

# QHP's Diversity, Equity, and Inclusion Framework

Below are the production process points and outputs that we will use as moments to pause and ensure our podcast works towards diversity, equity, and inclusion. We ask ourselves both process and output questions simultaneously. This is our map to examine and critique our steps throughout the production and publication process to ensure we have engaged critically with our aims, our audience, and the queer community. This is our rubric for accountability.

At each point in the production process (outlined below) we will ask ourselves if we are being inclusive, equitable, and incorporating diverse viewpoints and experiences. See our community commitment statement [here](#).

We value a diversity of lived experiences, anti-racism, and framing stories and healthcare in a way that doesn't make individuals feel like they are the problem (ie non pathologizing, non stigmatizing). Through power sharing, we work to bring health knowledge directly to sexual and gender minority communities.

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## Process "Pause and Assess" Moments:



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## Output Considerations:

- Who is the intended audience?
- Are our podcast resources presented/available in formats that are accessible?
- Have voices representing multiple identities and viewpoints been represented?
- Is the medical content presented in a way that is non-pathologizing?
- Has someone else already done the work of an episode, and if so – will our episode add anything different/valuable to the conversation than exists right now?
- Are there organizations or possible collaborators that have already made space for an episode's specific mission?
- How can we promote someone's expertise or organization to compensate them for the time and energy they contribute to QHP? (Possible examples: advertising, social media exposure, other means)
- (Gaby here: I want to add something about the larger "spin" we're putting on issues - interrogating what that is and making sure that spin is something we are comfortable with as our message/platform on the subject at hand. Does that make sense?)

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We've put thought into this and we are willing to continue to put thought into this. For us, this is an iterative process. If you have a suggestion, critique, or any feedback, let us know [here](#). For more info on our mission and methods, check out our [FAQ page](#).