

# Diversity, Equity, Inclusion, & Civility Strategic Plan Progress

**Goal 1: Foster a culture and environment that celebrate diversity, equity, inclusion, civility (DEIC), and encourage cultural awareness.**

**Objective 1: Expand College of Public Health visibility, accomplishments, and partnerships in DEIC.**

| Outcome Measure  | Data Source                | Responsible        | Frequency | Targets                                       | Baseline and progress data  |
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| 7.1.1.a<br>Strengthen the College's web presence for diversity-related issues  | College website            | DEIC Committee     | Semester  | Update College's diversity presence annually  | The university has a strong presence in diversity, equity, and inclusion. The college has also maintained a web presence. The college has developed a <u>website</u> dedicated to DEI plans and initiatives within the college. This page includes information on the college DEI plan, grants, resources, courses and related content. |
| 7.1.1.b<br>Rename the College Diversity and Inclusion Committee and the associated website as Diversity, Equity, Inclusion and Civility. | Leadership Council Minutes | Leadership Council | Once      | Completion by the end of spring semester 2023 | The Committee has been created and formally approved by the College. The renaming of the Committee was formalized by the vote to approve the new college by-laws and governance document at the All-Hands Meeting 9/9/2022.   |

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| 7.1.1.c<br>Strengthen the College's partnership with ETSU's Office of Equity and Inclusion                                       | Leadership Council Minutes | DEIC Committee | Annual | The college will continue to support and actively participate in ETSU Office of Equity & Inclusion activities. | <p><b>Baseline</b><br/>Dr. Hadii Mamudu currently serves as the COPH liaison. He or another college delegate will work with the Office of E&amp;I at least through 2026<br/>The college has supported the first two ETSU Equity and Inclusion Conferences.<br/>The college has co-sponsored the first Health, Equity and Inclusion lecture (Dr. Cara James) in an ongoing series.</p> <p><b>2021-22</b><br/><br/>The college supported the 3th Annual ETSU Equity and Inclusion Conference</p> <p><b>2022-23</b><br/><br/>The college co-sponsored the Second Annual Health, Equity and Inclusion Lecture featuring Dr. James Hildreth<br/>The college supported the 4<sup>th</sup> Annual ETSU Equity and Inclusion Conference</p> |   |
| <b>Objective 2: Integrate DEIC into professional development and other activities of members of the College of Public Health</b> |                            |                |        |  |   |   |
| 7.1.2.a Number of in-house seminars or lectures open to the public that feature speakers or topics that focus on                 | Dean's office records      | DEIC Committee | Annual | At least two in-house events per year  | 17-18   | <p>LVPH Thomas Shapiro: Toxic: Economic Inequality Meets Racial Justice<br/><br/>BWTE Ronda Chafin: Hunger Free Northeast Tennessee</p> <hr/> <p>18-19<br/>LVPH Georges C. Benjamin: Creating the Healthiest Nation<br/>LVPH Daniel Martinez Garcia: The 5<sup>th</sup> Justice, Humanities, and Health Lecture</p> |

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| diversity,<br>equity,<br>inclusion,<br>cultural<br>awareness,<br>and/or social<br>justice |           | H4H Dr. Nathan Hale<br><br>H4H Dr. Katie Baker, Mary Ann Littleton, Erin Mauck, Ivey Click, Julia Dodd   |
|   | 19-<br>20 | LVPH Mandy Harvey: The 9 <sup>th</sup> Evening of Health, Wellness, and the Arts<br><br>LVPH Crystal Chissell: Climate Solutions as Health Solutions.<br><br>H4H Dr. Sylvester Orimaye<br><br>H4H Dr. Kate Beatty, Liane Ventura<br><br>H4H Dr. Mike Smith                                 |
|   | 20-<br>21 | LVPH Dr. Cara James: Understanding Health Disparities and What it Takes to Achieve Health Equity<br><br>LVPH Dr. Mona Hanna-Attisha: What the Eyes Don't See<br><br>H4H Dr. Catherine Vladutiu<br><br>H4H Dr. Corrine Rocca<br><br>H4H Dr. Patricia O'Campo<br><br>H4H Dr. Nancy Fleischer |
|   | 21-<br>22 | LVPH Dasho Karma Ura: Gross National Happiness<br><br>LVPH Sam Quinones: America and Hope in the Time of Fentanyl and Meth: One Reporter's Story<br><br>H4H Dr. Chloe Bird   |

