Faculty Equity Collective Newsletter

Spring 2021

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This past year has been challenging for many as we are living through two pandemics - COVID 19 and racism. We remember the lives of George Floyd, Ahmaud Arbery, Breonna Taylor and many more unarmed individuals who have lost their lives at the hands of police. Furthermore, we condemn the senseless killings and violence against the Asian American and transgender communities rooted in hatred. We stand in solidarity with all communities that have been impacted by violence and discrimination. As an organization within a school of public health, we recognize these hate crimes are a critical public health issue.

Recognizing our own biases and engaging in difficult conversations is only the beginning. Actionable steps are needed to change our current reality. We acknowledge that our university is not immune from the racism, sexism, homophobia, and xenophobia that plagues our society. The Faculty Equity Collective (FEC) is committed to creating a culture of diversity equity and inclusion in the department of Health Policy and Management.

“It is not our differences that divide us. It’s our inability to recognize, accept, and celebrate those difference.” – Audre Lorde
Below is an overview of initiatives that have taken place in our department during the 2020-2021 school year. These efforts would not have been possible without the support of the department and the Student Equity Collective (SEC). We welcome all members of the department (faculty/student/staff) to join us as we strive to make the department of Health Policy and Management an inclusive space for all. This work cannot be done alone.

- **Instituted dedicated time for DEI-related discussion at each faculty and executive advisory committee (EAC) meeting.**
  - Space on the agenda ensures that the FEC and SEC have time to provide the department with updates and allows time for DEI related exercises.

- **Hired a DEI Program Assistant**
  - The DEI Program Assistant was hired to support the rapidly evolving efforts in the department. The program assistant serves as a liaison for the FEC and the SEC. In addition, the program assistant strategizes ways to align departmental efforts with Gillings Inclusive Excellence.

- **Hired BA Consulting**
  - The Department hired an outside DEI consulting group to provide training to all faculty and staff in the department. The trainings are intentionally held during faculty meetings to ensure availability. The first session was held on April 5th.

- **Equity competencies**
  - Each program director selected equity competencies that will be incorporated into the curriculum.

Contact Information

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