



**Welcome**

**DREXEL UNIVERSITY  
DORNSIFE SCHOOL OF  
PUBLIC HEALTH**



**TRANSFORMING ACADEMIA FOR EQUITY  
(TAE)...THE STORY OF OUR JOURNEY  
THUS FAR....**



**start**

# OUR TEAM



**Renee' Moore, PhD**  
Associate Dean for  
Culture, Community  
and Opportunity

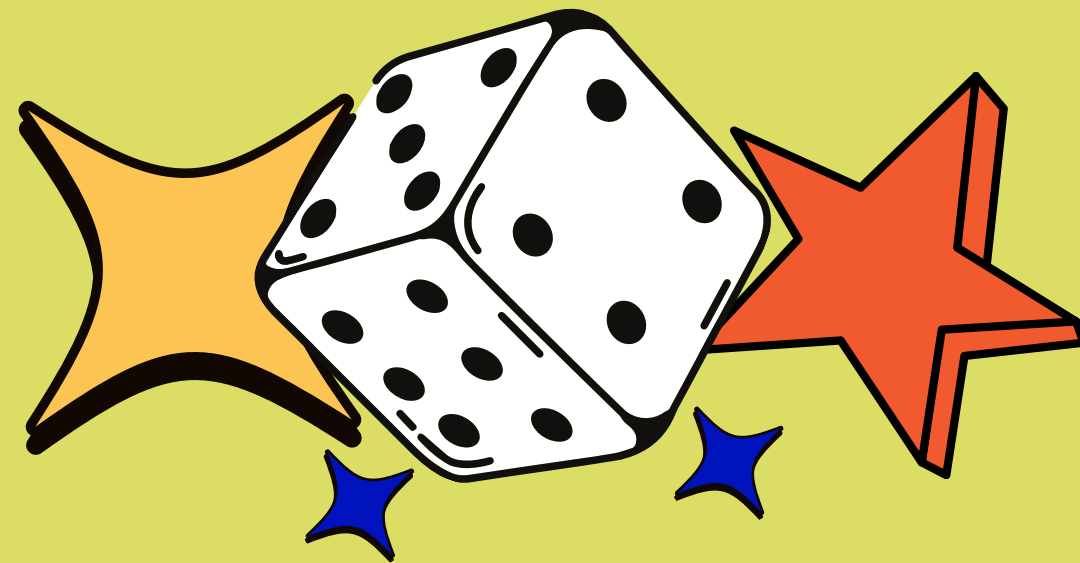


**Jordan Wilson, MPH**  
Biostatistician &  
Qualitative Researcher



**Reina Lopez, MSW**  
Senior Project  
Manager

# OUR POSTER







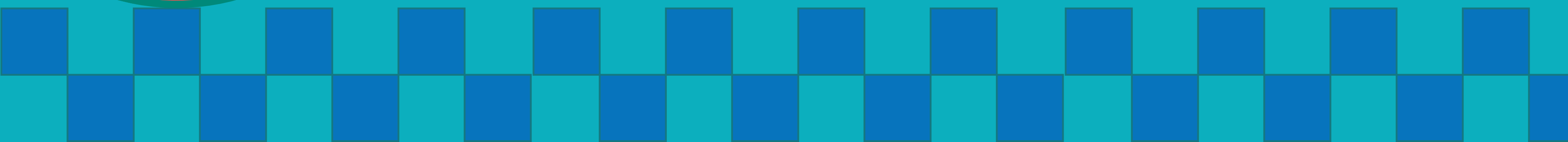
# MILESTONE 1: AWARDED RWJF-TAE GRANT

- 1ST AD OF DEIB & ANTI-RACISM ACTION PLAN (2020-2023)
- 4 FOCUS AREAS:
  - INCLUSIVITY AND ANTIRACISM
  - MAXIMIZE RACIAL DIVERSITY (FACULTY, STAFF, STUDENTS)
  - ACADEMIC PROGRAMMING
  - RESEARCH, PRACTICE, PARTNERSHIPS
- ANTIRACISM IMPLEMENTATION TASK FORCE CREATED
- 1ST IDEA FELLOW HIRED TO ASSIST THE ASSOCIATE DEAN OF DEI (2020)
- THE RWJF-TAE GRANT PROVIDED DSPH THE OPPORTUNITY TO CONTINUE & DEEPEN THIS WORK (2022)



