



Positionality Statements

January 2026 HPG

Definitions

Positionality: How differences in social position and power shape identities and access in society.

Positionality statement: A short paragraph, highlighting key themes that the worker has considered, integrating their understanding of privilege, intersectionality, bias, and other components of their worldview that have shaped their position in relationship to their work.

Why are Positionality Statements Important?

A positionality statement is important because it helps you be transparent about *who you are, where you stand, and how that shapes your practice.*

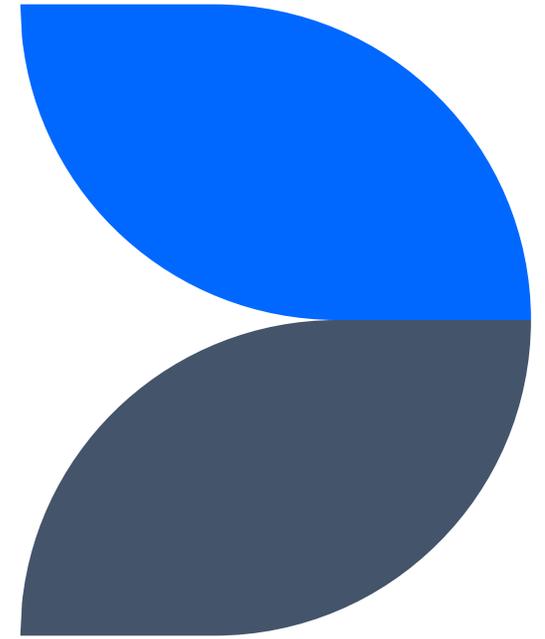
Example Positionality Statement

Moira Foster

I am a 42-year-old white cisgender female who grew up in a middle-class military family. Growing up I moved a lot, often living away from family. This led to my belief in making a strong community of friendship. When I was 11, my uncle passed away from AIDS related complications. My experience with the stigma and judgement of his death was in stark contrast to the love and support our family gave to my uncle and his partner, despite their Catholic and societal beliefs. This taught me the importance of seeing and respecting people for who they are. For my bachelor's degree I studied Criminal Justice and Political Science and have spent my professional career working with marginalized individuals through domestic violence, children and youth, public benefits, and public health agencies. While working with people facing hardship, I acknowledge my privileges and work to remain aware of the impact on my views and interactions. My experiences guide my commitment to treat others with respect and openness. I believe the HPG creates meaningful awareness for PLWH and ensures a human aspect to the work we do.



Steps to writing a Positionality Statement



Steps to writing a positionality statement

1. Start with Your Identity & Background

Briefly share aspects of your identity that shape your worldview.

Examples: cultural heritage, socioeconomic background, gender identity, language, education, lived experiences.

Prompt: “I am a [identity/role] who grew up in [context], which has shaped my understanding of...”



Steps to writing a positionality statement

2. Connect to Your Lived Experiences

Highlight personal or community experiences that influence your approach to the HPG

Examples: witnessing systemic inequities, navigating social programs, experiencing marginalization, or benefiting from support systems.

Prompt: “My experiences with [situation] have taught me the importance of...”

3. Acknowledge Privilege & Bias

Recognize areas where you hold privilege and how you work to address bias.

Prompt: “I acknowledge my privilege in [area] and strive to remain aware of how it impacts my interactions with clients and communities.”



Steps to writing a positionality statement

4. State Your Professional Commitments

Explain how your identity and experiences shape your values, ethics, and approach to service.

Examples: cultural humility, trauma-informed care, advocacy, empowerment, anti-oppressive practice.

Prompt: “These experiences guide my commitment to...”

5. End with Your Guiding Principle

Close with a statement that reflects your core belief in the work of the HPG.

Prompt: “I believe that [core value] is essential to creating meaningful and equitable change.”



Write your own

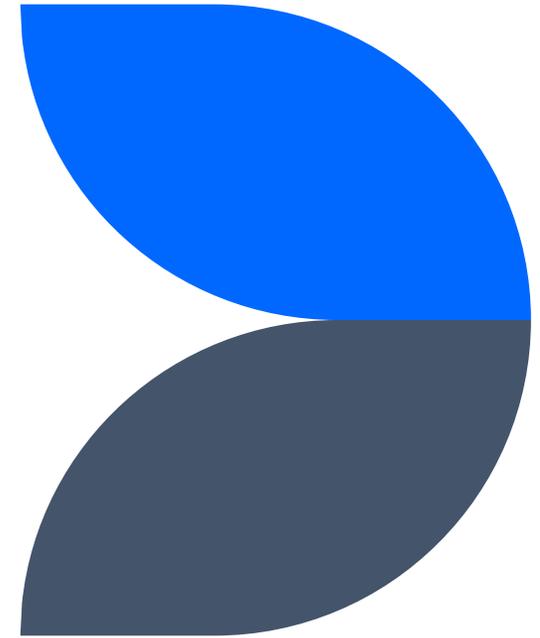
Step 1: Start with Your Identity & Background

Step 2: Connect to Your Lived Experiences

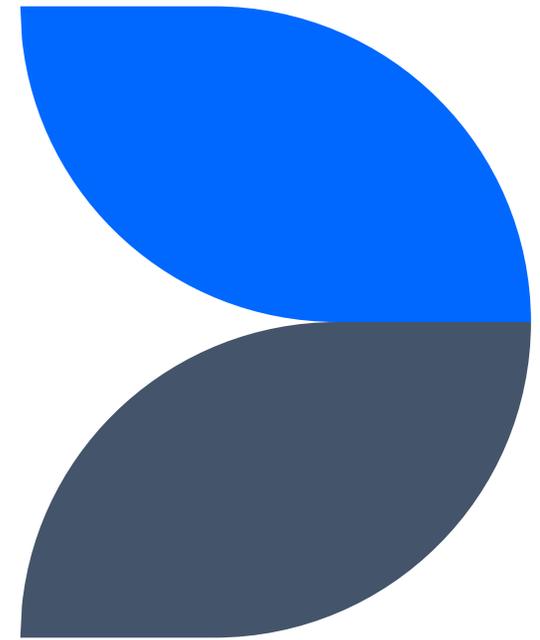
Step 3: Acknowledge Privilege & Bias

Step 4: State Your Professional Commitments

Step 5: End with Your Guiding Principle



**Do you want to
share your
statement?**



Thank you

The Division would like to thank NASTAD for the Technical Assistance (TA) provided in 2025 which helped provide direction and understanding on how to develop positionality statements.

Please send your positionality statement to Kyle at c-kyfait@pa.gov to be featured at an upcoming HPG meeting.