



Diversity and Inclusion Efforts since 2011
Gillings School of Global Public Health
December 2016

2011	2012	2013	2014	2015	2016
People and Infrastructure					
Rumay Alexander, EdD, Diversity Liaison (part-time)	Trinnette Cooper, MPH, Coordinator for Diversity, Outreach, Recruitment and Programs	Bobbi Wallace, MPH, Interim Director, Gillings Global Gateway (retired)	Jim Herrington, PhD, Director, Gillings Global Gateway, Professor of the Practice in HB		Wizdom Powell, PhD, Assoc. Professor in HB, appointed as Associate Director, Center for Health Equity Research, SOM
		Naya Villareal, MPH, Program Coordinator, Gillings Global Gateway			Gillings School begins recruiting for newly developed Assistant Dean for Inclusive Excellence
					Diversity and Inclusion Working Group initiated
Admissions					
DITF recommends adoption of expanded criteria for admissions	Admissions Practices Committee appointed. Examines admissions requirements/processes to increase diversity; recommends a set of 8 promising practices to consider for adoption	Admissions directors experiment with promising admissions practices.	\$2,000 allocated to each department to help defray costs to exceptional admitted students to visit campus; emphasis on diverse candidates.	OSA staff completely revise Admissions survey; develop and implement quality improvement plans based on results.	Awards committee recommends additional ways to improve funding packages.
		Ambassadors Program initiated to help disseminate best recruiting practices initiated)		OSA starts reimbursing Grad School application fee for students who enroll who also pay SOPHAS fee (reduces barriers for all students, including diverse students).	
		Pipeline programs strengthened and expanded (ongoing)			
		Recruiting visits to colleges and universities expanded (ongoing)			

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Admissions (cont.)					
	Better communications identified as an important way to be more welcoming to people from all backgrounds	GPS developed and implemented (comms approach)		Communications strengthened (Congratulations letter from the dean; one funding letter sent; CRM tool piloted)	
		Student webpages completely redeveloped (comms approach)		# of application due dates reduced (comms approach)	
Fostering a welcoming, supportive context					
EEO statement continues (ongoing)	Diversity statement adopted		BIOS 600/EPID 600 tutoring program created to strengthen retention	Better communication systems for application and admissions cycle (comms approach)	First Generation program created
Regular blog by Dean Rimer on current D&I topics (ongoing)				Admitted student survey re-developed	Diversity orientation expanded
Diverse speakers (ongoing)				Global lunches created	
Digital media emphasis on D&I (ongoing)					Listening sessions (summer and fall)
Early Intervention Network est. (ongoing)				Early Intervention Network refreshed, strengthened (ongoing)	Reflection board in atrium
Accountabilities					
Diversity metrics reviewed at Dean's Council (ongoing)	Diversity metrics reviewed regularly at AdPC (ongoing)				
Dean and department chairs begin reporting D&I efforts in annual reports (ongoing)					
D&I topics discussed regularly at Dean's Council					

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Professional Development					
Ongoing availability of Safe Zone training (>100 Gillings faculty, staff and students have participated) and Haven training	Celebrate Teaching initiated. Features at least one session on pedagogy for creating inclusive classroom		Green Zone training available at UNC to create welcoming environment for veterans		Expanded participation in professional development in the wake of HB2 and Black Lives Matter movement
			3-day Opening Doors training available at UNC for UNC faculty, staff and students; 12 participants		1-day Understanding Difference for UNC faculty; 2 participate; exploring options for onsite D&I training(s) for Dean's Council
					Mental Health First Aid available at UNC; SPH hosts two on-site trainings
Academics					
Ongoing, Health Disparities and Global Health certificates	1-credit University-wide course, Leading for Racial Equity, initiated; currently taught each fall, with Geni Eng, DrPH, Professor of HB as Gillings instructor	LGBTQ Health initiated, taught in 2013 and 2014		Analysis and report on health disparities and health equity efforts at Gillings (Aiello)	Census of courses with D&I content conducted
		Model language for diversity statement in syllabi circulated; faculty strongly encouraged to adopt.			

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Spaces					
		Gillings Global Gateway established, with dedicated space			All gender bathrooms established; more on the way
					Prayer/meditation room established
					Dedicated space for MSC reestablished
Student Initiated Efforts					
		Student Organization Leader's Appreciation Lunch	GillingsX	First Generation Graduate Student Initiatives	Diversity and Inclusion Student Discussion
		Academic Enrichment Program		Health Affairs Collaborative (Black Lives Matter Movement)	Institutional Equity Coalition (IEC) in Health Behavior
		Pay It Forward Minority Student Caucus Mentoring Program			Prayer/Meditation room established
					Minorities in Public Health Panel
Financial Support and Sponsorship for...					
Minority Health Conference (ongoing)			Black Lives Matter in Health Affairs Workshop series		
National Health Equity Research webinar (ongoing)			AmWHO (ongoing)		
Many Gillings student and cross-campus cultural speakers and events (ongoing)			John B. Herrington, Commander in the U.S. Navy (ret.) and astronaut (2015 commencement speaker)		Teresa White, President of Aflac (2016) Aaron Williams, Exec Vice President, RTI International (2017 Commencement speaker)