Diversity Ad Hoc Committee

Minutes: May 3, 2017

Present: Susan Eagle, Colin Farrell, Marilyn Gardner

The committee met to make recommendations on how to effectuate the diversity goals passed and adopted by the MPH-BSPH programs. We discussed the following strategies within each goal:

Goal 1: Foster a culture of inclusivity and cultural competence.

1.1 Encourage all faculty/staff to go through green dot and safe-space training.

1.2 Include diversity information and resources in student handbook, orientation, and website.

1.3 Articulate inclusivity as a core value for the PH programs.

1.4 Infuse diversity into strategic planning process.

1.5 Increase diversity of external advisory committee.

1.6 Promote and participate in campus diversity events.

Goal 2: Attract, hire, and retain diverse faculty that reflects the demographics of the nation and inclusive of those from under-represented or marginalized groups.

1. Create programmatic policy for faculty recruitment to ensure position announcements are distributed to institutions and organizations with access to marginalized populations.

Goal 3: Encourage faculty to engage in scholarship and service involving marginalized and under-represented populations.

1. Highlight faculty research and scholarship to priority populations in CHHS newsletter and program social media.
2. Create on-going service/scholarship relationships with community organizations.

Goal 4: Increase our efforts to attract, retain and graduate a diverse student population reflective of the diversity in the Commonwealth and inclusive of those from under-represented or marginalized groups.

1. Work with TRIO to identify potential qualified undergraduate students.
2. Recruit for undergraduate and graduate programs through recognized student organizations serving priority populations.

Goal 5: Provide student engagement opportunities for scholarship and service within marginalized and under-represented populations.

1. Embed applied practice experiences serving marginalized populations into courses.
2. Promote service/engagement opportunities via program’s social media, calendar, and other communication systems.
3. Highlight student research and service to priority populations in CHHS newsletter and program social media.