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|  |                        |                         |                     |  | H4H Dr. Cynthia H Chuang   |
|  |                        |                         |                     |  | 22-23<br>LVPH Authors of Appalachian Health: Understanding Health in Appalachia<br><br>LVPH James E.K. Hildreth: An Immunological Paradox Explained: HIV as Trojan Exosome |
| 7.1.2.b<br>Promote awareness of processes for resolving issues pertaining to diversity, equity, and inclusion in the college and university. | DEIC membership roster | DEIC Committee          | Annual              | The DEIC committee will maintain representation from multiple departments. Committee members will act as liaisons, sharing updates from the committee with their respective departments annually | 2021-22: Committee includes faculty, staff and student representation from multiple departments  |
| 7.1.2.c Faculty / staff will be periodically informed about  | Agenda of "All Hands"  | Dean and DEIC Committee | At least biannually | 100%   | 2020-21: All-Hands Meeting with contributions from Dr. Michelle Byrd in Sept 2020 addressed student wellness; ADAA presented on student academic misconduct                |

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| resources and services within the University related to harassment, unfair treatment, and related issues. | and other meetings |  |  |  | <b>2022-23: Title IX and Clery Act training with Marlina Rogers at Sept 2022 All-Hands College Meeting</b> |
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**Goal 2: Increase the representation and success of underrepresented populations.**

**Objective 1: Increase representation in the College of Public Health for students, faculty, and staff**

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| 7.2.1.a<br>Recruitment events designed to market our programs to priority underrepresented populations | OSS<br>Records | Assistant<br>Dean for<br>Student<br>Services,<br>College<br>Recruiter | Annual | Continue to expand recruitment efforts and student services to reach students from Central Appalachia / Tennessee and members of racial / ethnic minorities | 2021-22: 73 recruitment events in diverse locations / venues<br><br>2022-23: 32 recruitment events in diverse locations / venues (as of October 2022) |
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| 7.2.1.b Equity in progression to graduation   | OSS Records            | OSS, Dean                          | Annual beginning in 2022-23 | Evaluate progression to graduation and investigate and address any variation across demographic groups (example: race/ethnicity, gender) | Fall 2022: Data services manager has begun a preliminary analysis to be reviewed more thoroughly by the DEIC Committee and Leadership Council in AY 2022-23                   |                       |
| 7.2.1.c Recruitment of, and supporting the career success of, diverse faculty and staff | Office of the Dean     | DEIC Committee, Leadership Council |                             | Increase representation above baseline   | <b>Proportion of faculty members who are members of racial/ethnic minority groups</b><br><i>Includes tenured and tenure-track faculty</i>                                     |                       |
|   |                        |                                    |                             |  | Fall 2020: 26%<br>Fall 2021: 25%  | <b>Fall 2022: 30%</b> |
|   |                        |                                    |                             |  | <b>Proportion of faculty members who are women</b><br><i>Includes full-time faculty</i>   |                       |
|   |                        |                                    |                             |  | Fall 2020: 42%<br>Fall 2021: 41%  | <b>Fall 2022: 48%</b> |
| 7.2.1.d Maintain an environment that is inclusive                                       | College Climate Survey | DEIC Committee, Leadership Council | Biannual                    | Vast majority of college members report that   | <b>2021</b> College Climate Survey: 7.7% answered “no” to the question “Do you believe the College of Public Health comprises a diverse community where everyone is welcome?” |                       |

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| and rewarding for college members |  |  |  | the college environment is diverse / welcoming |  |
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**Goal 3: Foster diversity, equity, and inclusion in research and service**

Objective 1: Actively engage faculty and students in research and service related to health and socioeconomic disparities and DEIC locally, regionally, and nationally

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| 7.3.1.a<br>Proportion of Integrated Learning Experience (ILE) (dissertations) in the DrPH program that address health and socioeconomic disparities in Appalachia or other underserved populations | ILE chairs/students/coordinators | DEIC Committee                           | Annual (AY) | 50% or more                    | AY 19-20: 67%<br>AY 20-21: 60%  | AY 21-22: 71% |
| 7.3.1.b<br>Scholarly projects (including   | FARs                             | Associate Dean for Research, Director of | Annual      | Anticipate a 10% increase over | 2020-21<br><br>(Projects were classified post-hoc in 2020-21; reporting mechanisms were created for faculty to classify projects on their 2021-22 FARs; |               |

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| externally-funded and internally funded grants/contracts, publications, presentations) by faculty and staff that address issues of health and socioeconomic disparities in Appalachia or other underserved populations |  | Research Operations, Chairs |  | baseline over the next five years | <p>numbers below include projects with known classification)</p> <p>Publications: 32 of 64</p> <p>Grants/contracts: 28 of 37</p> <p>Presentations: 17 of 24</p> <p><b>Total: 62%</b></p> |  |
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**Objective 2:** Highlight research and service that involve health and/or socioeconomic disparities of groups locally, regionally, and nationally

