

2021-2022 Annual Report

DIVERSITY, EQUITY, AND ANTI-RACISM
(DEAR) COUNCIL AT TUFTS UNIVERSITY
PHCM DEPARTMENT

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(Co-Chair), Jessica Ronan (Staff Assistant), and Pamela Chan
(Student Intern)

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- Creating opportunities for small group meetings and discussions
- Faculty training across all programs to continue work on climate
- In-house Faculty training to continue work on climate

2021-2022 ANNUAL REPORT
Diversity, Equity, and Anti-Racism (DEAR) Council

OVERVIEW

The Public Health and Professional Degree Programs (PHPD) and Department of Public Health and Community Medicine (PHCM) DEAR Council continues to provide oversight of the detailed plan to ensure compositional diversity in students, faculty and staff, provide a climate of inclusion to all, and educate cultural competency and understanding of social determinants of health and health inequities in the curriculum.

LOGISTICS

Meeting Dates

Executive Leadership	September 1 st , 2021, September 10 th , 2021, September 24 th , 2021, February 28 th , 2022, March 22 nd , 2022, April 22 nd , 2022, May 3 rd , 2022
Full Council	September 14 th , 2021, October 21 st , 2021, November 11, 2021, December 14, 2021, January 10 th , 2022, February 8 th , 2022, March 8 th , 2022, April 12 th , 2022, May 10 th , 2022

Member Roster

This year, we saw a 50% increase in membership from the 2020-2021 roster of 30 members.

2021-2022 Full Roster	Abha Kulkarni, Alessa Rosa, Allison Yantz, Anjana Ranjit, Anna Kheyfets, Arianna Harlan, Beth Buyea, Briana Nanton, Brianna Padron, Bryan Currie, Caroline Mitchell, Deborah Kim, Fernando Ona, Grace Hajinazarian, Guillaume Guerra, Haili Dunbar, Helen Williams, Janet Walton, Janice Gilkes, Jennifer Parent-Nichols, Jessica Ronan, John Castellot, Jordan Wood, Josh Cooper, Kim Dao, Kimberly Dong, Laurel Bowling, Lauren Wong, Lurn Davison, Madison Thorpe, Makayla Andre, Margie Skeer, Maya Younker, Mercedes Colangelo, Natalie O’Neal, Ndidiamaka Amutah-Onukagha, Nichanan Agrasuta, Nina Ashford, Olivia Dupree, Rosanne Washington, Rosemary Hillard, Sabrina Kurtz-Rossi, Signe Flieger, Vanessa Nicholson
Returning	Ndidiamaka Amutah-Onukagha (Chair), Janice Gilkes (Previous Co-Chair), Madison Thorpe (Co-Chair), Pamela Chan (Student Intern), Anna Kheyfets, Ariana Harlan, Beth Buyea, Brianna Padron, Bryan Currie, Fernando Ona, Jennifer Parent-Nichols, Guillaume Guerra, John Castellot, Kimberly Dong, Linda Hudson, Maya Younker, Mercedes Colangelo, Olivia Dupree
New	Abha Kulkarni, Alessa Rosa, Allison Yantz, Anjana Ranjit, Briana Nanton, Caroline Mitchell, Deborah Kim, Grace Hajinazarian, Haili Dunbar, Helen Williams, Janet Walton, Jessica Ronan, Jordan Wood, Josh Cooper, Kim Dao, Laurel Bowling, Lauren Wong, Lurn Davison, Makayla Andre, Margie Skeer, Natalie O’Neal, Nichanan Agrasuta, Rosanne Washington, Rosemary Hillard, Sabrina Kurtz-Rossi, Signe Flieger, Vanessa Nicholson