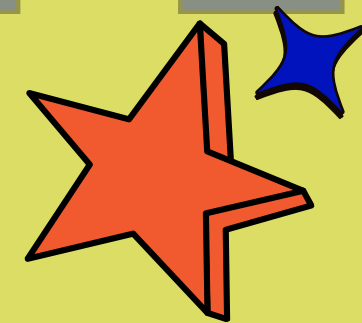


# MILESTONE 2: HEALTH EQUITY FOCUS GROUPS

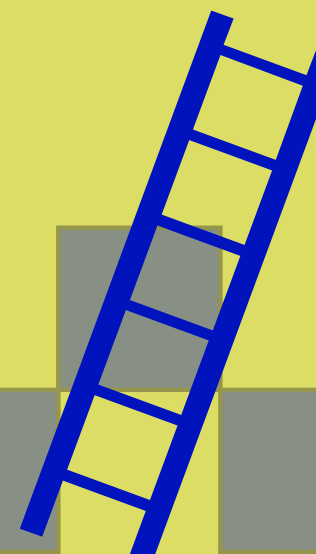
- ESTABLISHED RELATIONSHIPS WITH ADAPTIVE CHANGE SPECIALISTS AND THE EARLY CAREER FACULTY CAUCUS
  - FOCUS GROUP AIMS
    - A. ASSESS BARRIERS AND FACILITATORS TO ADVANCING HEALTH EQUITY RESEARCH
    - B. DEVELOP AND IMPLEMENT A CHANGE PLAN TO ADDRESS THE BARRIERS AND SUPPORT FACILITATORS IDENTIFIED
    - C. PARTICIPATE IN PEER-LEARNING COMMUNITIES WITH OTHER FUNDED SITES TO IMPROVE AND SUPPORT SUCCESSFUL IMPLEMENTATION
  - FOCUS GROUPS PROVIDED DSPH WITH INSIGHT INTO THE FACULTY EXPERIENCE AND HOW TO FOSTER ENGAGEMENT.
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# MILESTONE 3: ESTABLISHED AN OFFICE



- ESTABLISHED A VISION FOR HEALTH EQUITY RESEARCH
- IN 2023, A NEW ASSOCIATE DEAN WAS NAMED
- A NEW OFFICE WAS ESTABLISHED
  - PRIORITIZING DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)
  - DEDICATED STAFF FOR THE OFFICE OF DEIB (RWJF TAE FUNDING)
  - FOOTPRINT FOR SHARED LEADERSHIP TEAM



