are required to review

input.

Health

Equity

and allowed to give

Responsible Advocacy
-Learn about and share the cultures of team members and community partners, including your own.
-Focus on working for the common good.
-Focus on working for the equity wheel; make it more

Responsible Advocacy
-Fairness
-Give voice to BIPOC and other marginalized individuals.
-Be aware of how body language, status, and power can affect how comfortable others are coming to you.
-Recognize historical oppression in concrete; create action items that can be done. -Quarterly meetings aimed towards dismantling racism and white supremacy and/or having a sub-committee dedicated specifically to that. -Make the wheel into a list of

Anti-Racist Behavior

-Train new members guiding principles and on threatening behavior, expectations that new hires how to respond to it, and how to discuss it constructively. -Establish communication standards/ norms for the office that are introduced to

new members and publicly displayed/reviewed. -Create a formal system for reporting threatening behavior that is accessible. Spending time participating in this system should be counted as work time.

-Conduct diversity science (interpretation and construction of human difference)

EQUITY

academia and counteract with providing more opportunities for BIPOC individuals. prejudice, and

-Review job descriptions to ensure they are not excluding or

discouraging **BIPOC** community members from

applying.

untruthful. Enter into discussions with good faith and listen actively. -Take time to learn colleagues' backgrounds, identity, strengths, weaknesses, and celebrations.

-Trust is more than "not being

Trust

& Support

-Avoid stereotyping,

-Examine the role of systemic racism.

-Recognize "mental health days" as institutionally approved leave.

discrimination.

-Be transparent with timelines/budgets so colleagues can get the support they need in a timely manner.

-Spend the first ten minutes of each staff meeting with check-ins/icebreakers.

Integrity & Accountability

Continuous dialogue for anti-racist practices

-Ownership in order to reflect and

-Regular assessments of -Collaborate with progress and include BIPOC -Workshops and

populations in research. trainings -Recruit and create/find funding for BIPOC staff. -Supplement the University's

anti-discrimination policy with the AZ PRC's equity

training.

Equitable Engagement

& Economic -Include the communities in decision-making and do not rely solely on input from white populations/individuals.

-Use mixed-methods research to ensure no population is excluded.

-Make the hiring process, from job descriptions to interviews, a more transparent and collaborative process.

-Educate CAB about the equity work and training

-Offer trainings to CAB and other community partners

-Promote CBPR whenever possible.

-Regularly check in to track progress in including marginalized populations.

-Create a standardized hiring protocol to promote equity. -Provide new hires with the set of guiding principles during the onboarding process

-Identify and onboarding equity and inclusion

training

Respect & Inclusion

-Recognize and celebrate individual differences. Recognize that people can have multiple identities. -Promote diversity, equity, and inclusion.

-All researchers and decision-makers need to be aware of how racism and white supremacy are perpetuated in our systems.