

PIH Engage Diversity, Equity and Inclusion (DEI)

Purpose – Why Focus on DEI?

Partners In Health Engage strives to promote a diverse, equitable, and inclusive environment within our network of volunteers. Diversity, equity, and inclusion are at the core of our values. Through our value of **commitment**, we strive to attain social justice through all facets of our work. Through our value of **accompaniment/partnership**, we show solidarity with marginalized communities globally. Through **humility**, we are guided by the input of others and act with kindness and respect for all individuals. Through **integrity/accountability**, we operate with honesty and strive for equity. In our work, we seek to be intentional about addressing the deeply ingrained history, practices, and structural norms that maintain inequities. We work to build a global health movement for health equity that embraces the diversity of our members and of our global communities.

Network Leadership Team DEI Working Group

Overview:

In order to achieve this purpose, the Network Leadership Team formed a working group in the Spring of 2021 focused on improving diversity, equity, and inclusion throughout the network. The 2023-24 DEI working group (DEI WG) is composed of 9 volunteer coaches focused on reviewing and improving existing network resources, reflecting on our campaign practices, and researching best practices for fostering fair and responsive network structures. Below you can review our purpose statement, past accomplishments, and current goals.

Members:

Citlali Quiballo, Neha Kumar, Raiye Mathewos, Samiha Reza, Abbie Miller, Yashmitha Sadasivuni, Michael Britt, Emma Dobson, Jordan Reif, Stella Zhang

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Purpose: The Network Leadership Team DEI Working Group creates intentional spaces and resources to integrate our values as a working group (diversity, equity, inclusion, and justice) with the values (commitment, accompaniment, humility, and accountability) and pillars (community building, advocacy, and fundraising) of our organization. We seek feedback, conduct research, and design new resources to (1) improve our recruitment, retention strategies, and diverse leadership advancement (2) improve network communication and transparency, (3) facilitate conversations on DEI and create opportunities for radical learning not currently available and (4) incorporate DEI values into annual campaigns and PIHE meetings.

2022-2023 In Review:

- 2022 DEI Network-Wide Survey was created as an assessment tool, results of which were used to specify goals of the working group. The survey was developed based on conversations with the leader of PIH's DEI group.
- Researched a diverse body of organizations to expand our understanding of diversity, equity, inclusion, and justice via a collective effort
- Updated Fundraising Guide for Teams: how to approach personal and group fundraising with a DEI perspective
- Hosted City Team Workshop to identify strategies to develop leadership structures, advance campaign goals, and foster community within PIHE city teams

2023-2024 NLT DEI Working Group Goals

1. Outreach, Onboarding & Recruitment Practices

- Offering resources and guidance for recruitment and retention tailored to university and city teams
- Identify different recruitment, retention, leadership, and campaign needs for city teams

Team members:

- Michael: General recruitment and retention
- Neha, Abbie, Raiye, Jordan: City-team support

2. Network Communication and Involvement

- Create strategic plan for the transparent and responsible communication of our DEI efforts: Maintain bi-annual newsletter with DEI WG updates
- Reevaluate recruitment and participation in the DEI WG across the network
- Establish social spaces for Engagers with similar identities to connect and network
- This goal will be continuous, as our communication with the network will be constantly evolving to meet the needs of network teams

Team members:

- Citlali: Newsletter
- Yashmitha and Emma: Affinity groups

3. Facilitate leadership training on DEI

- Incorporate training for leaders on how to confront challenges related to diversity, equity, and inclusion across network teams and enhance efforts to improve DEI
- Plan training and reflection activities for network meetings such as Training Institute, New Coaches Orientation, Small Group Meetings, and Coaching calls

4. Revision, Creation, and Analysis of Campaign Materials and Goals

- Continual review of existing and new fundraising, advocacy, and community building resources
- Launch Advocacy Through a DEI Lens resource
- Create and develop DEI activities for the PIH Engage network during coaching calls, webinars, and Training Institute
- Seek feedback on campaigns and goals from anti-racist experts and organizers
- Identify avenues for network members to give feedback on campaigns and goals

Team members:

- Citlali: Advocacy guide
- Samiha and Jordan: DEI activities

DEI Team Resources

Anonymous DEI Reporting Form: Fill out this form at any time to give feedback on experiences with your PIHE team, the network, or our DEI initiatives, as well as your thoughts or opinions on how DEI initiatives can be improved or have been successful in the past.

2022-2023 DEI Summary Document: This document gives details as to what the 2022-2023 working group accomplished.

2022 DEI Survey Report: This report was created from responses to the [2022 DEI Network-Wide Survey](#) to evaluate DEI at PIH Engage, as a platform for team members to express thoughts and opinions pertaining to DEI. All submissions of this survey are anonymous and will be used to guide the priorities of the DEI Working Group.

Community Building:

Conversation guide: The purpose of this guide is to help team leads address diversity, equity, and inclusion (DEI) in conversations with your leadership team and all team members. This guide will also help to promote and maintain DEI values within Engage teams.

Global Health Activities: These are intended to be used by teams to facilitate their members' personal understanding of themes in global health and social justice through reflection, discussion, and critical thinking. We encourage everyone to look at "Our Privilege List", "Privilege For Sale", "Diversity Profile", "Colonialism Snapshot", "Company Anti-pitch: Resource Extraction", "Complicit Comedy Sketch" & "Race as a Social Construct".

