

## RSPH Diversity, Equity and Inclusion Policy

The Rollins School of Public Health fosters a culture of inclusion and organizational equity by leveraging the many intersections of race, ethnicity, gender, religion, socioeconomic status, sexual orientation, gender expression, disability, diversity of thought, and other aspects of lived experience in our community. We intentionally recruit, support, and mentor faculty, staff and students who are members of communities that are underrepresented in the public health and scientific workforce, and reflect the multicultural and global communities that Emory serves. Building an academic community where all members are able to thrive enhances our scholarly mission to eliminate health disparities and improve health outcomes in disadvantaged and vulnerable populations.

We proactively cultivate and sustain an academic community that values open dialogue, cooperation, shared responsibility, mutual respect, cultural humility, community engagement and partnership – the driving forces that enrich and enhance innovative research, scholarship and practice. We actively work to strengthen an inclusive, respectful, and intellectually challenging environment that embraces individual difference.

In support of this policy, the Rollins School of Public Health will provide institutional resources to:

- **Engage in continuous, systematic and focused recruitment and retention activities** to ensure that our diverse faculty, staff and student populations are able to succeed personally and professionally in a culture of belonging and tolerance.
- **Develop, implement and continuously refine training and learning opportunities** to enhance the intentionality of our work to build an inclusive community in which all members can thrive.
- **Design, implement and grow programs and partnerships** that affirm our commitment to eliminate health disparities; enhance faculty, staff and students' ability to work effectively with diverse local and international populations; and create pipelines that make RSPH stand out as a destination School for diverse faculty, staff and students.
- **Recognize excellence** on the part of faculty, staff and student efforts to promote diversity, equity and inclusion at the School.
- **Develop transparent systems of accountability** to monitor these efforts.