

HPDP VALUES AND NORMS

Background:

The Center for Health Promotion and Disease Prevention (HPDP) developed a five-year strategic plan¹ finalized in July 2022 with five primary goals. The third goal of the plan states, “Establish a broadly inclusive, anti-racist workplace that centers internal health and collaboration” and the strategies to realize this goal included developing a values and norms statement “for internal collaboration and health to be upheld by HPDP project teams and PIs.” The value statement was written by the strategic planning Internal Health Workgroup and edited by the Center’s Leadership Team, Project Directors, and the Racial Equity Workgroup. This document is intended to provide foundational values for all employees and teams to guide their work and day-to-day activities at the Center.

HPDP values the following:

Collaboration and Innovation: HPDP project teams work in partnership with communities, funders, research participants, and campus entities to implement public health research and practice projects that enhance the health of individuals and communities as stated in the Center’s vision and mission². Center leadership and project management encourage teams to be innovative, adaptive, and collaborative.

Equity³ and Inclusivity: Employees are provided with the resources and opportunities they need to flourish. Employees proactively learn about systems of oppression and inequity by attending relevant training and contribute positively to the culture of equity and belonging at the Center. Employees are welcoming, appreciative, and encouraging of different lived experiences and points of view. Employees collaborate for equity within and beyond the Center by being active participants in DEI activities. Center leadership and project management work with decision makers to create positive change for the broader UNC community by identifying and challenging inequitable structures within the University.

Transparency and Accountability: Expectations for employees’ roles and responsibilities are clear. Employees are provided with meaningful performance reviews and actionable items to meet professional goals. Center leadership and project management regularly solicit feedback on their own performance and provide timely responses when changes in services or processes are needed. Employees are acknowledged and celebrated for living the Center’s stated values and are respectfully held accountable when values are not realized.

Process for reviewing and updating:

This document will be reviewed and updated as needed every two years by the Center Leadership team and members of HPDP’s strategic planning implementation team.

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¹ 2022-2027 Strategic Plan [Executive Summary](#)

² [HPDP’s Vision, Mission and Equity Statement](#)

³ Equity in the workplace refers to providing employees with the opportunities and resources they require to flourish according to their respective needs.