

Rollins School of Public Health
Diversity & Inclusion Strategic Plan

Background

Rollins School of Public Health is currently undergoing a student-driven strategic planning initiative. This builds upon almost 2 years of grassroots and student organization work and networking which has contributed to a Rollins administrative climate receptive of suggestions for campus climate changes. Additionally, it is responsive to the current events of the past year and a half, which have highlighted the urgency of focused, meaningful attention to climate change at premier universities which will shape the future public health workforce.

The strategic plan will encompass 4 major pillars (Student Life, Academic Environment, Communication, and Monitoring and Evaluation) which will advocate for institutionalization of trainings, student supports and resources, curriculum change, campus climate surveys, bias incident reporting, coalition building among organizations, faculty and administration to create a more inclusive and diverse social and academic climate.

The plan will include short, intermediate and long term goals which will be measurable and evaluated on at least an annual basis to ensure that Rollins is staying accountable and abreast of the most up-to-date initiatives and strategies.

Mission

Our mission is to challenge RSPH to have an explicit, systematic, and timely approach to addressing issues of diversity and social inequity in campus social and academic climate. This includes addressing the following pillars:

- Academic Environment
- Student Life
- Communication
- Monitoring and Evaluation

Vision

We envision an RSPH community that is a respectful and tolerant safe space for people of all backgrounds. This includes equitable distribution of resources and learning opportunities that empower students to discuss, organize, learn, and consistently challenge the status quo. As an institution that strives for public health excellence, we will foster an ever-expanding network of ethically grounded relationships between RSPH and the broader communities locally and

globally.

Strategic Goals

1. Integrate social justice and health equity into curriculum, training, and educational activities at the Rollins School of Public Health
2. Intentionally introduce social justice and diversity issues to the future health workforce
3. Enhance capacity for the university to respond to social justice events and mobilize social justice leaders within a coalition
4. Increase evaluation efforts for the sustainability of social justice and diversity opportunities at the Rollins School of Public Health
5. Increase RSPH's philanthropy capacity for prospective and current URM students

The four underlined pillars or strategic areas of focus outlined in this proposal are supported by specific strategies that are delineated below.

Pillar 1: Academic Environment

Goal 1: Integrate social justice and health equity into curriculum, training, and educational activities at the Rollins School of Public Health

Strategy 1: Compile current faculty and staff diversity trainings, workshops, and initiatives at Rollins School of Public Health and Emory University to establish a baseline.

- Task 1: Develop list of points of contact for emerging faculty trainings (identified through posted flyers) - drafted October 3, 2016
- Task 2: Develop talking points for use with possible key informants or stakeholder meetings - drafted October 23, 2016
- Task 3: Meet with Lynn Magee regarding Unconscious Bias Training and 2016 Faculty Workshop Series "Inclusive Classrooms" (Emory Office of Equity and Inclusion) - completed October 19, 2016
- Task 4: Collect data from website review (directed from point-of-contact meetings) on additional sources for faculty trainings. *This is ongoing.*
 - Office of the Executive VP of Finance and Administration
 - Office of Equity and Inclusion
 - HR site for calendar of events that include faculty/staff trainings/workshop
 - The (staff) Advisory Council on Community and Diversity
 - Roster of University Senate executive committee (Carla Berg-RSPH)
 - News You Can Use - Staff newsletter
 - Summit on Race: Not Just a Response: a Just Response (November 11, 2016; 8:00am - 5:00pm)

- Task 5: Communicate with Evin Holmon and Dr. Kim Arriola regarding 2016-2017 RSPH Faculty Career Development Series (October 4, 2016)
- Task 6: Follow up with Dr. Arriola about RSPH faculty training session content on “Cultivating a spirit of inclusiveness” after Tuesday, November 15, 2016

Strategy 2: Propose mandatory attendance in trainings on diversity and inclusion for faculty, staff, and teaching assistants.

- Task 1: Ask Dr. Arriola about faculty mechanisms for **mandatory** professional development (*Spring 2017*)
- Task 2: Reach out to David Goetsch (Assistant Director, Faculty Recruitment) to see if students can attend Fair Hiring Practices classes. (*Spring 2017*)

Strategy 3: Develop a new RSPH learning competency regarding cultural humility/health equity/SDOH that courses must include in their curriculum

- Task 1: Catalog current courses addressing social justice/SDOH in curriculum (*Spring 2017*)
- Task 2: Research the reaccreditation process/new guidelines from ASPPH to see how they can be leveraged for the Rollins Curriculum (*Spring 2017*)
- Task 3: Determine what RSPH competencies are aligned with Diversity and Inclusion to bring the argument to administration (*Spring 2017*)
- Task 4: Contact Community and Diversity Committee (*Spring 2017*)

Strategy 4: Get student feedback on social justice climate in the classroom

- Task 1: Include 2 questions regarding social justice in course evaluations -completed Spring 2016
- Task 2: Reach out to Lynell Cadray (Associate Vice Provost, Title IX Coordinator) about the results of Fall 2016 Diversity Engagement Survey post November 11, 2016
- Task 3: Review results of Fall 2016 student evaluations, selected questions on social justice, try Catherine Strate (*Spring 2017*)
- Task 4: Establish a standard review process for examining results of added course evaluation questions on social justice and implementing appropriate changes (*Spring 2017*)

