is welcome and encouraged, and all stakeholders will have the opportunity to comment upon and suggest revisions to all EDI committee deliverables.

In solidarity,



Alice Kuo, M.D., Ph.D., Co-Chair, HPM EDI Committee



Arturo Vargas Bustamante, Ph.D., Co-Chair, HPM EDI Committee



Ninez Ponce, Ph.D., Chair, Department of Health Policy and Management