

Town Hall: Our Plan

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Health

Our Fundamental Tenets

Our Mission:

To promote the physical, mental, social, and environmental health of people and communities in the Rocky Mountain Region, across our nation, and globally. The mission will be accomplished through collaborations in education, population-directed research, and public health practice, reaching out to and bringing together institutions, agencies, and diverse populations.

Our Vision:

The Colorado School of Public Health will become one of the nation's premier institutions for public health education, research, and practice by delivering programs that are based in science, proven in practice, and adapted through creativity to meet pressing population health needs.

Our Commitment to Diversity and Equity:

Our commitment is to build a diverse and representative academic community that recognizes and incorporates social and economic justice in relation to health. We strive to build and maintain an inclusive, culturally responsive environment, spanning training and education, policies and procedures, and our faculty, staff, and students.

Our strategic goals are designed to collectively address the following:

1. Foster a culture of diversity, equity, and inclusion in everything we do.
2. Develop a public health workforce prepared to address real-world opportunities and challenges.
3. Advance our research enterprise to further current strengths and create opportunities for future innovation.
4. Grow partnerships and collaborations to more deeply connect our mission with local to global communities and public health professionals jointly committed to advancing health across the region.
5. Translate and communicate the significance of public health research to the general public, elected officials, and policy-makers.
6. Enhance our influence with local, state, and regional leaders across government, nonprofit, and civil society sectors.
7. Leverage a tri-campus approach to our academic, research, practice, and service goals.

Immediate actions to advance change: Broadening the Strategic Plan

Racial and Ethnic Equity Assessment: The purpose of the assessment is to help identify how racism is operating within our organizational structures at ColoradoSPH. We will assess our:

- **Structures:** who, what, when, where of decision-making in regard to racial and ethnic equity. What are the relevant realms of decision-making and resource allocation? Do we have an infrastructure that will sustain our commitment to racial and ethnic equity?
- **Policies:** We will identify policies that create inherited group dis/advantage or allow segregation of resources. Reviewing all internal policies and practices such as hiring, promotions, leadership appointments, and funding. Is our commitment formalized into our Strategic Plan?
- **Practices and norms:** that either promote or hinder racial and ethnic equity. How does ColoradoSPH work in alliance and with racial and ethnic organizations/communities? Do we have the tools to walk through resistance to our commitment?
- **Values:** What are our values, stated or unstated? Are our core values aligned with our racial and ethnic equity commitment?

Immediate actions to advance change: Broadening the Strategic Plan

A Broader Look at Inclusive Excellence: Issues of equity and inclusive excellence are broader than the emergent issue of racial equity. Our school's community is diverse in many ways and we need to achieve a culture that acknowledges and sustains our diversity. Inevitably, the activities proposed with regard to racial and ethnic equity will expand:

- The assessment approach outlined above in (1) will be extended more broadly.
- Similarly, the broad look will cover policies, practices and norms, values and external forces/partnerships.

Immediate actions to advance change: Broadening the Strategic Plan

Educating Ourselves: Provide ongoing antiracism and bystander training for faculty, staff, and students to ensure an inclusive and equitable community dedicated to the development of public health scholarship and to public health practice that advances health equity. Partner with community organizations to bring training to the ColoradoSPH.

- Train all faculty members about creating inclusive classrooms and facilitating discussions about race and resiliency. Ensure that faculty are more aware, culturally capable conscious, and capable of communicating about race and racism, diversity, equity and inclusion.
- Implicit bias training; for faculty and staff should be able to reflect and do reflexive thinking on what they present and how they present and what they teach and practice perpetuates stereotypes and prejudice.
- Advance campus discussion about racial justice by inviting speakers who will provide historical and other background on such topics as anti-racism and the history of discrimination against people of color and others. people and people.
- Training opportunities for the school's faculty, staff, and students that will make us more aware, culturally conscious, and capable in communicating about race and racism, diversity, equity and inclusion.
- Implementation of a series of seminars for faculty, staff and students on social determinants of health, giving initial emphasis to structural racism and its history, sociology of populations, and public health among diverse populations.

Immediate actions to advance change: Broadening the Strategic Plan

Appointment of an Associate Dean for Diversity, Equity, and Inclusion: Will serve as an institutional leader and focal point for follow through on the Plan for Dismantling Structural Racism and Inequity and Strategic Plan and more. This is a long-needed position for the Colorado School of Public Health. The position has now been announced and the search started. The Search Committee is chaired by Dick Hamman and its membership includes: Spero Manson, Nathifa Miller, Debashis Ghosh, Tessa Crume, Molly Gutilla, Katie Dickinson, Glen Mays, Rose Grose and Nicole Reed.

Immediate actions to advance change: Broadening the Strategic Plan

Diversity, Equity, and Inclusion Strategic Plan Implementation:

Implement the recommendations (as feasible in the COVID-19 era) in Area 4 (Diversity, Equity, and Inclusion) of the Strategic Plan.

There are three goals within Area 4 (see Appendix):

- **Goal 1:** Build and maintain a diverse group of faculty, students and staff
- **Goal 2:** Provide programs that ensure an inclusive and equitable community dedicated to the development of public health scholarship and to practice that advances health equity
- **Goal 3:** Foster a diverse and inclusive environment through campus engagement activities and training that celebrates diversity to enhance cultural proficiency

These three goals have a broad span; some are ongoing, e.g., expanding the pipeline of students and recruiting a more diverse faculty, while some are new but can be readily implemented. They remain as relevant now as when completed in the fall of 2019. The implementation plan includes timelines, action steps, evaluation metrics, and locus of responsibility for each goal.

Immediate actions to advance change: Broadening the Strategic Plan

Curriculum Mapping: A comprehensive mapping of the curriculum for its content related to the social determinants of health, health equity, social justice, including structural racism. This mapping will provide a framework for addressing gaps (this was included in the Strategic Plan).

Immediate actions to advance change: Broadening the Strategic Plan

Partnerships: In an effort to expand our educational pipeline continued and accelerated networking to establish partnerships with institutions of higher education that have diverse student bodies.

Immediate actions to advance change: Broadening the Strategic Plan

Expand Communication with Leadership: Arrange regular town hall meetings facilitated by ColoradoSPH leadership that are open to students, staff, and faculty. This will streamline communication across the ColoradoSPH campus community.

- Amplify student voices through establishing specific channels for communication.
- Engage students in key venues for policy formulation and decision-making.

Immediate actions to advance change: Broadening the Strategic Plan

Strengthening Our External Influence: Planning and implementing a process to better understand the external roles of the Colorado School of Public Health and its points for leverage and action in combatting and reducing structural racism and the social determinants of health more generally.

- The school has an external Advisory Board that should be broadened in its membership to better reflect the state and its populations; the Advisory Board itself has proposed such broadening. The Advisory Board can become an even more valuable resource for our external presence, partnering, and engagement.
- Map the landscape of external stakeholders relevant to our efforts to address racism and equity as a starting point for planning an externally-facing agenda for action.