

School of Public Health Diversity Council

Planning Document

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Role of the Diversity Council: The SPH Diversity Council will be comprised of a diverse group of students, staff and faculty from the school of public health. Over the course of the Spring 2021 semester this 12-15 member council will take the following steps to establish a formal structure for the diversity council beginning in the academic year 2021-2022:

- Define roles and responsibilities of the council
- Identify partners for key initiatives
- Establish accurate representation
- Determine membership expectations
- Identify a regular meeting cadence
- Track and communicate progress
- Determine how to recruit new members onto the council

Inclusive Excellence Framework: The work of operationalizing an academic, professional and social environment that is authentic in the integration of Diversity, Equity and Inclusion, requires the establishment of common definitions, goals and objectives. The application and execution of the Inclusive Excellence Framework will give our council a foundation upon which to build our work.

Short-Term plans for DEI in the SPH (to be completed 6-8 months)

Step1: Highest Priority Diversity Council Review Final Action Items from Task Force to ensure that items are in motion or completed (January 2021) -

- ✚ Research opportunities for students – targeting students of color/underrepresented students
 - Jacque-Corey will coordinate and have the following suggestions:
 - For early Dec '20/after finals week or 1st weeks of Jan '21
 - set up forum/focus group for students on what they want in research experience, do they
 - feel confident in their research abilities, barriers to research opportunities
 - Feb '21
 - during curriculum review incorporate research skills into lower level classes
 - create space for current undergrads and alumni to present their research projects

- ✚ Curriculum Review for all Program Levels

- ✚ Final decision on GRE requirement
- ✚ Examination of Recruitment and Retention rates and policies
- ✚ Virtual Roundtables/webinars for education and healing
 - Leverage existing forums – Kreuter-Katz/Lutzker/Currents of Public Health/Dialogues on Sexual and Gender Diversity
 - Engage Dr. Armstrong-Mensah's – She will take the lead on organizing the Public and Global Health Equity Roundtables
 - Create new forums – MCH Discussions/Disability Discussions/International Students Awareness/Desserts and Dialogue (Spirituality Forum)/Diversity Small Group Discussions

Step 2: Identify Diversity Council Organizational Structure

- ✚ Determine council sub-committees (IE Dimensions) and chairs/leaders – (*there are also resources available through the University of Virginia's Inclusive Excellence work*) (January - March 2021)
 - **Access and Success**
 - This dimension refers to the compositional diversity among the organization's constituent groups (staff, faculty, students, visitors, patients, alumni, customers, community partners, etc.) and their context-specific outcomes or benefits gained from their relationships with the organization. Processes like recruitment, retention, development, and long term outcomes (graduation, tenure, career advancement, etc.) are the key focus of this dimension.
 - **Climate and Intergroup Relations**
 - This dimension refers to what it feels like for individuals to be here, and the behavioral experiences and norms that are present. Effective and innovative cultures depend on individuals feeling comfortable to take interpersonal risks and to bring their whole selves to their work and learning. The university and local community are working together to build a living, learning, and working environment where all individuals are supported, are respected, feel a sense of belonging, and are thriving. Measuring constituent perceptions related to feeling respected, belonging, and prevalence of affirming relationships with peers and organizational administration are among the concepts present in this dimension.
 - **Education and Scholarship**
 - This dimension relates to the ways in which curriculum, teaching, research, scholarship, and employee and student development contribute to our passion for discovery, innovation, community engagement, service, and social justice. Programs and processes in this dimension include intentionally designed curricula and pedagogies, as well as targeted professional development activities, that promote intercultural awareness and competence.
 - **Infrastructure and Investment**

- This dimension refers to the policies, resources, organizational and communication structures, and performance measures that inform and enable an intentionally inclusive, equitable, and innovative organization.
- **Community and Partnerships**
 - This dimension refers to how place-based organizations like ours engage reciprocally and in a participatory way with our surrounding neighborhoods, counties, and the Commonwealth. Specifically, how we as an organization understand and track our impacts in terms of the financial and social-well being of the communities and partners with which we are engaged.
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Step 3: Initiate a 18-month action plan – 2021-2023 (January 2021 – May 2021)

Mid-Term plans for DEI in the SPH (To be completed between 6 and 12 Months)

-  Finalize 18-month action plan to be effective Fall 2021
-  Identify DEI initiatives/policies for broader representation (Disability/International Students/Others)
-  Initiate a full-academic year roll out of small group sessions (possibly the listening project)

Long-term plan for DEI in the SPH (To be completed between 6 and 18 Months)

-  Complete Curriculum Review