**MPH/BSPH Diversity, Inclusion, & Equity Actions**

**AY 2016-17 – 2018-19 – 2019-20**

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

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

Action Taken: Green dot training during August 14th 2017 workday

1. Include diversity information and resources in program materials.

Action Taken: Diversity statements included MPH student handbook, MPH orientation, and on departmental website (su19)

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

Action Taken: Inclusivity highlighted as a core value: “***I****nclusive, culturally-competent, and equitable”*

Action Taken: Created diversity statement for program materials (Jan 19)

1. Infuse inclusivity into strategic planning process and program operations.

Action Taken: Professional development plan for organizations serving marginalized populations.

Action Taken: Created joint MPH-BSPH standing Diversity, Inclusion and Equity committee (Sp 19)

1. Increase diversity of external advisory committee.

Action Taken: Recommended committee membership to include priority populations. (May 19)

*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 and staff recruitment to ensure position announcements are distributed to institutions and organizations with access to marginalized populations.

Action Taken: Created contact list for future position announcements.

Action Plan: Create DIE statement to include on position announcements.

*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.

Action Plan: Create process/procedures to ensure timely reporting of actions.

Action Plan: Identify graduate assistant(s)/students to assist with social media.

1. Create on-going service/scholarship relationships with community organizations.

Actions Taken: Service relationship established with International/Refugee Center and Warren County School District English Language Learners/GEO Center

Action Plan: Create inventory of agencies serving marginalized and under-represented populations; identify opportunities for collaboration.

*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.

Action Taken: Met with coordinator of TRIO program January 2017.

Action Plan: Develop recruitment materials; attend recruitment events.

1. Recruit for undergraduate and graduate programs through recognized student organizations serving priority populations.

Action Taken: Identified salient WKU student organizations.

Action Plan: Develop and disseminate group-specific recruiting messages.

Action Taken: Identified and created a list of academic institutions and contacts that serve predominately marginalized populations (HBCU and HACU) that do not have graduate programs in public health (FA19).

1. Identify and address recruitment and retention barriers.

Action Taken: [PHUGAS Student Government Association resolution](http://www.wku.edu/sga/accountability/resolution_4-17-s.pdf) to support international student scholarships for length of academic program.

Action Taken: Launched orientation survey to assess priority population status not captured by University (Su 18)

Action Taken: Made MPH Orientation Form mandatory (Fa19)

*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.

Action Taken: Working with BRDHD to identify projects.
Action Taken: PH 588 (Capstone Experience) worked with Green River District Health Department to develop cultural competency to work better with African Americans, Burmese refugees, Hispanic/Latinx and other immigrants, people with disabilities, people in poverty/homeless, people with substance use disorder, people suffering trauma, and the LGBTQ community.

1. Promote service/engagement opportunities via program’s social media, calendar, and other communication systems.

Action Taken: Opportunities announced via social media.

Action Taken: Hired GrAPE coordinator to communicate opportunities to MPH students through MPH Student organizational site announcements/emails and social media (Nov 18)

1. Highlight student research and service to priority populations in CHHS newsletter and program social media.

Action Taken: Photos/synopsis of events posted on social media.

Action Taken: GrAPEVine post student activities (Sp18)