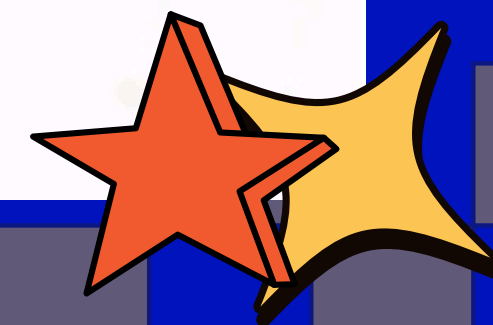


# DEIB Shared Leadership

What goes  
into it



2023

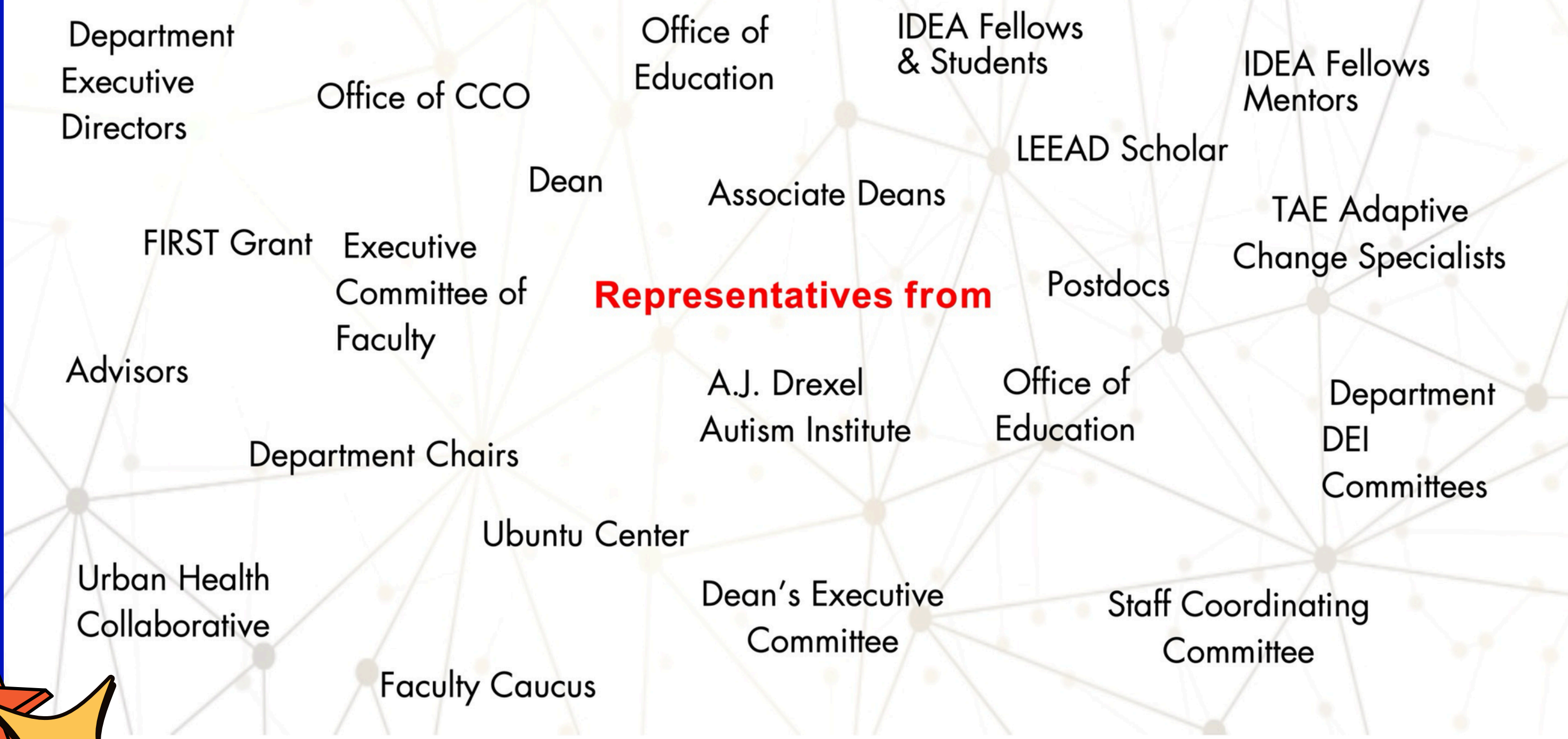






**Milestone 4**

# CCO Shared Leadership



**2025**

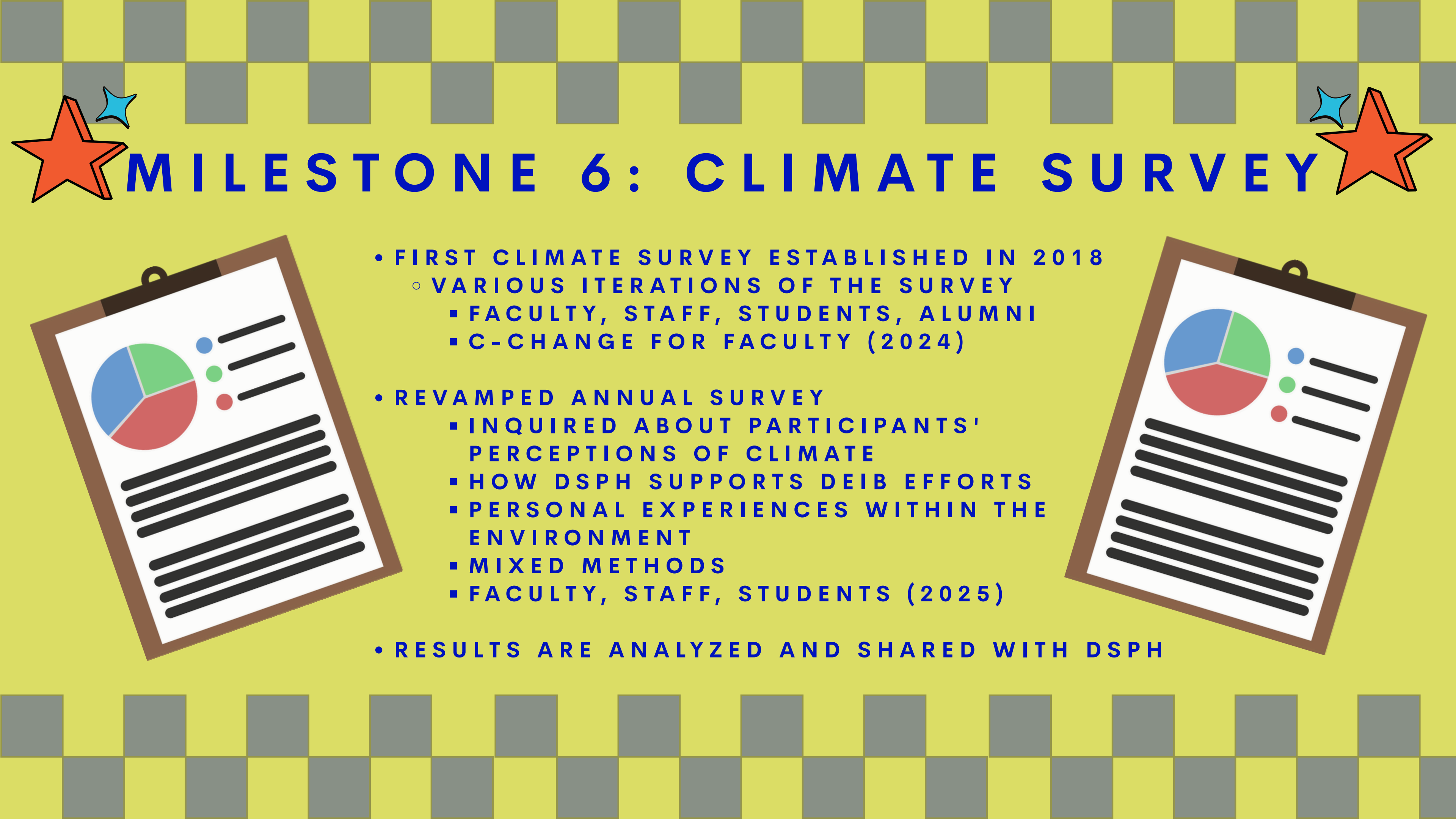




# MILESTONE 5: DEFINING OUR WORK



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- FIRST TASK OF THE SHARED LEADERSHIP TEAM
    - DEFINING THE WORDS: DIVERSITY, EQUITY, INCLUSION & BELONGING
  - 8 MONTHS OF DISCUSSION
    - CRITICAL CONVERSATIONS
    - CREATING "CONSENSUS" WITH 55+ DSPH
  - CREATED A FOUNDATION AND PROCESS FOR SLT
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- 



# MILESTONE 6: CLIMATE SURVEY



- FIRST CLIMATE SURVEY ESTABLISHED IN 2018
  - VARIOUS ITERATIONS OF THE SURVEY
    - FACULTY, STAFF, STUDENTS, ALUMNI
    - C-CHANGE FOR FACULTY (2024)