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| 7.3.2.a Highlight research and service addressing diversity, cultural awareness, and/or social justice on | College Diversity Webpage | Assistant Dean for Assessment & Accreditation, Webmaster | Semester | Updates to college DEI webpage every semester | At baseline, the college has a webpage devoted to DEIC content that will be regularly updated |
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| college DEI webpage   |                   |                    |          |   |   |
| 7.3.2.b Highlight research and service addressing diversity, cultural awareness and/or social justice via news articles and social media  | College News Page | Webmaster          | Ongoing  | Systematically include DEIC content in news articles and social media posts | At baseline, the college develops a News article for major grants, publications and/or awards/recognitions and includes these in the Month-in-Review newsletter, the college's News page, and multiple social media outlets |
| <b>Goal 4: Foster diversity, equity, and inclusion in teaching</b>  |                   |                    |          |   |   |
| Objective 1: Promote curricula that build competence in cultural awareness and DEIC both in the classroom and in community-based learning |                   |                    |          |   |   |
| 7.4.1.a Percent of employers who rank "Effectiveness of college programs in preparing graduates to meet community needs" as               | Employer Survey   | Leadership Council | Biannual | 90%   | 2020 Survey: 98% (n=60 employers) rated employees as "good," "very good," or "excellent"  |

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| “high” or “highest”   |                                 |                                    |        |              |   |   |
| 7.4.1.a Percent of employers who rank college graduates as “high” or “highest” in “ethics and social responsibility”  | Employer Survey                 | Leadership Council                 | Annual | 90%          | 2015 Survey: 97% (n=77 employers) *<br>2018 Survey: 97% (n=72 employers) *<br><br>2020 Survey: 100% (n=60 employers) rated employees as “good,” “very good,” or “excellent” in ethical decision-making<br><br>*In these years, employers were asked to rate the “honesty/integrity” of their hires. |   |
| 7.4.1.b Percent of alumni who report being very satisfied or somewhat satisfied with “The College of Public Health's commitment to matters of equity, diversity, and inclusion” | Alumni Survey (BSPH, MPH, DrPH) | DEIC Committee, Leadership Council | Annual | At least 90% | 2019-20 graduates: 91%  | <b>2020-21 graduates: 92% (preliminary)</b> |
| 7.4.1.c Percent students who report “program helped me  | Student Exit Survey             | DEIC Committee,                    | Annual | 90%          | 2018-19 Survey: 94% (n=97)<br>2019-20 Survey: 95% (n=106)   | <b>2021-22 Survey: 97% (n=126)</b>          |

| embrace diversity and treat all people with dignity and respect”   |                                   | Leadership Council   |             |             | 2020-21 Survey: 98% (n=125)  |  |     |      |         |     |     |                |            |            |  |
|--|-----------------------------------|--|-------------|-------------|--|--|-----|------|---------|-----|-----|----------------|------------|------------|--|
| 7.4.1.d Proportion of APEs that incorporate at least one competency related to health and/or socioeconomic disparities or issues of diversity, equity, inclusion, cultural awareness, and social justice | REDCap competency selection forms | Departmental Professional Advisors (DPAs), and departmental reps in DEIC Committee | Annual (AY) | Substantial | <table border="1"> <thead> <tr> <th data-bbox="1064 423 1205 493"></th> <th data-bbox="1205 423 1373 493">MPH</th> <th data-bbox="1373 423 1528 493">DrPH</th> </tr> </thead> <tbody> <tr> <td data-bbox="1064 493 1205 558">2020-21</td> <td data-bbox="1205 493 1373 558">45%</td> <td data-bbox="1373 493 1528 558">60%</td> </tr> <tr> <td data-bbox="1064 558 1205 623"><b>2021-22</b></td> <td data-bbox="1205 558 1373 623"><b>42%</b></td> <td data-bbox="1373 558 1528 623"><b>70%</b></td> </tr> </tbody> </table> |  | MPH | DrPH | 2020-21 | 45% | 60% | <b>2021-22</b> | <b>42%</b> | <b>70%</b> |  |
|  | MPH                               | DrPH   |             |             |  |  |     |      |         |     |     |                |            |            |  |
| 2020-21  | 45%                               | 60%  |             |             |  |  |     |      |         |     |     |                |            |            |  |
| <b>2021-22</b>   | <b>42%</b>                        | <b>70%</b>   |             |             |  |  |     |      |         |     |     |                |            |            |  |