



**ATTENDING:** Susan Andrews, Peggye Dilworth-Anderson, Laurel Files (taking notes), Tandra Hilliard, Karen Ho, Sue Hobbs, Dio Kavalieratos, Autumn Locklear, Christina Lomax, Jason Mose, Vann Newkirk, Kristin Reiter, LeVelton Thomas, Bryan Weiner, Julia Zhu

## NOTES

### LOGO

Everyone complimented Julia Zhu on creating CoDI's new logo.

### UNDERREPRESENTED MINORITY STATISTICS AND RECRUITING

Laurel Files briefly reviewed a table of informal statistics that she had put together for Dr. Leatt, indicating that the proportion of underrepresented minority students in the department (American Indian/Alaskan Native, Black or African American, Hispanic of any race) has been increasing, averaging 17.1% for this and the last academic years. The range is from 22.8% in the DrPH program to 6.7% in the PhD program. The table gives some idea as to where we may want to emphasize recruiting and develop new recruiting strategies.

Jason Mose indicated that the National Black Graduate Student Association (NBGSA) holds an annual conference and that might be a great forum for networking and publicizing our PhD (and other) programs. (*This was explored subsequent to the CODI meeting. Between the Dean's Office and HPM, \$3000 of support was secured to send Tandra Hilliard and Jason as HPM representatives to this meeting; they will man a booth for one of the conference days.*)

### ORIENTATION

Peggye Dilworth-Anderson and Laurel briefly summarized the various diversity orientations we offered this year. The presentations varied by degree program, but all were well received. Several points were made:

- It is important that the presentations encourage student participation—hearing what they have to say, what their concerns are, etc.
- The presentations need to be institutionalized, so that all of the programs/program directors feel that they “own” them.
- The Orientation Work Group needs to be activated this spring to focus on determining the content and scheduling of all diversity orientations during the August orientation sessions, and ensuring that they are regular component of all orientations from now on.
- Discussion during the meeting identified some of the common concepts to be addressed during the orientation sessions:
  - Multifaceted nature of diversity
  - Marginalization
  - High/Low context
  - Systemic and structural racism
  - Sexism
  - International students (language, social support, etc.)
- Do we need to survey students and/or faculty re other points to be made? LGBT?

## **LGBT**

Dio Kavalieratos reported that the new LGBT course, HPM/HBHE 705, "Lesbian, Gay, Bisexual, and Transgender (LGBT) Health: A Population Perspective," had enrolled 18 students and was going very well. Another doctoral student has already committed to teaching the course next year, since the two current PhD student instructors will have graduated.

Dio also noted that he felt it was no longer necessary for CoDI to have an LGBT work group, as much has already been accomplished, and various activities are institutionalized at the department, school, Health Sciences, and university levels.

It was noted that it might be helpful if Safe Zone faculty were educated on how to respond.

## **CEEI**

Peggye noted that she and Laurel had met with John Paul, chair of HPM's Committee on Educational Excellence and Innovation (CEEI) and discussed the possibility of another Faculty Planning Day on diversity, this one very hands-on, and "how to." Kristin Reiter is on the CEEI and will follow up with this idea at one of the CEEI meetings. Input from students would be good, especially as to: what is effective/not effective; inclusion goals.