- REVAMPED ANNUAL SURVEY
  - INQUIRED ABOUT PARTICIPANTS' PERCEPTIONS OF CLIMATE
  - HOW DSPH SUPPORTS DEIB EFFORTS
  - PERSONAL EXPERIENCES WITHIN THE ENVIRONMENT
  - MIXED METHODS
  - FACULTY, STAFF, STUDENTS (2025)

- RESULTS ARE ANALYZED AND SHARED WITH DSPH

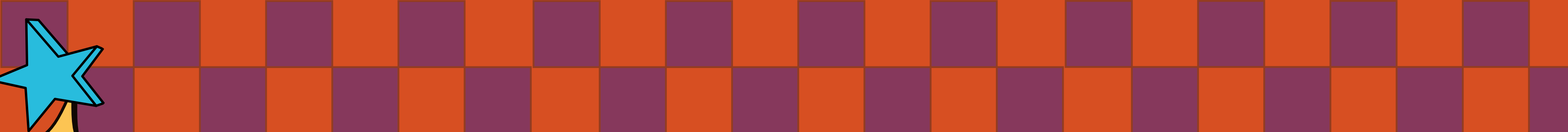




# MILESTONE 7: OFFICE REVAMP

- NEW US ADMINISTRATION
- RE-EVALUATION OF OFFICE FUNCTIONS
  - RENAMING OF THE OFFICE & IDEA FELLOWSHIP
  - WEBSITE AUDIT
- CREATE THE MISSION & VISION STATEMENTS FOR CCO AT DSPH
- EXPLORE THE PURPOSE OF SLT AND THE OFFICE
  - ROLE OF CCO WITHIN DSPH



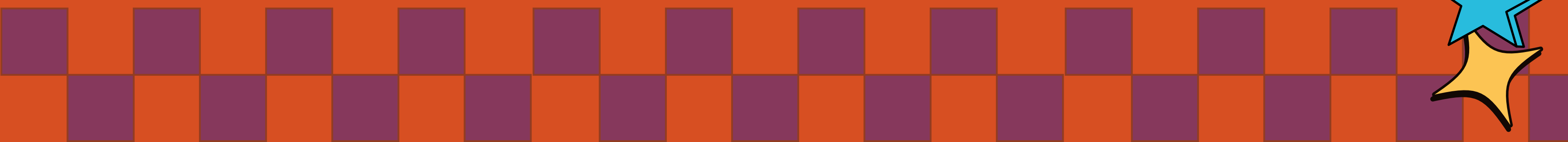


# MILESTONE 8: STRATEGIC PLANNING



CULTURE, COMMUNITY & OPPORTUNITY (CCO) IS ONE OF SIX PRIORITY AREAS IN THE DSPH STRATEGIC PLAN (2025- 2029)

- GOAL 1:AMPLIFY THE VOICES OF ALL DSPH MEMBERS VIA DATA COLLECTION TO IDENTIFY STRENGTHS, ADDRESS CHALLENGES, AND PROVIDE RECOMMENDATIONS THAT ENHANCE CULTURE AND COMMUNITY.
- GOAL 2:STRENGTHEN DSPH CULTURE AND WELLBEING BY EXPANDING ACCESS TO RESOURCES THROUGH STRATEGIC PARTNERSHIPS AND TRAINING FOR STUDENTS, STAFF, AND FACULTY.
- GOAL 3:FOSTER A CULTURE OF SHARED DECISION-MAKING AND STRENGTHEN THE COMMUNITY THROUGH SHARED LEADERSHIP OF STUDENTS, STAFF, AND FACULTY.







# MOVING FORWARD

- DSPH STRATEGIC PLANNING:  
ESTABLISHING OBJECTIVES & METRICS
- IDEA FELLOWSHIP: 6TH COHORT BEGINS  
IN 2026
- CLIMATE SURVEY 2026
- FRONTIER JOURNAL OF PUBLIC HEALTH:  
ARTICLE UNDER REVISION
- FACULTY & STAFF ANNUAL TRAININGS





# Thank you!

**You are the best!**

TAE Learns Community

ASPPH

DSPH SLT

**RWJF -TAE**

Change Matrix

TAE Adaptive  
Change Specialists

Mirror Group

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