

Implementing an Institutional Strategy Addressing Antiracism, Diversity, Equity & Inclusion



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Mission, Values, Commitment, Diversity and Inclusion

Mission: To provide education, conduct research, and partner with communities and organizations to improve the health of populations. We view health as a human right and have a special commitment to improving health in cities, eliminating health disparities, and promoting health in all policies.

Values. The SPH faculty, staff and students are committed to the following:

- Health as a human right and the importance of social justice to health
- Integrity, rigor, critical thinking, and self-reflection in research, scholarship, and education
- Translation of knowledge into actions to improve population health and eliminate health disparities
- Sustainable and equitable community partnerships
- Inclusiveness, diversity, empathy and respect for others regardless of position or status.
- Human dignity and open and honest dialogue.
- Service to local communities while recognizing the value of a global perspective

Commitment to Diversity and Inclusion: To be fully engaged in our School and in order to do our best work, each individual in our community must be seen wholly, included and valued. We strive to build and nurture an institutional culture where inclusiveness across race, gender, sexual orientation, age, social class, immigrant status and ability, is a core value and where difference is respected. We acknowledge and encourage each individual to bring their whole self to our work in order to sustain our very best public health teaching, practice and research. By valuing diversity and inclusion, we collectively foster our vision of health as a human right and advance our goals of eliminating health disparities and improving health in cities.

ACTION PLAN TO ENHANCE DIVERSITY, INCLUSION, EQUITY, AND ANTI-RACISM

AAP Themes:

- AAP (4) Themes:
1. Academic programming: Ensure that structural racism and social justice are appropriately addressed in academic programs.
 2. Inclusivity and antiracism in all school practices: Create and sustain an environment that actively promotes inclusivity and antiracism.
 3. Focus on race disparities and racial equity in research, service and practice: Continue to support and grow research and practice that focuses on anti-racism, health disparities, and inequities. Expand and support School partnerships with community organizations focused on anti-racist agendas.
 4. Increase racial diversity faculty, staff and students

AAP Progress

Table 5: Antiracism Action Plan Progress Report, AY 2020-21

Theme	Completed/Initiated Activity
Academic Programming	<ul style="list-style-type: none"> • Provided DEI+antiracism resources via dedicated public webpage • Initiated school-wide curriculum review • 2020-21 Mann Lecture and the Population Health Spotlight theme: "Racism and health: evidence and action" • Enriched antiracism + DEI content of Student Orientation activities
Inclusivity and Antiracism	<ul style="list-style-type: none"> • 2020 Climate Survey • Completed 4-part 'capacity building' training series facilitated by external, expert facilitators • Partnered w. Teaching and Learning Center to offer antiracist pedagogy training series; ongoing in AY 2021-22 • Implemented data capture system for antiracism + DEI trainings for faculty as part of annual review process • Initiated 'safe space' partnership for reporting alleged bias/discrimination incidents with Office of Equity and Diversity • Create funded opportunities to engage students in antiracism efforts at the School (IDEA Fellowships, Professional Development Awards and short-term funded Project Awards).
Research, Practice, Partnerships	<ul style="list-style-type: none"> • Assessed mission alignment with (1) community partners (re: practice & partnerships) and (2) funded project portfolio (re: research)
Maximize Racial Diversity of Faculty, Staff, and Students	<ul style="list-style-type: none"> • Completed climate survey (2020) to periodically characterize and report on the diversity of faculty, staff and students • Implemented a comprehensive strategy to maximize and support diversity of students and faculty • Initiated developing comprehensive strategy to recruit and retain diverse staff

Drexel Dornsife Ecosystem

Dornsife Antiracism Action Plan (AAP)
Launched, summer of 2020

FIRST Award
Dornsife one of the six inaugural NIH Faculty Institutional Recruitment for Sustainable Transformation (FIRST) awards to Drexel University (w. College of Nursing and Health Professions)

Fostering a culture of inclusive excellence through the recruitment of 12 early career diverse faculty

Dornsife Mission
DITAE builds on a long DSPH tradition of a commitment to equity, diversity and social justice... our policy work, our community-engaged health equity research.

Ubuntu Center on Racism, Global Movements, and Population Health Equity

To unite diverse partners to generate and translate evidence, accelerate antiracism solutions, and transform the health of communities locally, nationally, and globally.