Pillar 2: Student Life

Goal 2: Intentionally introduce social justice and diversity issues to the future health workforce

Strategy 1: Draft language/proposal/amendment for an expanded role for student activity coordinators: include diversity and international student life focuses; head up initiatives for partnership between student groups

- Task 1: Conduct interviews with Student Activity Coordinators about expanding position (Completed Spring 2016)
- Task 2: Conduct interviews with international students and international student advisors (Oct. 1)
- Task 3: Propose an amendment to the RSGA Constitution for 2016 school-wide ballot (Nov. 1-4)

Strategy 2: Develop training encompassing diversity, Title IX, etc. for student org executive leader

- Task 1: Discuss with Brittney the Call to Action Town Hall discussions (Nov. 3)
- Task 2: Discuss with Brittney the progress of diversity trainings (Nov. 3)

Strategy 3: Encouraging/facilitate inter-group collaborations on issues surrounding social justice

- Task 1: Encourage the 2017 board members to increase inter-group collaboration at the student leader level during transition meetings. (Nov. 28- Dec. 2)
- Task 2: Ensure annual continuation of Orientation Forum that is dedicated to Diversity or Social Justice Issues (April-August 2017)

Strategy 4: Increase visibility of mental health and support services at Orientation

- Task 1: Release a comprehensive flyer of mental health services offered at Emory. (Nov. 1)

Strategy 5: Identifying a strategy for URM-Oriented events for prospective students

- Task 1: Collaborate with Rollins student life and admissions office (Prudence Gross) and Laney to recruit prospective URM MPH programs at existing Atlanta events (i.e. McNair Scholars)
- Task 2: Coordinating with Emily to identify URM events occurring throughout the academic year that recruits URM students
- Task 3: Partner with Student Ambassador for orientation week, fall webinars and spring recruitment events (tours, panels, Visit Emory)
- Task 4: Brainstorm ways to incorporate diversity initiatives in Visit Emory and Destination Public Health (annual URM reception, etc.)

Pillar 3: Communication

Goal 3: Enhance capacity for the university to respond to social justice events and mobilize social justice leaders within a coalition.

Strategy 1: Increase awareness of Bias Incident Reporting to students, faculty, and staff at Rollins

- Task 1: Meet with Emory University's Campus Life Office, Director of Community, to discuss processes of raising awareness about the Bias Reporting System at Emory. (Oct 6th, 2016)
- Task 2: Design a flier to disperse around Emory on what bias reporting is, gain approval from RSPH, print and disperse (Dec 1, 2016)
- Task 3: Coordinate a Special Guest event, ideally with food, during a 12-1pm time slot to discuss what Bias Reporting is to raise awareness among students *This is ongoing*

Strategy 2: Establish a process to facilitate immediate Emory response to national/international events and express solidarity to impacted groups

- Task 1: Communications Pillar leaders meet with Dean Robinson and Nancy Sterk to discuss this strategy and build support for the initiative (Nov 1, 2016)
- Task 2: Convene student leaders of social justice groups to discuss effective communication systems to appropriately and respond timely to social justice events. Assign roles and clear deadlines to be achieved before the proceeding deadline (Dec 1, 2017)
- Task 3: Confirm a system process that involves multiple student leaders and confirmed work-flow charts that can be passed-on to new students (Feb 1, 2016)

Strategy 3: Facilitate a communication process between RSPH students and D/I committee

- Task 1: Offer Google doc or another anonymous avenue for student body input of discussion points for future D/I meetings
- Task 2: In the beginning of each semester, recruit for memberships and student leaders to become involved in D/I committee

Pillar 4: Monitoring and Evaluation

Goal 4: Increase evaluation efforts for the sustainability of social justice and diversity opportunities at the Rollins School of Public Health

Strategy 1: Establishing a baseline to determine where RSPH is in terms of diversity and inclusion to measure strategic plan success and relevance

- Task 1: Meet with Michael Shutt to discuss data from the Bias Incident Report conducted at RSPH (Completed October 2016)
- Task 2: Meet with Judith Pannell to request results of most recent Campus Climate survey, particularly the data that pertains to RSPH students (Completed October 2016)
- Task 3: Meet with Robie Michaux in Student Services/Admissions office to request latest data on student body demographics/diversity statistics by department (Completed October 2016)
- Task 4: Request data from Emory Register on RSPH student body

demographics/diversity statistics by department (Completed October 2016)

- Task 5: Collect data for Minority Recruitment, Admissions, and Matriculation for a landscape report

Strategy 2: Building in measurable, time-bound objectives for each category and short, intermediate and long term objective to each of the plan's pillars

- Task 1: Have each pillar create target short-term strategies with accompanying tasks (Completed October 2016)
- Task 2: Create GANTT charts for each pillar to ensure accountability and a smooth workflow for task completion for the remainder of Spring 2017 (March 2017)

Strategy 3: Analyzing the data and creating a report and/or presentation of the current status of diversity/inclusion at Rollins based on diversity indicators

- Task 1: Loading data into Excel or statistical software such as SAS to create easily understandable tables/graphs for each indicator (*Spring 2017*)
- Task 2: Creating a PDF and/or PowerPoint to present results (*Spring 2017*)
- Task 3: Annual review reporting progress made by entire D/I Committee (broken down by pillar) from the 2017 calendar year (*Fall 2017*)