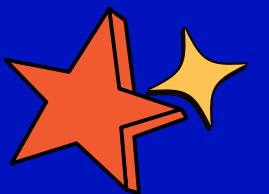


Welcome

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

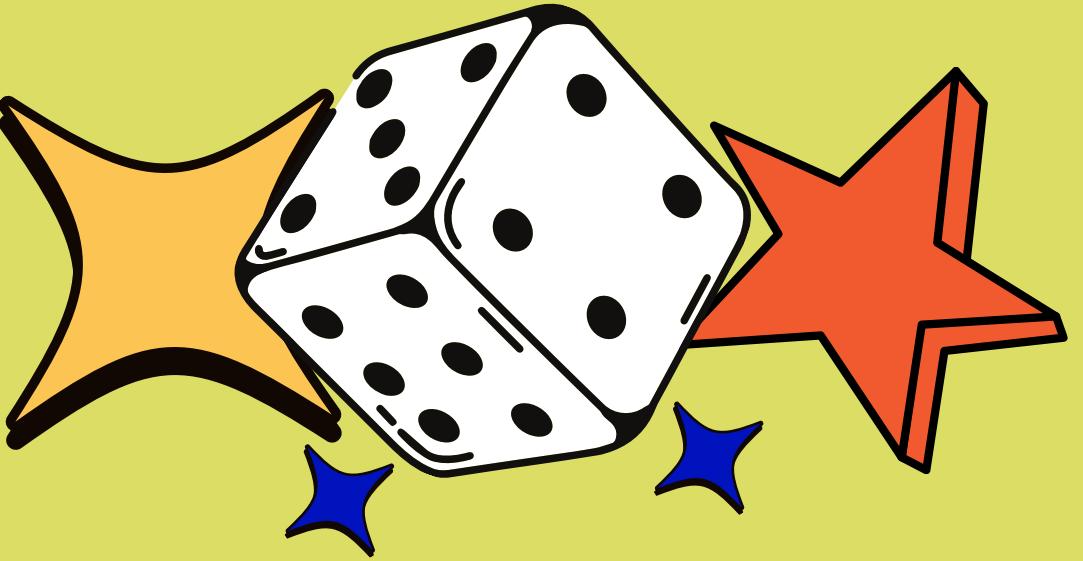


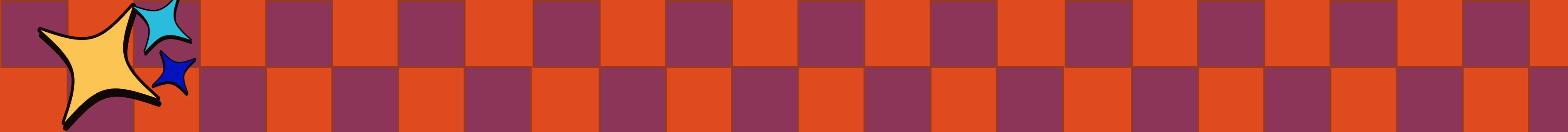
Jordan Wilson, MPH
Biostatistician &
Qualitative Researcher



Reina Lopez, MSW
Senior Project
Manager

OUR POSTER





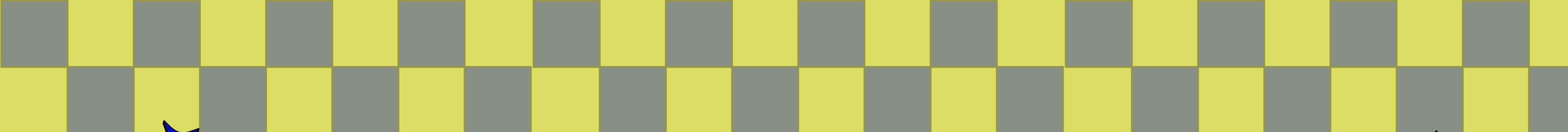
MILESTONE 1: AWARDED RWJF-TAE GRANT



- 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

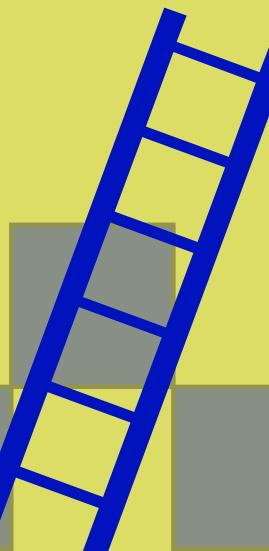
- ESTABLISHED RELATIONSHIPS WITH ADAPTIVE CHANGE SPECIALISTS AND THE EARLY CAREER FACULTY CAUCUS
- FOCUS GROUP AIMS
 - A. ASSESS BARRIERS AND FACILITATORS TO ADVANCING HEALTH EQUITY RESEARCH
 - B. DEVELOP AND IMPLEMENT A CHANGE PLAN TO ADDRESS THE BARRIERS AND SUPPORT FACILITATORS IDENTIFIED
 - C. PARTICIPATE 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.