Dornsife Strategic Plan

Leverages the School's strategic plan which espouses inclusion and diversity as fundamental values critical to its public health mission

AAP Implementation Team

Oversight, Advisory, Accountability

Associate Dean of DI + Dean

Diversity Advisory Committee

Implementation

2021-22 DSPH Antiracism Action Plan Taskforce			
Leslie McClure, Chair & Assoc. Dean Faculty Affairs, Epidemiology and Biostatistics	Jerry Fagliano, Chair, Environmental and Occupational Health	James Buehler, Chair, Health Management and Policy	Janet Fleetwood, Chair, Community Health and Prevention
Anja Diez Roux, Dean	Scarlett Bellamy, Associate Dean of Diversity and Inclusion, Epidemiology and Biostatistics	Renee Moore, Director, Biostatistics Scientific Collaboration Center; Director, Diversity, Equity & Inclusion, Epidemiology and Biostatistics	Jennifer Kolker, Associate Dean of Public Health Practice, Clinical Professor, Health Management & Policy
Phi Nguyen, Assistant Dean of Student and Alumni Affairs, Student and Alumni Affairs	Stephen Lankenau, Associate Dean for Research, Office of Research	James Stimpson, Senior Associate Dean for Education, Office of Education	Joseph Amon, Director of Global Health, Global Health and International Development
Mary Ellen Sarno, Director Finance and Administration, Dean's Office (SCC)	Melissa Kaufman, Director, Academic Innovation, Office of Education (SCC)	Tariem Burroughs, Experiential Learning and Career Services	George Kuruc, Senior Department Administrator, Health Management & Policy
Alexis Roth, Associate Professor, Community Health and Prevention (ECF)	Dennis Gallagher, Associate Teaching Professor Health Management and Policy (CAC)		
Demi Adefarati, MPH Student, IDEA Fellow	Aryana Simpson, MPH Student, IDEA Fellow	Cecirahim Sesay, MPH Student, IDEA Fellow	

Drexel Initiative to Transform Academia for Equity (DITAE)

Goal: To create and sustain the structures, policies and culture changes needed to ensure both the academic success of diverse scholars and the production of scientific knowledge relevant to eliminating health inequities in our society at the Dornsife School of Public Health (DSPH).

- SA1:** Assess barriers/facilitators to advancing health equity research at DSPH with a special focus on the work and career advancement of BIPOC faculty, paying special attention to history and institutional context.
- SA2:** Develop and implement a change plan to address the barriers and support the facilitators identified in SA1.
- SA3:** Participate in peer-learning communities with other funded sites to improve our own strategies and to support successful implementation across peer schools and programs.

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Robert Wood Johnson Foundation

Title: A Framework for Implementing Transformational Diversity, Equity and Inclusion Work in Academic Public Health

Abstract: Throughout its history, the Drexel University Dornsife School of Public Health (DSPH) has been dedicated to advancing health and human rights, social justice, and health equity. Underlying each of these values has been a commitment to diversity and inclusive excellence. Within Drexel University, DSPH has been recognized as one of the more diverse schools in the University. Despite this reputation, we recognize that being an inclusive and diverse organization is an ongoing undertaking which requires focus, engagement, data and a strategic direction. In addition, faculty, staff and students at DSPH recognize the critical effects of racism on the health of Black people, Indigenous people and people of color (BIPOC) and are committed not only to addressing racism as a public health threat (through research, practice and training) but also to eliminating racism in all School practices and policies.

In July 2020, to guide and accelerate a series of important actions intended to support and expand the School's ongoing efforts to promote a culture of diversity, inclusion and equity and to promote antiracism in all school activities, we launched a comprehensive, school-wide Antiracism Action Plan. As we are nearly two years into implementation, this IAP will focus on a related component of the overall AAP, the Dornsife Initiative to Transform Academia for Equity (DITAE), a recent initiative that is well aligned with our AAP that is funded by the Robert Wood Johnson Foundation (RWJF). The overarching goal of DITAE is to create and sustain the structures, policies and culture changes needed to ensure both the academic success of diverse scholars and the production of scientific knowledge relevant to eliminating health inequities in our society at the Dornsife School of Public Health (DSPH). DITAE builds on a long DSPH tradition of a commitment to equity, diversity and social justice as critical to improving population health reflected in the foundational principles of the School twenty-five years ago and manifested today in the School's diverse faculty and in its rich work on policy and community-engaged health equity research. It is also highly synergistic and complementary to the recent award of one of the six inaugural NIH Faculty Institutional Recruitment for Sustainable Transformation (FIRST) awards to Drexel University (Co-led by DSPH and the College of Nursing and Health Professions) and with the recently launched Ubuntu Center on Racism, Global Movements and Population Health Equity.

This project summarizes our progress to date, highlighting a how DITAE fits into the landscape of DEI work at Drexel public health broadly, AAP specifically and our plan for implementing this new initiative at DSPH.