

NCIPC DEBIA Strategic Plan

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DEBIA Strategy Sub-Committee Co-Chair



Strategic Plan Intent

- State the goals and objectives needed to achieve progress.
- Guide action-oriented steps, processes, and pathways for implementation.
- Inform a set of measures to monitor and evaluate progress.

NCIPC DEBIA Strategy Sub-Committee

OD

DIP

DOP

DVP

**Manager/
Supervisor
Representatives**

- Erica Reott
- Mikel Walters

- Peter Edwards
- Angela Marr

- Lisa Angel
- Puja Seth

- Alberto Santana
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Representatives**

- Karen Angel
- Pauline Hunter
- Kristin Liu

- Michelle Brown
- Enjoli Willis
- Avital Wulz

- Minda D. Reed
- Karishma Sethi
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- Laura M Kollar
- Rosalyn Lee
- Kameron Sheats

Non-Supervisory Staff Co-Chair

Candace Girod (DVP)

Senior Leadership Team Co-Chair

Elizabeth Solhtalab (OPP)



Vision

A diverse workforce, an inclusive workplace, and health equity in all we do to prevent injury and violence in every community.

Mission

NCIPC is committed to cultivating an inclusive, accessible workplace, where a diverse injury and violence prevention workforce will eliminate health inequities by:

- Addressing the conditions within which people live, learn, work, and play
- Building a diverse workforce, inclusive of leadership and staff that are from all genders, sexual orientations, racial and ethnic groups, and abilities
- Creating a workplace where individuals feel safe, that they belong, and can be their authentic selves

Guiding Principles

- + Intersectionality
- + Leading with DEBIA-centered principles
- + Routine evaluation
- + Equity
- + Accountability

Elements of the DEBIA Strategic Plan

Workforce

Build a workforce comprised of leadership and staff that are from diverse racial/ethnic groups, and inclusive of multigenerational individuals, LGBTQIA+ persons, and persons with disabilities

- + **Attract and hire a workforce reflecting the full diversity of the nation**
- + **Mentor, develop, retain, and engage the full talent of a diverse workforce**
- + **Provide equitable access for professional development**

Workplace

Create an inclusive and accessible workplace where individuals feel safe, that they belong, and can be their authentic selves

- + **Ensure leaders and staff at all levels participate in, and promote an equitable and accessible workplace that is emotionally, physically, and psychologically safe for all who work in the Center**
- + **Foster a workplace culture of trustworthiness and accountability to increase collaboration, inclusion, and belonging**
- + **Empower staff to bring their authentic selves to work so that each person can openly share diverse perspectives and ideas to strengthen the Center's work, workforce, and workplace**

Work

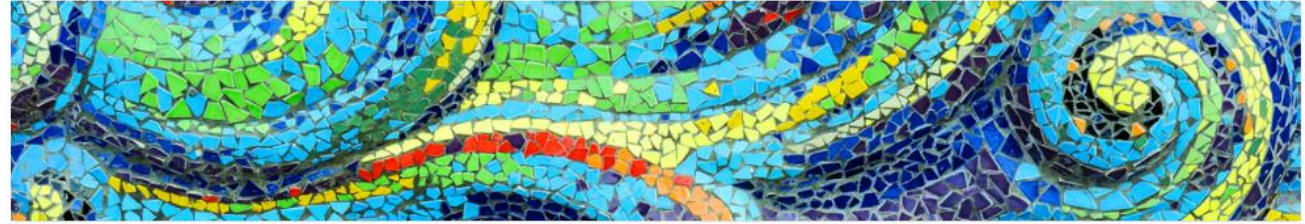
Embed health equity and a focus on the conditions of communities and spaces where we live, play, work, and learn into all of the Center's scientific and programmatic work

- + **Establish and strengthen internal mechanisms for implementing and evaluating how health equity is incorporated into NCIPC's work**
- + **Prioritize health equity as part of NCIPC's funding opportunities**
- + **Build and disseminate the evidence-base to advance health equity**
- + **Cultivate and strengthen reciprocal partnerships to achieve health equity**

Communication

- Intranet site
 - Objectives and Goals
 - Lived Experience Stories
 - Resources
- PowerPoint Slides
 - Division, branches, and team meetings
 - Newcomer's orientation

Finding Us in Inclusion



In science, a mosaic refers to an organism composed of cells of more than one genotype. From an aesthetic perspective, a mosaic is a picture or pattern created by arranging different organic materials together to function as a beautiful whole. Just as the organism is incomplete without all the genotypes, the artistic mosaic is incomplete without the color, texture, and shape of each piece of stone, glass, or tile. In NCIPC, we are made stronger, better, and more beautiful by our different parts—and we think of inclusion as the practice of actively valuing each individual as an indispensable part of the team.

Diversity, Equity, Belonging, Inclusion & Accessibility (DEBIA) at NCIPC



DEBIA

NCIPC's DEBIA initiative aims to foster a workplace that embraces and honors the uniqueness of each staff member through learning and understanding.



DEBIA Strategy

Our DEBIA strategy addresses a diverse workforce, an inclusive accessible workplace, and work that promotes health equity.



Health Equity

NCIPC seeks to achieve health equity by establishing and strengthening internal mechanisms for implementing and evaluating how health equity is incorporated into our work.

Implementation

Alignment with CDC's DEIA Councils

+ Establish Two Councils:

- **DEBIA:** Responsible for the **workforce** and **workplace** goals and objectives
- **Health Equity:** responsible for the **work** goals and objectives

+ Membership

- **Co-chairs:** DEBIA Advisor and staff member and Health Equity Officer and staff member
- **Members:** Based on functional roles and representation from various backgrounds.

Next Steps

- + The Health Equity Council had its first meeting in March and will be meeting regularly moving forward**
- + The DEBIA Advisor is working with the Center's Committee on Diversity to develop a charter and membership structure, with plans to have an initial meeting in April**

Questions to Consider

- + **Are there aspects of DEBIA that the Strategic Plan has overlooked?**
- + **What should we consider as we move into the implementation phase of this work?**
- + **How do you see DEBIA and health equity work evolving over time?**

Thank you!

The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.