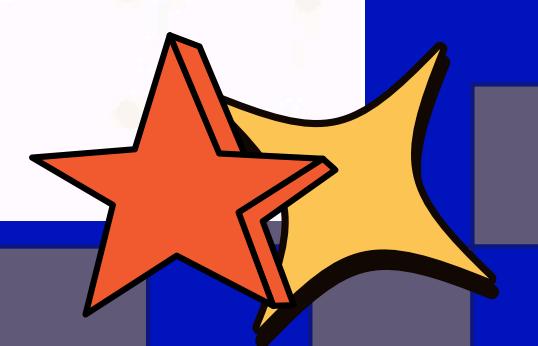


MILESTONE 3: ESTABLISHED AN OFFICE



- 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





What goes
into it

DEIB Shared Leadership

Dean

Department Chairs

Associate Deans

Representatives from

FIRST Grant

Urban Health
Collaborative

Ubuntu Center

Early Career
Faculty Caucus

Dean's Executive
Committee

Office of
Education

Staff
Coordinating
Committee

**STUDENT
REPRESENTATIVES =
IDEA Fellows**

2023

milestone + 4

CCO Shared Leadership

Department
Executive
Directors

Office of CCO

Office of
Education

IDEA Fellows
& Students

IDEA Fellows
Mentors

FIRST Grant
Executive
Committee of
Faculty

Advisors

Department Chairs

Urban Health
Collaborative

Faculty Caucus

Dean

Associate Deans

LEEAD Scholar

TAE Adaptive
Change Specialists

Postdocs

A.J. Drexel
Autism Institute

Office of
Education

Department
DEI
Committees

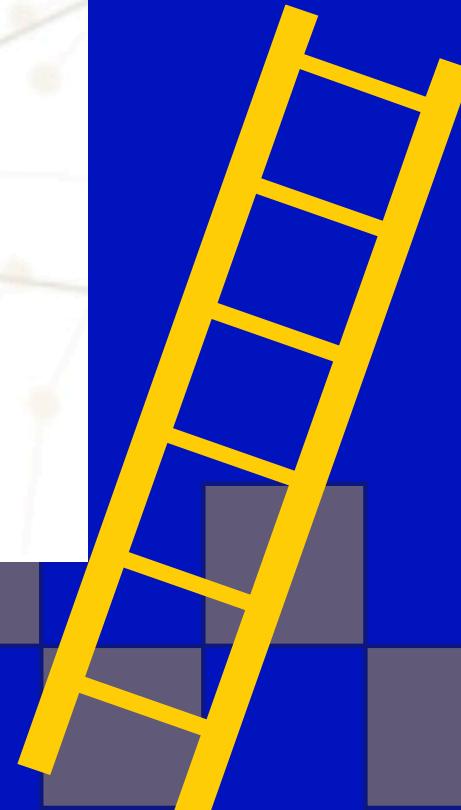
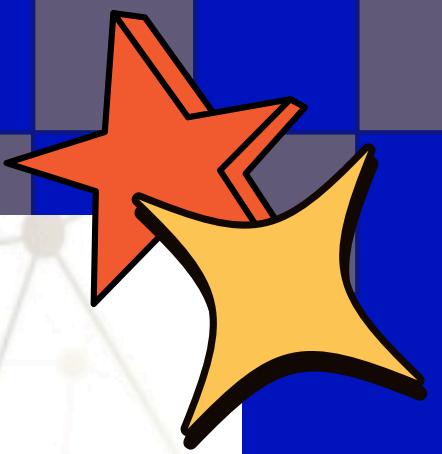
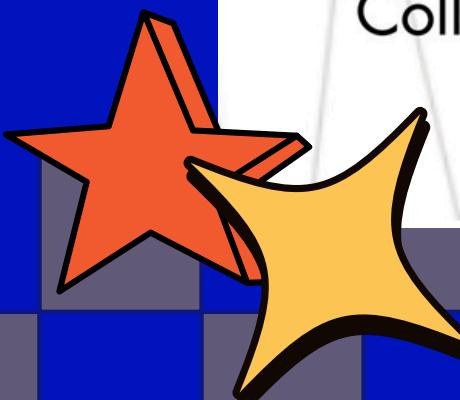
Dean's Executive
Committee

