

SPH – Committee for Equity and Inclusion
Agenda
Monday, April 12, 2021; 3 – 4 p.m.

Members:

Co-chairs: Himani Sharma; Sasha Fleary
Student members: Alanna Cruz; Craig Rijkaard
Faculty members: Andrew Maroko; Levi Waldron; Marie Sillice; Victoria Ngo
Staff members: Daneen Anderson-Mercer; Michelle Finn; Paulo Lellis; Toya Cox

Co-Chairs: Opening Remarks

Discussion*

Draft Goals

- ❖ Commitment to enhance the School’s environment by embedding equity, diversity and Inclusion (EDI) in the core institutional values
- ❖ Ensure that the School’s strategic plan and the CEI goals are in alignment
- ❖ Impact School culture and practice and create an inclusive environment
- ❖ Promote and provide safe spaces and support groups focusing on EDI issues for faculty, staff and students
- ❖ Enhance opportunities for promoting health equity through community service

Draft Programs:

- Conduct a formal assessment of SPH policies and practices:
- Students: Equity and diversity in recruitment, admissions, support services and complaint processes
- Faculty and staff: Equity in recruitment, hiring, retention, promotion, compensation, and complaint processes
- Develop an Equity and Inclusion Plan (including goals, targets, outcomes and assessment)
- Support student, faculty and staff professional development and career advancement
- Build EDI competencies for students, faculty and staff through curricula, co-curricula and education and training programs
- Develop a robust EDI focused calendar for community engagement

Survey to establish baseline for Equity, Diversity and Inclusion (EDI) at CUNY SPH

- Diversity, Equity and Inclusion Maturity Index: <https://www.cupahr.org/surveys/dei-maturity-index/>

Establish subcommittees to support goals and programs

Follow up to March meeting: CEPH self-study; proposals by Alanna and Craig

*** References related to the draft goals and programs:**

Racial Equity and Justice Survey

Proposed Activities for the Committee

- *Supporting student, faculty and staff professional development and career advancement (30)*
- *Conducting a formal assessment of SPH policies and practices (e.g., student recruitment, admissions and retention, faculty and staff hiring, promotion and tenure, compensation) (29)*
- *Organizing training for faculty on incorporating anti-racism and anti-discrimination into the SPH curriculum (29)*
- *Organizing on-going anti-racism and anti-discrimination training for faculty and staff (27)*
- *Embedding diversity, equity and inclusion into all course curricula (26)*
- *Requiring a course for all students on diversity, equity, anti-discrimination and anti-racism (20)*

Recommendations for Enhancing DEI at SPH

- *Providing training, support and professional development opportunities for faculty, staff and students.*
- *Promoting safe spaces and support groups focusing on DEI issues for BIPOC faculty, staff and students.*
- *Developing and communicating transparent policies to promote DEI:*
 - *Faculty and staff recruitment, hiring, retention, promotion, compensation, and complaint processes*
 - *Students recruitment admissions, support services and complaint processes*
- *Promoting and acting upon research findings to promote DEI.*
- *Promoting health equity in our curriculum.*
- *Engaging DEI leaders from Harlem with the SPH Community and enhancing opportunities for community service.*
- *Establishing a standing Committee on Diversity and Equity within SPH.*
- *Assuring that School's strategic plan aligns with our efforts to make SPH an institution that is truly anti-racist.*

Other Recommendations

- *A support group and confidential place where the people of color in SPH can go and speak about their experience of racism without feeling like what they say will get back to the person or people they are talking about. There is no place like that at SPH.*
- *Create an in-house anonymous hotline where students can speak with other peers and professionals.*
- *Please be transparent with the results of this survey so those who have responded can trust our process moving forward.*
- *The need to consider budget restrictions in this process*
- *Appreciation Awards do not promote inclusion. Find other means for inclusive equity*
- *Please address issues within faculty and white supremacy in academia. SPH has a LOT of highly problematic staff that thinks they are good people, yet they exploit and abuse students continuously.*
- *Polling students, faculty and staff of color regularly to monitor improvements from their perception*

Strategic Framework

Outcome: 6c.

Enhance ratings related to satisfaction, retention, and a respectful work environment on the Campus Climate Survey, overall and across all racial, ethnic and gender groups.

- *Establish a Committee on Equity and Inclusion (CEI)*
- *DEI Maturity Index - establish Institutional DEI Maturity Index - using the free tool from CUPA-HR. CEI members will review the tool and develop an implementation roll out plan. Establish Institutional baseline on 5 DEI factors: communication and education; assessment; culture; investment and infrastructure; and compensation, recruitment and retention*
- *Administer a campus climate survey. Survey will be focused on a DEI lens on student and employee classroom and workplace satisfaction. We may include a DEI needs assessment (external vendor?)*
- *Establish baseline rating for employee satisfaction in the workplace and with respectful work environment. Student satisfaction survey.*
- *Annual schedule /calendar for DEI activities with evaluation and assessment. May begin with pilot projects on professional development, DEI focused learning resources and learning programs. (coordinate and collaborate with other School units)*