Inclusive Excellence Action Plan

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DRAFT: March 25, 2019
What type of school do we want to be?
Inclusive Excellence Action Plan: Phase 1

1. Confederate Statue Action Session
   Gillings community shares ideas for creating more inclusive, diverse, equitable community

2. Approval to move forward
   Gillings School Dean’s Council approves plan to explore/develop 6 Action Session recommendations

3. Appoint teams
   Four teams appointed to develop high-level plans, timelines and evaluation approaches for each of the 6 Action Session recommendations

4. Teams develop plans
   Four teams meet and build scaffolding for action session plans
   Jan 30-Feb 28

5. Develop Draft 1 of report
   Work with teams to develop plans; share with key Gillings School leaders; revise
   February

6. Dean’s Council approval
   Dean’s Council reviews plans and votes
   March 13

7. Draft 2
   Integrate final feedback from Dean’s Council; share back with teams; complete Draft 2
   March 14-24

8. Hold forums
   Share plan at meetings (accessible in-person and online) with (a) Faculty/Staff and (b) students. Incorporate final feedback.
   March 25

9. Publish draft plan
   Share draft plan with Gillings community via email and social media.
   April 18

Jan 8
Jan 16
Jan 28
Feb 2
Feb 28
March 14-24
March 25
April
We will discuss...  

- Individual recommendations  
- Prioritization  
- Gaps – what is missing?
We won’t discuss.

- Timeline
- Assessment
- Details
<table>
<thead>
<tr>
<th>Create</th>
<th>Create integrated timeline (~5 years)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Align</td>
<td>Align with other Gillings projects</td>
</tr>
<tr>
<td>Identify</td>
<td>Identify resources</td>
</tr>
<tr>
<td>Develop</td>
<td>Develop assessment ideas</td>
</tr>
<tr>
<td>Design</td>
<td>Design simplified version of report</td>
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</tbody>
</table>
Discussion Topics

- Do you agree with recommendations?
- Most important items?
- What's missing?
- What to do next year?
- 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/](https://sph.unc.edu/resource-pages/diversity/)
Thank you!