



# **Supporting Diversity and Inclusion in Times of Change**

Faculty/Staff Meeting

December 2, 2016

Elizabeth French, Molly O'Keefe, Charletta Sims Evans



# Today

1. Our context: Diversity and Inclusion Task Force of 2011
2. Student demographics (Molly O'Keefe, MS)
3. Feedback from our students (Charletta Sims Evans, MEd)
4. Lightning Round (all)



## Our Context: 2011 Diversity and Inclusion Task Force

- 67 faculty, staff and students (27 of you are still here!)
- 13 recommendations
- Distributed model for implementation



In our hands...

13 Recommendations on Diversity and Inclusion to the  
UNC Gillings School of Global Public Health Community



# Fast forward to 2016

- People & infrastructure
- Admissions
- Welcoming context
- Accountabilities
- Professional development
- Academics
- Spaces
- Student initiated efforts
- Financial support

2011	2012	2013	2014	2015	2016
<b>People and Infrastructure</b>					
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
<b>Admissions</b>					
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)			



**We still aren't where we want to be.**



# Consistent theme: Inclusivity is key

Welcoming, inclusive context



Student, faculty and staff diversity



*Opening Doors:  
A Personal and  
Professional Journey*





**Thank You!**



## Lightning round . . .

- Learn about efforts across Gillings
- Identify, cultivate best practices
- Connect, synergize







## Lightning round . . .

1. Share a small or large effort (an event, class session, meeting, a conversation....)
2. Why was it meaningful?
3.  $\leq 1$  minute (we'll ring a bell!)
4. Hand off microphone to next person