Resources from Learning Objective B: This resource list contains introductory and higher level content (readings, videos, podcasts, etc.) on systemic inequities that are fundamental to the right to health movement, as well as to our ability to build diverse, equitable, and inclusive teams.

Fundraising:

Fundraising guide: The purpose of this guide is to help teams develop an inclusive and

productive fundraising campaign. We recommend referring to this guide during the planning stages of team's fundraising pushes.

Global Health Activities: These are intended to be used by teams to facilitate their members' personal understanding of themes in global health and social justice through reflection, discussion, and critical thinking. We encourage everyone to look at "Deficit vs. Strengths Assessment"

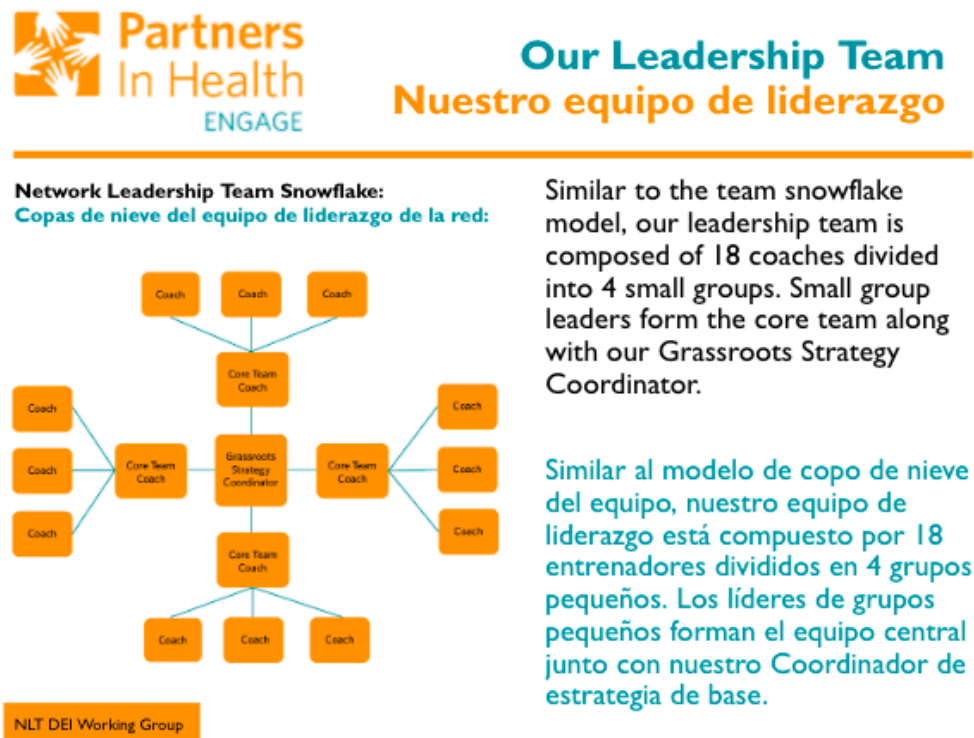
Advocacy:

Advocacy Through a DEI Lens: This resource, created by the DEI WG and Global Advocacy Team, provides guidance on grounding our public-facing advocacy work in the principles that define our missions: equity, solidarity, and justice. The guide covers four main thematic areas: (1) Global Health Advocacy Across the Political Spectrum, (2) Advocacy and Identity, (3) Critical Public Narrative, and (4) Intentional Communication.

FAQs

Q: What is the structure of the Network Leadership Team (NLT)?

A: The NLT structure is based upon the snowflake leadership model. There is a Core Team at the center, with branches of coaching small groups, each made up of 4 coaches. The image below and [this document](#) outline more information.



Q: *How do I apply to be on the PIH Engage Network Leadership Team (NLT)? What does that process look like?*

A: The PIH Engage NLT is composed entirely of coaches of teams throughout the network. The [application process to be a coach](#) happens at the end of every spring with a written application. The Core Team reads these applications and receives feedback from coaches/team leaders who know the candidates well. The applications are then filtered based on the role description criteria (in document above) and 1:1 meetings are completed with all remaining candidates. We consider both candidates' individual fit for the role as well as composition of effective small groups/teams (e.g. diversity across lines of gender, geography, race, team type, experience, etc). The Core Team then makes a recommended list of coaches to the PIH Director of Advocacy and all applicants are notified of decisions.

Q: *How were the members of this NLT DEI working group selected?*

A: All coaches who applied in the spring of 2023 were asked about their interest in joining this working group. All interested coaches who were able to dedicate 1-2 hrs biweekly joined the group in July 2023. This process may be adapted and changed for the 2024-25 campaign year to provide opportunities for team leads in the network to join the DEI working group.

Q: *How can I join in on the NLT's DEI efforts?*

A: We hope that all team leaders can apply DEI principles and practices within their own teams and reach out if they need support in doing so. We are working on ways for team leads from the PIHE network to join the DEI working group and participates in DEI initiatives in the following year (s), and therefore would appreciate any feedback you have on this matter. You can email us or fill out our anonymous survey with feedback to help guide the decision making process.

Q: *How would I apply for an internship with PIH Engage?*

A: Paid internship opportunities for PIH Engage can be found on the [PIH job page](#). Postings usually occur in the springtime so if you are interested, please continue checking the page for updates.

Contact Us

Email: DEI.PIHEngage@gmail.com

[Anonymous DEI Reporting Form](#)