

Our commitment to equity, diversity and inclusion

Our work, rooted in social justice, leads to solutions for a healthier community. We aspire to create an academic environment where an equitable, diverse and inclusive culture is part of our core values. We seek and embrace diversity of thought, people, culture, and experiences. These principles enhance our ability to prepare the public health workforce, generate knowledge, and make positive contributions to our community.

Influencing Factors

Our Assumptions

Social determinants are predictive of health outcomes. We know that race, ethnicity, geography, identity, ability, economics, education, behavior, maltreatment, and many other social factors have the largest influence on health and longevity.

Many health disparities are driven by social injustice; addressing these inequities are a major focus of public health.

Current Risks and Assets

We have room for improvement:

- -Our faculty and students do not reflect the diversity of our surrounding community.
- -We have emerging areas of strength but need to be more systematic in our efforts.

Strategies

<u>Faculty & Staff</u> <u>Recruitment & Retention</u>

- -Search committee training
- -Search advocates
- -Search policies and practices
- -Recognize and allocate time for participation and mentoring efforts

<u>Student Recruitment</u>

<u>& Retention</u>

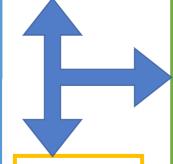
- -Collaborative recruitment to extend reach
- -Admissions committee training
- -Admissions advocates

Create and Sustain an Inclusive Culture

- --Life course pipeline development based on nested mentoring and engagement for faculty, staff and students
 - -Exposure activities
 - Mentoring
 - -Youth to career engagement
 - -Resources for participation in diverse public health networks
- -SPH development programs including train-thetrainer initiatives
- -Establish SPH Equity, Diversity and Inclusion standing committee to plan, monitor and evaluate progress

Outcomes

Better alignment with community demographics



Inclusive organizational culture

Our Impact Goals

Develop a public health workforce exhibiting the values of equity, diversity and inclusion.

Generate knowledge that honors diverse perspectives and experiences to reduce health inequities.

Foster partnerships that result in solutions for a healthier community.