



Dear Colleagues:

Health and well-being are inextricably linked to social justice. In order to advance the well-being of our campus populations, we must prioritize justice, equity, diversity, and inclusion. These concepts extend beyond the idea of building programs and initiatives that serve diverse populations. Instead, we acknowledge that health inequities and disparities have existed as a result of inequitable systems that disproportionately impact historically marginalized populations such as racial and ethnic minorities, international students, women, non-heterosexual, transgender, and gender non-conforming students, among others. In the college health setting, we must build health and well-being related programs and services that are inclusive of medical, mental health, and health promotion services, etc. that affirm the social locations, lived experiences, and systems that our populations must navigate based on their intersectional identities. As college health professionals, it is our responsibility to identify and address the inequitable systems that prevent our diverse populations from achieving the same health outcomes.

The ACHA Non-Discrimination Policy supports these core values:

*The American College Health Association supports all initiatives to create a campus climate guided by the values of cultural inclusion, respect, equality and equity. Such a climate is essential to college health. Consistent with those values, ACHA rejects all forms of intolerance and subtler forms of discriminatory conduct with respect to the following: age; gender identity, including transgender; marital status; physical size; psychological/physical/ learning disability; race/ethnicity; religious, spiritual or cultural identity; sex; sexual orientation; socioeconomic status; or veteran status.*

As ACHA considers the link between equity and well-being, those who participate with the organization, whether as a member, serving in a leadership role, or presenting at the Annual Meeting should consider equity and justice in their approach to supporting campus populations. Examining the ways in which college health professionals may be intentionally or unintentionally perpetuating systems of oppression is a key step in aligning with these values.

One of the strengths of ACHA is our ability to bring together various perspectives, helping us to effectively and equitably meet the needs of college and university communities. As such, when developing your program proposal, consider the systems (social, economic, demographic, cultural, geographic, etc.) that prevent marginalized populations from achieving health outcomes, populations that have been excluded, and policies, processes, and practices that help address inequities to advance health and well-being.

We thank you for your dedication to advancing the field of college health and look forward to reviewing your proposal.