**Recommended DIE Action Items**

1. Foster a culture of inclusivity and cultural competence.
   1. Create a physical environment that is inclusive and accessible (repeated below)
   2. Offer or strongly advertise cultural competency trainings to students (Safe Zone Training, Implicit Bias Training, etc)
   3. Faculty and staff of the program will attend one cultural competency training per AY (Safe Zone Training, Implicit Bias Training, etc)
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. Make meaningful connections with the contacts from the HBCU, HACU lists we already have
   2. Create a physical environment that is inclusive and accessible (repeated above)
3. Encourage faculty to engage in scholarship and service involving marginalized and under-represented populations.
   1. Have another embedded GrAPE project that directly serves marginalized or under-represented population – currently only one that depends on the topic students receive (repeated below)
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. Create a list of Kentucky high schools and community colleges that predominately serve under-represented or marginalized groups for BSPH recruitment efforts
   2. a. Establish relationship with Martha Sales at ISEC; hold presentation/recruitment event for ISEC students
   3. b. Establish relationship with Fabian Alvarez, advisor for HOLAS; hold presentation/recruitment event for HOLAS students
   4. c.  Partner with AHEC to increase awareness at high school level of careers in Public Health (and recruit), including GEO International High School
5. Provide student engagement opportunities for scholarship and service within marginalized and under-represented populations.
   1. Have another embedded GrAPE project that directly serves marginalized or under-represented population – currently only one that depends on the topic students receive (repeated above)

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

And/Or

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

a. Establish relationships (MOAs?) with the following organizations:  Community Partnership for Refugee and Immigrant Families; Refuge, BG (refugee and immigrant families); Hotel, Inc (homeless); Fairness Coalition (LGBTQ)

This would obviously be only a first step, but the first in a sequential set of objectives.

For Goal 5, the second step would be to work with them to identify areas they could use PH skills and identify needs MPH and BSPH students could meet

For Goal 3, this would allow us to explore possibility of community based research and to identify research needs faculty could address