The Safe States Alliance acknowledges that generations-long social, economic and environmental inequities result in adverse health outcomes, including injury and violence. They affect communities differently and have a greater influence on health outcomes than individual choices. Reducing health disparities through policies, practices and organizational systems is key to preventing injury and violence and other adverse health outcomes.

At the Safe States Alliance, we promote a diverse, inclusive, and equitable workplace where all staff, members and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation, gender identity or other type of identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement for staff and volunteers. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We embrace and encourage new and different voices.

We’re committed to modeling diversity and inclusion for the injury and violence prevention field, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, the Safe States Alliance strives to:

- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication on diversity, inclusion and equity in all interactions.
- Commit time and resources to expand more diverse leadership within our Executive Committee, staff, committees, and special interest groups.
- Lead with respect and tolerance. We expect all staff and volunteers to embrace this notion and to express it in workplace interactions and through everyday practices.

Safe States commits to developing actionable goals and specific tactics to promote diversity and inclusion in our workplace and engage underserved communities:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Build staff and membership knowledge of equity and justice principles and practices and capacity to meaningfully implement them.
- Develop a system for being more intentional and conscious of bias during hiring, promoting, or evaluating processes.
- Train our hiring team on equitable practices.
- Recruit staff and association members and leaders in under-represented demographic categories.
- Advocate for public policies that promotes diversity, inclusion, and equity. We will challenge systems and policies that create inequity, oppression and disparity.
- Designate the Safe States Executive Committee as having the responsibility to monitor the implementation and incorporation of equity into all Safe States Activities, including ensuring all Safe States.