

Inclusive Excellence Action Plan

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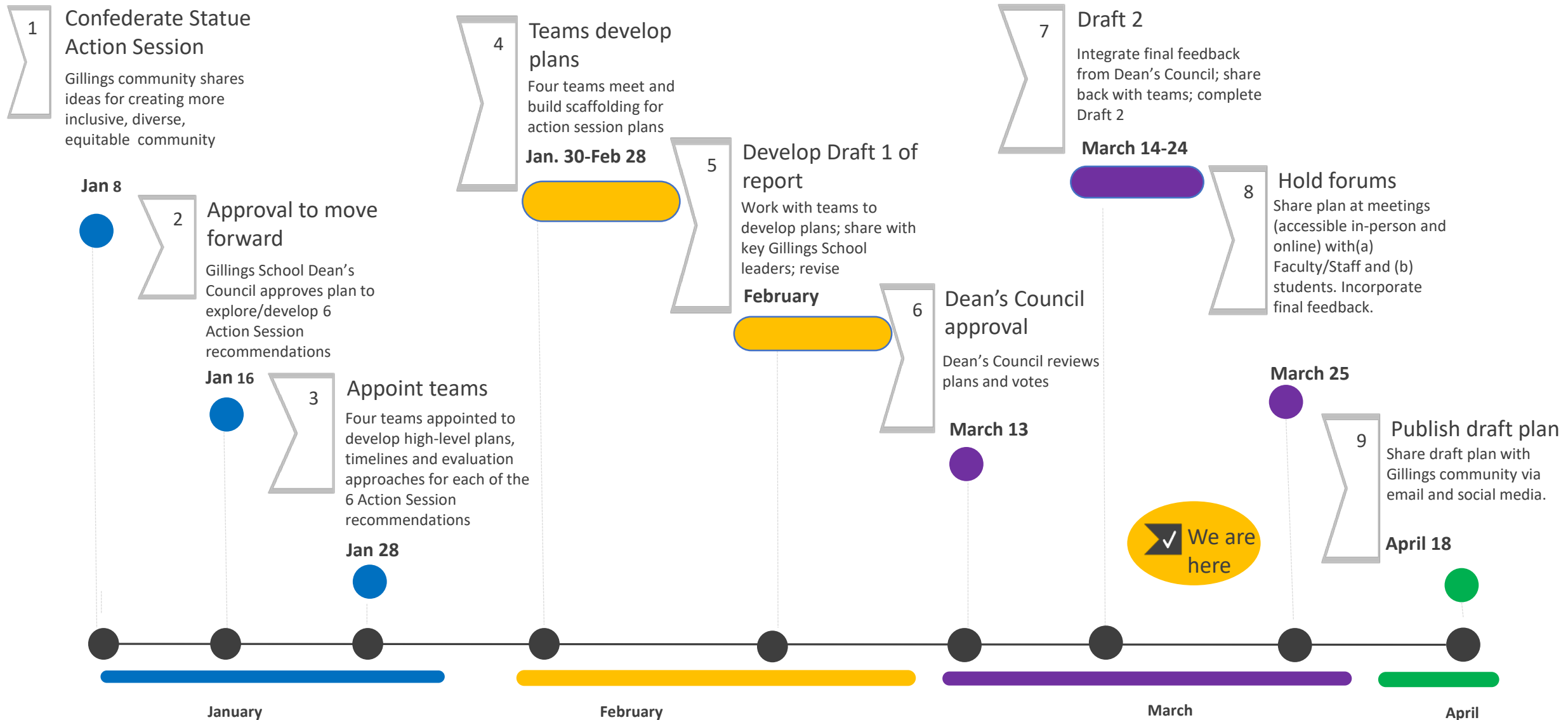
GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH





What type of school
do we want to be?

Inclusive Excellence Action Plan: Phase 1



We will
discuss. . .

- Individual recommendations
- Prioritization
- Gaps – what is missing?

We won't
discuss. . . .

- Timeline
- Assessment
- Details

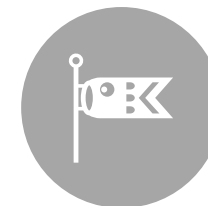
Our Draft Report: More to do...

Create	Create integrated timeline (~5 years)
Align	Align with other Gillings projects
Identify	Identify resources
Develop	Develop assessment ideas
Design	Design simplified version of report

Discussion Topics



DO YOU AGREE WITH RECOMMENDATIONS?



MOST IMPORTANT ITEMS?



WHAT'S MISSING?



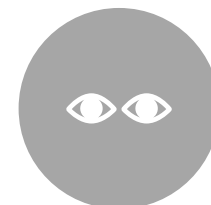
**WHAT TO DO NEXT YEAR?
IN TWO YEARS?**



WHAT CAN WAIT 2+ YEARS?



FEASIBILITY ISSUES?



OTHER OBSERVATIONS?

Recommendation 1:

Require inclusive excellence training, including strong antiracist training component, for faculty, staff and TAs.

Build stepwise education program

Identify UNC trainings; assess educational level; explore feasibility of Gillings-designed trainings

Provide menu of training options – meet people where they are

Require all new employees to participate; more in-depth training for leaders

Link training with annual review

Phase in system with current employees

Design/implement tracking system and evaluation

Recommendation 2:

Require social justice & racial equity training at orientation, as part of curriculum and in the classroom.

Refine and strengthen social justice COMPASS module.

Incorporate racial equity training into orientation.

Implement “brave conversations” (2x/semester); require all students to participate.

Develop public health history course.

Incorporate social justice/equity into core courses across programs; expand to other courses as well.

Recommendation 3:

Improve approaches to communicating about our inclusion, equity and anti-racism efforts.

Redesign Inclusive Excellence webpages.

Assess and refresh messages we convey visually across the Gillings School.

Elevate visibility of lectures/visits by people of color, those working in equity/social justice.

Alert comms re. credit-eligible events.

Hold twice annual open forum.

Recommendation 4:

Create symbol of
inclusivity.

Use participatory process to create icon.

Adopt icon for events, trainings, courses, web profiles, office doors and cubicles.

Develop roll out plan for use of icon.

Recommendation 5:

Advocacy for students

Improve communication re. departmental processes for disbursing financial aid.

Improve how we communicate with admitted students re. their financial offers.

Develop infographic re. financial realities of grad school at UNC-Chapel Hill

Require admitted students to attend financial aid information sessions.

Monitor student experiences with Inclusive Excellence survey.

Create a Gillings Commitment guide

Explore feasibility of part-time programs.

Up next?

- Be on the lookout for our feedback survey!
- Reach out to us if you want to dialogue in a small group.

Up next?

April 18

Draft posted on Inclusive
Excellence webpage

<https://sph.unc.edu/resource-pages/diversity/>

Thank you!