Staff Coordinating
Committee

Representatives from

Ubuntu Center

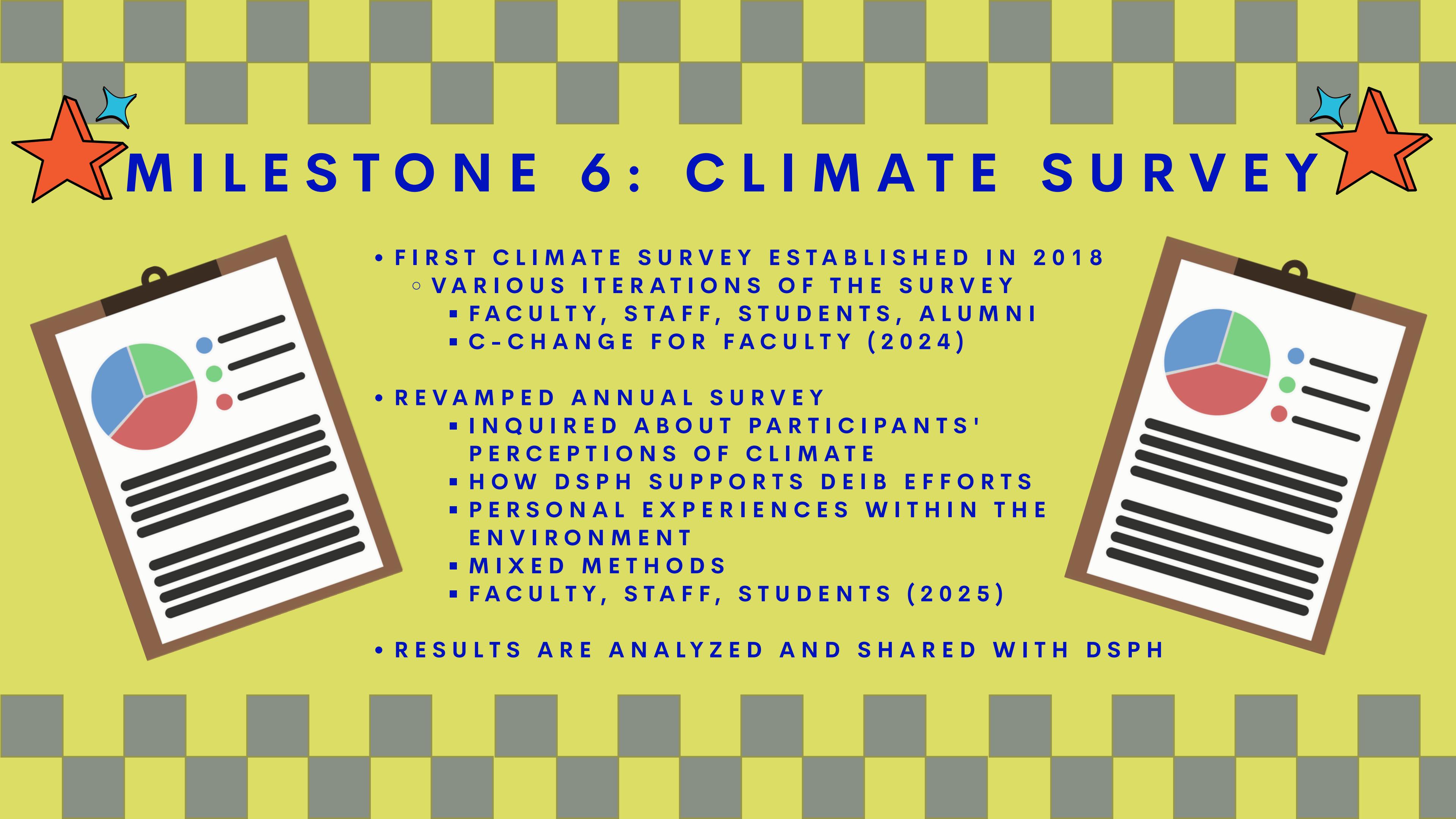
2025





MILESTONE 5: DEFINING OUR WORK

- 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



MILESTONE 6: CLIMATE SURVEY

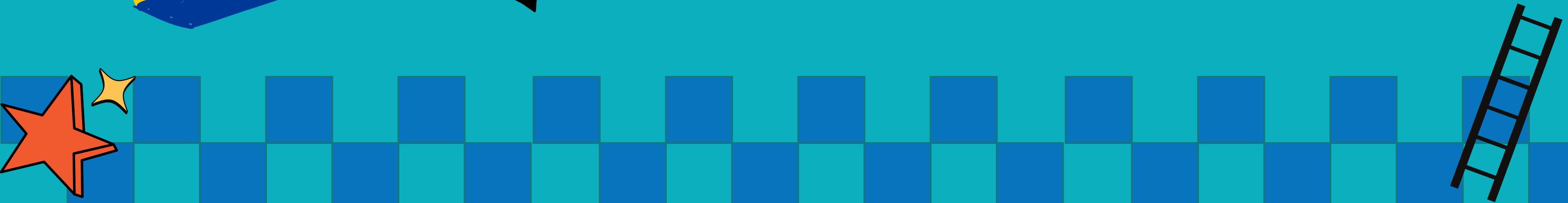


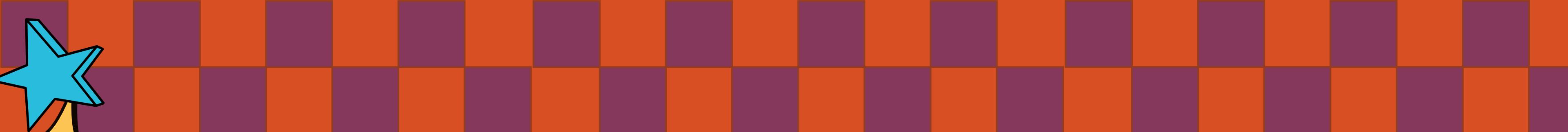
- FIRST CLIMATE SURVEY ESTABLISHED IN 2018
 - VARIOUS ITERATIONS OF THE SURVEY
 - FACULTY, STAFF, STUDENTS, ALUMNI
 - C-CHANGE FOR FACULTY (2024)
- REVAMPED ANNUAL SURVEY
 - INQUIRED ABOUT PARTICIPANTS' PERCEPTIONS OF CLIMATE
