

2023-2024 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 the division's equity goals, 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 (in alignment with the CDC CORE Strategy and DHP Strategic Plan), responsible entities, estimated start and end dates, and process and outcome indicators 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. Each year, this plan will be revised.

Key Populations and Places

DHP identified critical focus populations and places 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 who inject drugs
- People who experience incarceration
- 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.



U.S. DEPARTMENT OF
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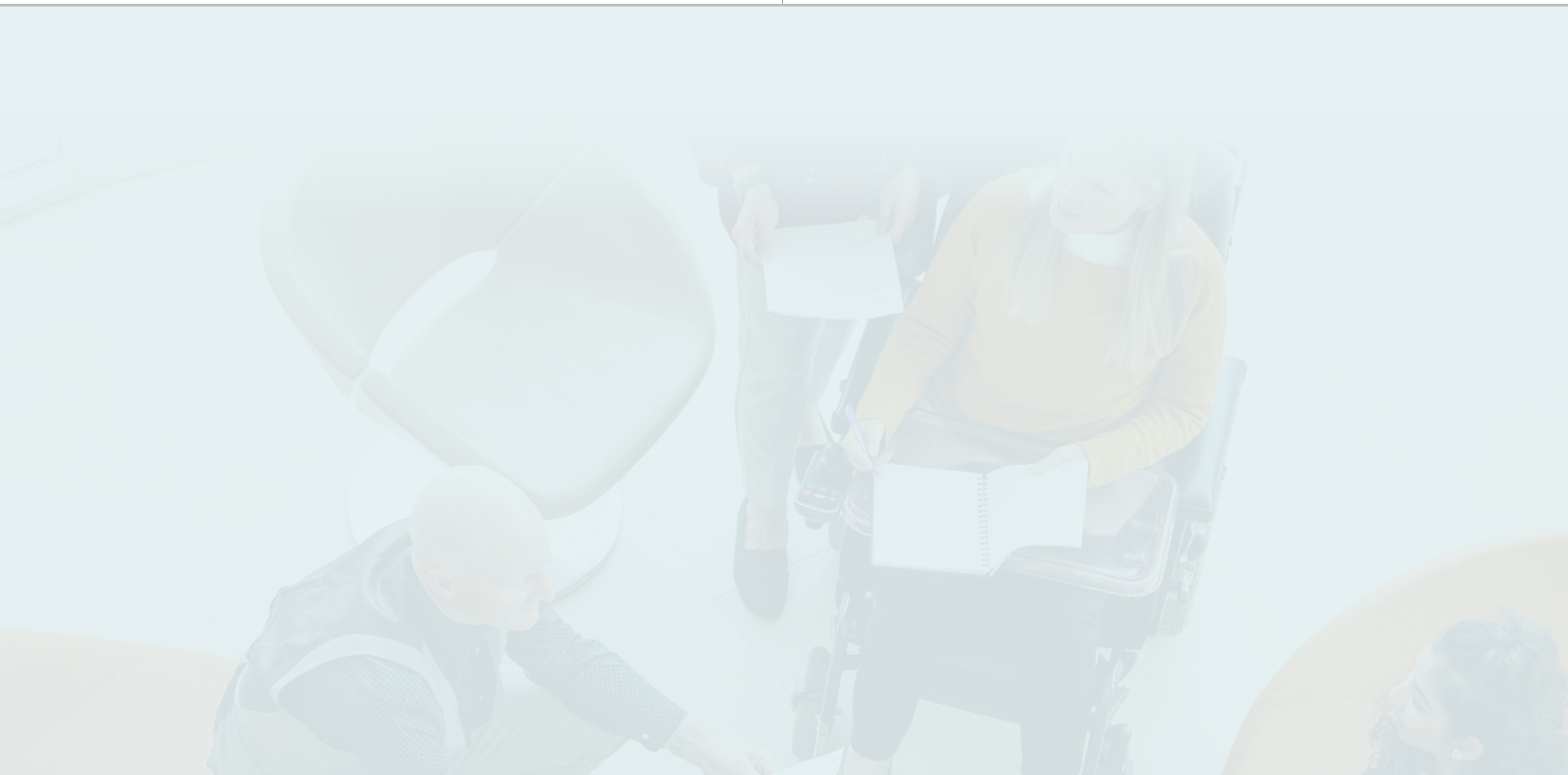
cdc.gov/HIV

2023-2024 Division of HIV Prevention (DHP) Equity Plan Summary Tables

Workplace Culture

Ensure an inclusive, collaborative, anti-racist, and anti-discriminatory workplace culture, while normalizing conversations about diversity, equity, accessibility, inclusion, and belonging (DEAIB) topics.

| <i>Activities</i> | <i>Outcomes</i> |
|--|--|
| <ul style="list-style-type: none">• Conduct employee cultural diversity celebrations• Establish processes to address DEIAIB issues• Participate in employee led conversations and activities that acknowledge and discuss DEIAIB topics• Increase employees' 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 conversations about identity (race, ethnicity, gender, and sexual orientation) and systems of oppression (including racism), are normalized• Personnel systems to address issues involving DEIAIB, for example hiring procedures, are supported |



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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

Activities

- Conduct an employee gap analyses for recruitment, hiring, career advancement, recognition, and performance management strategies and operating processes
- Develop and implement strategies to recruit a diverse workforce in all series and grade levels, with an enhanced effort on underrepresented people. (i.e. Hispanic/Latinos, Native Americans, Transgender people, etc.)
- Establish standard operating procedures for exit interviews with DEAIAB elements
- Identify and support DEAIAB trainings for employees

Outcomes

- 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
- Completion of a comprehensive gap analysis, which leads to implementing DEAIAB best practices in interviews, recruitment strategies, hiring practices, career advancements, recognition, and performance management
- Recruitment of candidates from historically underrepresented populations is increased.
- 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">• Health equity data measures integrated into surveillance systems and reports• Organize internal presentations that focus on addressing social determinants of health• Engage partners to address health disparities• Facilitate health equity knowledge sharing and capacity building opportunities with directly funded recipients.• Implement Ending the HIV Epidemic Activities in the PS20-2010 funding opportunity• Develop proposals for health equity focused Notice of Funding Opportunities (NOFOs) related to research, demonstration, evaluation, implementation science projects | <ul style="list-style-type: none">• All national surveillance products incorporate inclusion of health equity and disparity measures• Increased availability and awareness of resources on reducing health disparities.• Strategic partnerships for equity work are developed• Increased the proportion of recipients implementing health equity strategies and programmatic best practices.• Social and structural factors contributing to race-based and other disparities in the Division's priority populations are addressed through programs and policies• Division-wide strategic focus to advance health equity through research and programs are implemented |

