



## PURPOSE

Persons of color working in health departments and other government agencies face a myriad of challenges pertaining to job advancement, leadership development, and growth opportunities in these institutions. NASTAD recognizes the need to increase the capacity of senior level leaders of color in health departments and seeks to equip them with skills, peer support, strategies to dismantle white supremacy and oppressive systems, and introspection to advance in their varied personal career trajectories. NASTAD's Minority Leadership Program (MLP): Executive Activator serves as a space rooted in social justice for health department staff of color to engage in critical conversations about relinquishing power; program sustainability; overcoming institutional barriers to equity; developing succession plans; addressing workforce wellness; dismantling white supremacy; establishing leadership accountability mechanisms. and more. MLP: Executive Activator is specifically designed to increase partnerships among staff of color working in state or CDC directly funded city/county health department HIV, viral hepatitis, or drug user health programs.

## OUTCOME

MLP: Executive Activator participants hone and develop both hard and soft skills that assist them as they expand and nurture their leadership in public

“MLP is definitely the fire that ignites a level of confidence you never thought you had. This program allows you to tap into a space where you can clear your thoughts from the negativity that clouds your self-esteem, your self-belief, and your self-determination by learning how to acknowledge, manage, and exude power as a Minority Leader.”

**DR. TANGEE SUMMERS**

Ryan White & HOPWA Program Services Manager

health. Participants complete a one week in-person retreat and are paired with peers in their cohort for continued support beyond the convening.

Additionally, participants build meaningful professional relationships with members of previous cohorts, forming a national presence of active public health leaders of color working towards equitable public health practice. Moreover, cohorts help advance the mission to eliminate stigma and dismantle white supremacy by sharing their stories about the fears, challenges, successes, and growth experienced as persons of color leading and

working in health departments, at times under very difficult and challenging political and organizational constraints.

## PROCESS

MLP: Executive Activator participants will engage in a weeklong in-person retreat. Before attending the retreat space, participants will complete a 360-assessment to identify personal and professional gaps, strengths, areas for change, and readiness to take risks. The 360-assessment also incorporates feedback from various colleagues and peers to provide participants with a comprehensive perspective on how they see themselves and how others perceive them.

will guide participants on an interactive and personal journey that will require them to identify and address triggers, develop strategies to succession plan, give and receive feedback, and build collective power across organizations.

Recognizing that we stand on the shoulders of giants, the leadership retreat will help participants channel the ancestral resilience and motivation that helps guide their passions for social change. Participants will further develop core skills and values, pushing them further into thinking about their evolution as executive leaders.

MLP: Executive Activator participants will practice identifying their vision for executive leadership and sharing it with their cohort for feedback and recognition. Participants will also develop accountability tools with sustainability goals to keep the momentum and partnerships going when they return to their respective health departments.

“MLP offered a family support system I never thought I was missing or needed. This experience allowed a space where I could walk in my power and truth. Through transformative sessions and conversations with my cohort and trainers, I discovered a newfound peace and renewal to continue the work as a person of color for health equity and social justice.”

### NIKKI WEST, MSPH

Health Services Program Director

During the entirety of the retreat, participants will be introduced to key foundational concepts rooted in a social justice-oriented framework that will help them uncover more about themselves as leaders, advocates, and public health experts. Facilitators

When MLP: Executive Activator participants are not engaged in workshops, they will conduct consistent check-ins with peers to work more effectively in their health departments and further expand on skills learned during the retreat. Additionally, MLP cohorts from across cycles will have opportunities to engage meaningfully, mentor, learn from, and share resources with each other, creating a coordinated, national network of public health professionals of color striving for health equity and an end to the Syndemics of HIV and viral hepatitis.