 - HOW DSPH SUPPORTS DEIB EFFORTS
 - PERSONAL EXPERIENCES WITHIN THE ENVIRONMENT
 - 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



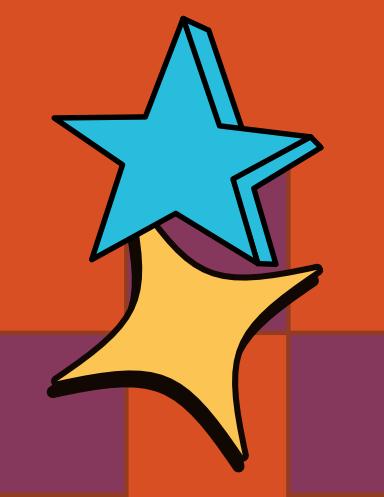
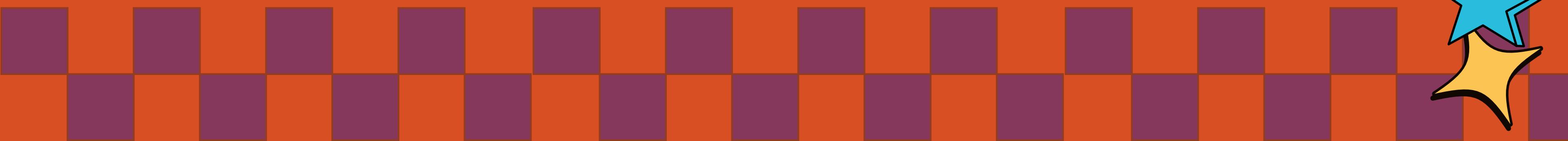


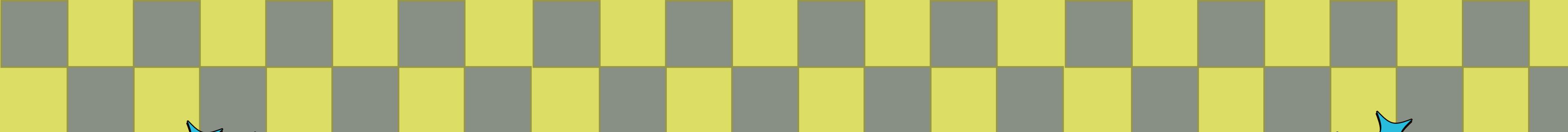
MILESTONE 8: STRATEGIC PLANNING



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.**



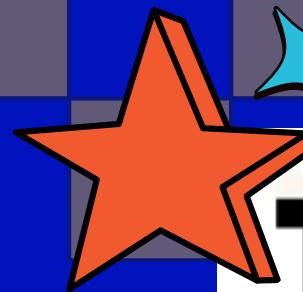


MOVING FORWARD



- 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

CCO_dsph@drexel.edu

