

Division of HIV Prevention Equity Plan: Advancing Equity in DHP Workforce, Programs, and Science

Guiding Principles

Reduce disparities in HIV incidence, viral suppression, and PrEP access; **Address** social and structural barriers to prevention, treatment, and care; **Measure** data and monitor progress; **Engage** communities for insight; **Ensure** diverse and representative leadership.

Vision

To make the Division of HIV Prevention (DHP) an organization that prioritizes and embeds equity into the fabric of its workplace culture, workplace operations, and public health programs.

Charge

- To improve health equity by removing structural and programmatic barriers to HIV prevention and treatment through public health programs.
- To building a diverse workforce and work environment that is inclusive and equitable.

Overview

To advance Division equity efforts, DHP established an internal workgroup composed of representatives from every office and branch in the division, known as the DHP Equity Change Team (Change Team). The Change Team (led by DHP's Office of Health Equity) developed the DHP Equity Plan, which identifies strategic approaches and implementation activities designed to increase equity through DHP public health programs and in DHP's work environment. The DHP Equity Plan will align with the National Center for HIV, Viral Hepatitis, STD, and TB Prevention (NCHHSTP) Equity Initiative Plan, which aims to "embed equity into the fabric of NCHHSTP'S workplace operations and public health programs."

The DHP Equity Plan concentrates efforts in three focus areas:

- Workplace Culture;
- Workplace Policies and Procedures; and
- Research, Policy, Programs and Partnerships.

Within each focus area, the DHP Equity Plan defines high-level equity goals (in alignment with the NCHHSTP Equity Implementation Plan), associated objectives, activities, responsible entities, and estimated start and end dates for each activity. Individual office/branch equity workplans describe the unit-specific equity work being carried out within DHP and complement the DHP Equity Plan.

Key Populations and Places

DHP identified critical focus populations and areas where investments are needed to advance health equity, which include:

- Black or African American people
- Gay, bisexual, and other men who have sex with men (collectively referred to as MSM)
- Hispanic/Latino people
- Transgender people
- People experiencing homelessness
- People living in rural areas
- People living in the southern regions of the U.S.

DHP's Health Equity Plan includes sustainable actions needed to ensure that everyone, regardless of their background, has access to the HIV prevention and treatment tools they need to stay healthy.



Division of HIV Prevention (DHP) Equity Plan 2022

Summary Tables

Workplace Culture

Ensure an inclusive, collaborative, anti-racist, and anti-discriminatory workplace culture

<i>Activities</i>	<i>Outcomes</i>
<ul style="list-style-type: none"> • Conduct cultural diversity celebrations • Reward efforts to improve health equity • Establish processes to address diversity, equity, and inclusion (DEI) issues • Increase knowledge about racial and identity bias 	<ul style="list-style-type: none"> • An inclusive, collaborative, anti-racist, and anti-discriminatory workplace culture is promoted • Workplace discussions about identity (race, ethnicity, gender, and sexual orientation) and systems of oppression (including racism), are normalized • Personnel systems to address issues involving DEI, for example hiring procedures, are established • Systems for rewarding anti-racism efforts are established

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Summary Tables

Workplace Policies and Procedures

Eliminate workplace discriminatory behaviors and practices by ensuring fairness and equity in recruitment, hiring, career advancement, and other human resource policies and practices

<i>Activities</i>	<i>Outcomes</i>
<ul style="list-style-type: none"> • Conduct gap analyses for recruitment strategies and operating processes • Identify health equity trainings for employees • Establish standard operating procedures for exit interviews • Employ a DHP Equity Ombudsperson • Establish DHP equity teams, develop workplans, and implement workplan activities 	<ul style="list-style-type: none"> • The workplace is free of discriminatory or prejudicial behaviors and practices • Recruiting, hiring, career advancement, and other human resource policies and practices are fair and equitable • DHP completed a comprehensive analysis to identify disparities in recruitment, implement best practices in interviews, and recruit a diverse intern pool • Recruitment of candidates from historically underrepresented populations is increased • Equity goals and indicators from DHP strategic plan are incorporated into DHP everyday work • Equity activities are coordinated and promoted

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Research, Policy, Programs, and Partnerships

Collaborate with partners to implement programs and policies that address the social and structural factors contributing to race-based and other disparities in DHP's priority populations

<i>Activities</i>	<i>Outcomes</i>
<ul style="list-style-type: none"> • Develop a research science agenda • Develop health equity intervention guidance • Conduct policy analysis, initiate strategic partnerships, and implement Ending the HIV Epidemic in the U.S. (EHE) initiative activities • Monitor health disparity indicators • Engage partners to address health disparities 	<ul style="list-style-type: none"> • Strategic partnerships for equity work are developed • DHP's strategic focus to advance health equity through its research and programs are implemented • Social and structural factors contributing to race-based and other disparities in DHP's priority populations are addressed through programs and policies • Biomedical interventions are evaluated • Guidance for evidence-based intervention is disseminated and interventions integrated into programs • Barriers to HIV prevention and care are addressed through EHE