

2025 AFDO Inspector Boot Camp Debrief: Diversity, Equity, and Inclusion (DEI)

DEI Tools:

- [Implicit Association Test](#) - Project Implicit is a non-profit organization that researches implicit and unconscious bias. This is an implicit bias association test you can take.
- [Feeling Words from the Center for School and Transformation](#)
- [Why do pronouns matter?](#)

DEI Leadership Training Opportunities:

- [Anit-Oppression Resource & Training Alliance \(AORTA\)](#) - Offers individual training or coaching to cultivate practices that support power sharing. For groups, they focus on topics like shared leadership.
- [Regional Institute for Health and Environmental Leadership](#) - Offers several programs from conferences to individual coaching opportunities.

Below are the questions that were asked during the presentation and the answers provided.

Q & A: Please can you share a draft sample of Diversity, Equality, and Inclusion Policy Statements we can review, modify, and adopt?

The National Environmental Health Association (NEHA) authors policy and position statements as an advocacy tool to State, Tribal, Local, and Territorial policymakers. You can learn more about [NEHA's policy statements on NEHA's website](#).

- [NEHA's Policy Statement on the Role of Environmental Health in Addressing Racism as an Environmental Health Issue](#)
- [Role of Environmental Health in Addressing Environmental Justice](#)

Q & A: Given the fact that there may soon be policy changes, do you expect any resistance to DEI programs? How would you handle this?

Thank you so much for your question and opening the door to this important conversation. I can empathize with the feelings of uncertainty as recognizably we have seen some companies roll back their DEI efforts. As a public health professional, I have leaned into the [APHA statement posted on November 13, after the election](#).

For any organization that may feel uneasy during the uncertainty in the shift of DEI work, I encourage conversations to start now with leadership buy-in. I encourage thought partnership and looking critically at the foundation of your organization. Is DEI embedded in the work we do?