

Diversity and Inclusion Efforts since 2011
March 2017

2011	2012	2013	2014	2015	2016	2017
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	Search committee empaneled for Assistant Dean for Inclusive Excellence
		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)		

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		Pipeline programs strengthened and expanded (ongoing)				
		Recruiting visits to colleges and universities expanded (ongoing)				
	Better communications identified as an important way to be more welcoming of 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 welcome, 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 (ongoing)	
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)					Reflection sessions (summer/fall/spring)	
Early Intervention Network est. (ongoing)				Early Intervention Network refreshed, strengthened (ongoing)	Reflection board in atrium	"Where are you from" map and identity board developed from reflection board

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Accountabilities						
Diversity metrics reviewed at Dean's Council (ongoing)	Diversity metrics reviewed regularly at AdPC (ongoing)				AdPC dissolved; program directors tasked with reviewing diversity metrics	
Dean and department chairs begin reporting D&I efforts in annual reports (ongoing)						
D&I topics discussed regularly at Dean's Council						
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	Diversity & Inclusion training(s) for Dean's Council members in planning
			3-day Opening Doors training available at UNC for UNC faculty, staff and students; 12 participants		Understanding Difference (1-day) open to Gillings faculty; 2 participate	
					Mental Health First Aid available at UNC; SPH hosts two on-site trainings	

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Academics						
Health Disparities and Global Health certificates (ongoing)	1-credit University-wide course, Leading for Racial Equity, initiated; currently taught each fall by Geni Eng, DrPH, Professor of HB	LGBTQ Health initiated, taught in 2013 and 2014	Census of courses with D&I content conducted	Analysis and report on health disparities and health equity efforts at Gillings conducted (Aiello)	Conducted comprehensive census of courses with D&I content; documented presence of inclusion statements across syllabi	
		Model language for diversity statement in syllabi circulated; faculty strongly encouraged to adopt			Renewed effort to include diversity statements in all syllabi	
Spaces						
		Gillings Global Gateway established, with dedicated space			Prayer/meditation room established	Rosenau Hall Auditorium (133) construction to be complete by April 2017
					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	

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Financial Support and Sponsorship from Gillings School						
Minority Health Conference (ongoing)			Black Lives Matter in Health Affairs Workshop series		Teresa White, President of Aflac	Jesse Milan, President and CEO of AIDS United
National Health Equity Research webinar (ongoing)			AmWHO (ongoing)			Aaron Williams, RTI International Executive VP, (2017 Commencement speaker)
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)			