

Diversity and Inclusion:  
Student-led Strategic  
Planning Committee

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4/17/2017

# 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 Planning - Goals

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

# The Pillars

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

# Academic Environment

- Diversity training for faculty and staff
- Training for faculty on how to incorporate social justice/diversity into ALL curricula
- Assess social justice climate in the classroom through student evaluations
- Hiring/retention of faculty and admin in all departments

# Student Life

- RSGA constitution update to expand SAC position & incorporate international student voice
- Increase mental health/support services visibility
- Social Justice/diversity training for students and student leaders
  - Orientation Forum
  - Rollins Speaks

# Communication

- Increase awareness of bias incident reporting
- Communication channel between RSPH students and D/I Committee
- Establish process to facilitate response to national/local events to express solidarity with impacted groups



# Monitoring and Evaluation

- Annual Campus Climate Survey
- Establishing measurable and time-bound objectives for each pillar
- Annual report on progress of D/I Committee
- Establish baseline for minority recruitment, retention, and matriculation to track progress

# Accomplishments

- Meetings with key faculty and staff stakeholders to inform action items and establish best practices
- Course evaluations addressing inclusion and respect in the classroom
- Expanded SAC position to increase partnerships between student groups, include diversity and international student focused events
- International student representatives appointed to legislative board
- Bias incident reporting flyer created and event held with Michael Shutt
- Data received on RSPH student demographics/diversity statistics by department