

OPHA Diversity Definition 2020

Audience: OPHA leadership and especially the Nominations and Membership Committees

Purpose: To define diversity for shared understanding and to share a vision of what aspects of diversity OPHA is prioritizing when working to diversify leadership and membership.

Updated: July 10, 2020

In an effort to guide and focus efforts, the Oregon Public Health Association (OPHA) Diversity, Equity and Inclusion Workgroup decided a definition was needed to clarify what is meant by “diversity” in the context of our work to diversify membership and leadership. While it is acknowledged that countless attributes and characteristics create diversity, it is important to focus the work of this group to be as intentional and practical as possible. This definition also helps to create shared understanding while striving toward building future organizational capacity and infrastructure for comprehensive diversity, equity and inclusion.

Diversity Definition

The OPHA defines diversity as those unique individual differences in our qualities, and characteristics that exist among us that must be respected, honored and recognized. These differences include but are not limited to: race, ethnicity, gender identity, sexual orientation, age, religion, immigration and refugee status, disability status, education, interests, family status, appearance, geography, socioeconomic status, employment status, citizenship, lived experience, relationship status, job function, language, and historical and cultural awareness. OPHA centers racial diversity relative to all of its diversity, equity and inclusion efforts. The OPHA honors the diversity of professions that contribute to public health and also recognizes the need for workforce diversity in public health, health systems, healthcare and other professions essential for promoting and protecting the health of the public.