

# Action Items



# Black Women in Public Health Leadership: Breaking Barriers and Building Bridges

- Mentor people to become the people you want to fund / are able to fund.
- Create a leadership pipeline to guide and pay people with lived experience.
- Get training on emotional intelligence.
- Do an internal audit - look at the last 10 years to see to what extent employees represent demographics of community and whether they were promoted or left.
- Be intentional about recruitment and retention and development and relationships and support them in all spaces.



# Legacy of Empowerment: Commemorating Ten Cohorts of NASTAD's Minority Leadership Program

- Each NASTAD member should identify (using the MLP website) MLP alumni in their jurisdiction and engage these individuals in conversations about becoming a NASTAD member in the future.
- Strategize ways for white and BIPOC leadership in the health department to redistribute power to ensure that BIPOC leaders are supported and positioned to take on leadership positions.
- Share MLP resources with at least one BIPOC leader within your jurisdiction and encourage them to apply in March 2025.

# A National Strategy to End the Syndemic of HIV, STIs, and Viral Hepatitis and its Impact on Indigenous Communities

- Familiarize yourself with the Indigenous HIV/AIDS Syndemic Strategy and identify ways you, your staff, leadership, grantees, and partners can support and contribute to achieving the goals and objectives of the Indigi-HAS
- Center Native/Indigenous voices in the planning and implementation of initiatives and services intended for our communities and in broader jurisdictional syndemic planning
- Meaningfully connect with Native/Indigenous leadership and communities in your jurisdiction to ensure your support to achieve the goals of the IHAS aligns with and is done in collaboration with efforts already established in Native communities
- Cultural humility is essential to your engagement with Native/Indigenous leadership and communities, as is rejecting lateral violence and anti-Blackness



# Leveraging Research Partnerships Across Academia, the Public Health Workforce, and Community Partners

- Put your money where your mouth is!
- Review the composition of your community planning body membership. Does it include research expertise?
- Identify community organizations representing diverse and intersectional communities, compile a list, and make a concrete plan to reach out to them.
- Develop public health-academic-community partnerships with intentional, empowered representation from BIPOC leaders & community members.