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

**Goals, Strategies, & Actions**

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

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” (March 2017)*
* Action Taken: Created diversity statement for program materials and syllabus (Jan 19)
* Action Taken: Encouraged use of pronouns on syllabi, website, email signature, and Zoom ID (when?)

1. Hold diversity-related event (training, lecture, workshop, etc.) within program meeting or workday at least once per academic year.

* Action Taken: Green dot training: August 14th 2017 workday
* Action Taken: Making documents accessible: Jan 2019 meeting
* Action Taken: Inclusive language: November 11th 2020 meeting

1. Include diversity information and resources in program materials.

* Action Taken: Diversity statements included MPH student Guidebook, MPH orientation, and on departmental website (summer 2019)
* Action Taken: Diversity statement added to syllabus (WHEN?)
* Action Taken: Created expanded diversity statement for MPH syllabus (summer 2021)
* Action Plan: Add resources on inclusive language to MPH Student organizational site (
* Action Plan: Add resources for creating accessible content

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 (Spring 2018); Disbanded and made DIE part of every meeting (Fall 2020)
* Action Taken: Added diversity professional development measure to faculty annual assessment (Spring 2021)

1. Increase diversity of external advisory committee.

* Action Taken: Recommended committee membership to include priority populations. (May 2019)

1. Attend DIE-related professional development beyond what is provided by program

* Action Taken: Added DIE-related professional development to annual faculty assessment (April 2021)
* Action Plan: Offer or strongly advertise cultural competency trainings to students (Safe Zone Training, Implicit Bias Training, etc)

1. Create a physical and virtual environment that is inclusive and accessible

* Action Taken: Non-gendered bathrooms in department
* Action Taken: Use of live transcripts in zoom meetings
* Action Plan: Ensure accessibility of program documents and instructional materials

# ***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. (WHEN?)
* 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.
* Action Plan: Create a list of Kentucky high schools and community colleges that predominately serve under-represented or marginalized groups for BSPH recruitment efforts

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.

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); Made MPH Orientation Form mandatory (Fa19); Made BSPH Orientation mandatory (WHEN?)

# 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 ACHD partners to identify projects. (Ongoing)
* Action Taken: Capstone with GRDHD on adverse childhood events (summer 2019)

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

* Action Taken: Opportunities announced via social media (ongoing)
* 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)