AUPHA Statement of Commitment to Diversity, Equity, Inclusion, Belonging and Social Justice

As a global leader in advancing higher education and scholarship in healthcare management and health policy, AUPHA strives to promote diversity, equity, inclusion, and social justice toward the goal of “belonging.” The AUPHA Board of Directors and leadership built our mission, vision, and values on a guiding principle of social justice which recognizes the uniqueness of each individual's self-identity. Our philosophy of excellence and innovation assures intentional efforts to attract and prepare the next generation of healthcare leaders. These leaders must reflect the communities they serve and be catalysts for positive social change.

Our Beliefs

AUPHA sees Diversity as the presence of individual and intersectional differences that comprise the workforce. Equity is the ongoing commitment and sustained actions to dismantle the structures that perpetuate harm, assure access to opportunities and resources, and restore the balance of power. Belonging is the foundation that creates thriving communities and represents the outcome we desire for all individuals to experience. Inclusion is the process of achieving “belonging” by respecting, valuing, and welcoming individual differences. Finally, we see Social Justice as removing structural and institutional barriers to the equitable allocation of opportunities and resources. Social justice requires full participation by historically marginalized and underrepresented communities and empowers, protects, and elevates their members.

Our Commitment

AUPHA stands firmly against all discrimination, and recognizes that racism is a public health emergency. We acknowledge the systemic oppressions that marginalized community members continue to encounter and their adverse consequences over the life course. The twin pandemics of racial violence and COVID-19 have galvanized our commitment to our member programs' students, faculty, and staff. We know that intentional and creative approaches are necessary to permeate equity, inclusion, and social justice in all educational, professional, program management, and community service initiatives. Through deliberate and dedicated efforts, AUPHA pledges to continue such innovation, test feasible approaches, and recommend evidence-based activities by partnering with internal and external stakeholders and international
collaborators. Our consistent efforts will create thriving, diverse communities of resilient healthcare leaders who embody joy and wellness in their work to advance health equity.