

Committee: Racial Equity

Purpose: Establish purpose and role of Racial Equity Committee



Reviewed: June 2020

The Board proposes that the Racial Equity Workgroup (convened in 2017) become a Racial Equity Committee in recognition that the work on infusing equity and anti-racism across the Wisconsin Public Health Association (WPHA) will not be time-limited or limited to one committee: this work must be infused throughout the organization. The work of racial equity is not confined to the Racial Equity Committee and must be shared work which is the responsibility of every member, Section, Committee, and the Board. The following is an updated scope to support public health professionals in their work to be better able to identify and address racial inequity in public health while simultaneously advancing the work of racial equity within our organization.

The scope/charge to the Racial Equity Committee is to:

- Advise the Board on development of specific initiatives and measures for diversity, equity, inclusion and anti-racism goals within WPHA including sequencing and recommending specific tactics for implementing recommendations put forth by UBUNTU Research and Evaluation in the WPHA Racial Equity Assessment
- Monitor and evaluate the status of “therefore be it resolved” statements related to the WPHA Racism Resolution passed May 2018 and incorporate these and future anti-racism activities and goals in each WPHA Annual Workplan
- Monitor and evaluate the status of implementation of recommended action steps from Racial Equity Assessment Report prepared by UBUNTU Research & Evaluation
- Review, update and maintain racial equity tools on the WPHA website
- Support efforts to be a welcoming and inclusive membership organization toward the goal of Wisconsin’s public health workforce reflecting communities served
- Collaborate with and provide technical assistance to WPHA Board, Sections and Committee Chairs to integrate racial equity strategies across WPHA
- Advise on development of communication plan to share resources, tools, events and tips with members
- Work with other APHA Affiliates to determine best practices amongst Affiliates to work towards advancing diversity, equity, inclusion and anti-racism practices within statewide public health organizations

**The scope/charge of the Racial Equity Committee will continue to be evaluated as efforts evolve and change.*

Committee Membership:

- All WPHA members and non-members are welcome
- Broad representation from across the organization is critical to our work to create an equity and justice-oriented organization
- Non-members and conscientious objectors are encouraged to participate

Board of Directors' responsibilities:

- Incorporate specific activities to advance diversity, equity, inclusion and anti-racism in WPHA annual workplan including implementation of the “therefore be it resolved” statements from the WPHA resolution that Racism is a Public Health Crisis and recommendations from UBUNTU Research and Evaluation in the WPHA Racial Equity Assessment
- Monitor and assure that WPHA meets its diversity, equity, inclusion and anti-racism goals
- Build racial equity into WPHA budget, contracts and vendor selection
- Provide transparency regarding progress and request feedback from sections, committees and broad membership on the decision-making concerning WPHA’s racial equity work and allocation of resources mentioned above
- Create a campaign to publicly announce intentions to advance racial equity within WPHA
- Support individual and organizational learning opportunities to understand whiteness as well as how racism affects individual and population health
- Develop and implement a communication plan to share resources, tools, events and tips with members
- Support space for historically marginalized groups within WPHA. Uplift and protect spaces for people of color to thrive within WPHA
- Create a plan for engaging conscientious objectors and community members for how WPHA can advance racial equity inside and outside the organization
- Advocate for relevant policies that improve health in communities of color, and supports local, state and federal initiatives that advance social justice; build alliances with organizations led by people of color to inform policy priorities
- Work to build alliances and partnership with other organizations confronting racism and encourage other local, state, and national entities to recognize racism as a public health crisis