

JUSTICE, EQUITY, DIVERSITY, AND INCLUSION INTENTION (JEDI) PRINCIPLES AND ACTIONS



The San Diego HIV Planning Group (HPG) is dedicated to creating and supporting an inclusive culture for members and others supporting HIV service contractors.

COMMITMENT

- Giving all HPG members an equal voice in developing policy;
- Honoring diverse views;
- Including representatives from communities affected by HIV in San Diego County; and
- Ensuring our HPG membership and the HIV workforce of our supporting HIV service contractors are reflective of those living with and at higher risk for HIV in San Diego County.

VISION AND INTENTION

We recognize the existence and impact of systemic racism, socioeconomic disparities, and inequities that affect the most vulnerable, especially Black and Hispanic/Latinx consumers, knowing that these conditions must be addressed.

Vision: To create a supportive environment where all members can feel heard, valued, and respected with acknowledgement to the voice and differential treatment of Black & Brown consumers.

Mission: To use the JEDI Principles as a framework for mindful practice among HPG members, contracted HIV Service providers, and stakeholders.

JEDI PRINCIPLES

- **Affirm** the right to dignity & strive to keep mutual respect for each other
- **Value/celebrate** cultural diversity of the HPG
- **Adapt** responsibly to cultural differences
- **Acknowledge** historical & divisive biases on race, ethnicity, sex, gender identity, age, disability, sexual orientation, religion, & political beliefs & seek understanding among individuals and groups
- **Continue** commitment to achieving proportional demographic representation among the HPG & its HIV service contractor workforce
- **Commit** to promoting & supporting a community where all people can work and learn together in a safe & welcoming space
- **Reject** acts of any discrimination and will address/respond to such acts appropriately
- **Affirm** the right to freedom of expression at the HPG
- **Commit** to the development & enforcements of policies that promote the achievement of these principles

RECOMMENDED ACTIONS

- **Submit** the JEDI Principles to the Strategies & Standards Committee for review & approval at the Steering Committee & HPG for adoption in 2022
- **Direct** HPG support staff to create, look over, & report out to HPG the total, demographic makeup of HPG members & request that the HPG ask for this information from HPG support staff
- **Request** that the Recipient look over & report out to HPG the demographic makeup of contracted HIV service providers' workforce. Request that the HPG request this information from the Recipient.
- **Request** that the Strategies & Standards Committee discuss the inclusion of Universal Standards language regarding contractor best efforts to ensure diverse and proportional representative HIV workforce

Future work is needed to address other marginalized communities, including Asian Americans, Native Hawaiian & Pacific Islanders (AANHPI), Immigrants, and People with Disabilities.

LAND ACKNOWLEDGEMENT

The HPG holds great respect for the land and the original people of the area where we do our work. The County of San Diego Health and Human Services Agency was built on the unceded territory of the **Kumeyaay Nation**. Today, the **Kumeyaay** people continue to maintain their political sovereignty and cultural traditions as vital members of the San Diego Community.

We also acknowledge the traditional territory of the **Luiseño/Payómkawichum** people. North County San Diego is still home to the six federally recognized bands of the **La Jolla, Pala, Pauma, Pechanga, Rincon, Soboba Luiseño/Payómkawichum** people. It is also important to acknowledge that this land remains the shared space among the **Kuupangaxwicheh/Cupeño** and **Kumeyaay** and **Ipai** peoples. We acknowledge their tremendous contributions to our region and thank them for their stewardship.