ORGANIZATION OF SUBCOMMITTEES

1. Student Climate Subcommittee

- Chair(s): Janice Gilkes, Madison Thorpe
 - Members: Abha Kulkarni, Ranjit Anjana, Anna Kheyfets, Ariana Harlan, Brianna Padron, Bryan Currie, Caroline Mitchell, Deborah Kim, Grace Hajinazarian, Guilherme Guerra, Jennifer Parent-Nichols, Jessica Ronan, Jordan Wood, Laurel Bowling, Lourn Davison, Maya Younker, Nichanan Agrasuta, Olivia Dupree, Pamela Chan, Ruchi Raval
 - Mission: Promote a diverse and inclusive learning community where students are supported to explore issues of diversity personally and learn from other.
 - Vision: A safe, supportive, and inclusive environment for every member of our community.
 - Responsibilities/Goals:
 - 1) Develop partnerships with key stakeholders including the Associate Director for Diversity and Inclusion Education for the Tufts University Health Sciences Campuses as well as Student Senate leadership. Share survey data to assess campus climate and student experiences.
 - 2) If data on climate does not currently exist, generate an annual campus climate survey. In conjunction with the PHPD Diversity Committee, address issues that surface in the campus climate survey and participate in the development of action plans in response.
 - 3) Consider trainings that could be beneficial to the faculty, staff and students of the department to promote cultural competence. Training requests will be communicated to the Office of Diversity and Inclusion Justice & Equity in Practice utilizing the Inclusive Community Feedback and Meeting forms and working with the Associate Director for Diversity and Inclusion Education for the Tufts University Health Science Campuses.
 - 4) Make reports on committee progress to PHPD Dear Council.
2. Faculty/Staff Subcommittee
- Co-chairs: Ndidiamaka Amutah-Onukagha, Linda Hudson
 - Members: Alessa Rosa, Allison Yantz, Beth Buyea, Fernando Ona, Haili Dunbar, Helen Williams, Janet Walton, Jessica Ronan, John Castellot, Kim Dao, Kimberly Dong, Laura Corlin, Madison Thorpe, Mercedes Colangelo, Natalie O’Neal, Nina Ashford, Rosanne Washington, Rosemary Hillard, Sabrina Kurtz-Rossi
 - Mission: Create and institutionalize an environment and pedagogy designed to build capacity for faculty and staff and all members of the PHPD community to be explicit in identifying critical issues influencing equitable health outcomes including racism, genderism, homophobia, political, economic, and social determinants of health, in all teaching and learning environments. We intend to assure all members of the faculty and staff community will have the skills, knowledge, and competencies to create teaching and learning environments reflecting our shared core values of equity, justice, transparency and anti-racism. We intend to assure the centering of the student perspective in all our work, as part of their academic experience, as we prepare them to be professionals in the public health and professional degree workforce.

- Vision: A sustainable, open, and reflective environment where faculty and staff are prepared to lead by example, confident in their ability to be transparent, fully engaged in the challenging process of addressing inequities brought about by historical legacy of oppression and marginalization across several domains including race/ethnicity, gender, and physical abilities; (students well prepared and equipped to interact and collaborate with a diversity of populations).
- Responsibilities/Goals:
 - 1) Gather data (e.g. qualitative and quantitative) from constituent PHPD groups designed to identify specific areas for of professional development; build upon prior data gathered from the faculty self-assessment (FY 2018) on preparation to teach and interact with students on issues of critical importance (e.g. micro-aggressions, inclusive teaching practices) and available student data e.g. exit interviews. We will be intentional about including adjunct faculty within both online and on-campus environments.
 - 2) Annual review of issues emerging from course evaluations.
 - 3) Explore issues/concerns from Student Senate, Office of Student services, Faculty reviews.
 - 4) Collaborate with alumni association leadership to ascertain their perceived level of preparedness, post academics, to be effective public health leaders around these critical issues.
 - 5) Explore expertise and resources both within (e.g. CELT, TUSM Associate Director for EDI, Other Affinity leadership groups) and outside of the university (e.g. Essential Partners).
 - 6) Tailor training, specific content, and methodology in alignment with identified needs, including, but not limited to, the use of:
 - 7) Identify areas for institutionalization of our core values and expectations of faculty regarding professional development, including but not limited to: statements in syllabi, course evaluations, creation an active repository of reference materials-library.

MAIN AREAS OF FOCUS

Frequently Discussed/Promoted Topics and Initiatives at Council-wide Meetings:

- Anti-Racism Council Committee (ARC)
- Joint Council on Equity, Diversity, and Inclusion (JCEDI)
- DEI's "Unpacking Whiteness" trainings
- BRIM (Bias Reduction in Medicine) trainings
- Student interviews on racism and anti-racism in Tufts History through Chief Diversity Officers Office modules
- DEIJ (Diversity, Equity, Inclusion, and Justice) Information at Tufts:
<https://medicine.tufts.edu/about/school-medicine/diversity-equity-inclusion>

Hosting Events and Programming

This was an educational and edifying year of events across Tufts University School of Medicine, as we managed both virtual and in-person environments. DEAR Council, was able to schedule and host/co-host seven events for the hybrid-virtual Race & Racism event series, inviting several speakers and creators to share their unique knowledge, perspectives, and crafts.

Race and Racism Event Series

This year, we successfully held 2 more Race and Racism Speaker Series events than in the previous 2020-2021 academic year. Moving forward, we have made an active effort to get a head-start on brainstorming and planning events for the upcoming academic semester/year through Qualtrics surveys, brainstorming additional sources of funding, fostering connections with other Tufts organizations, and maintaining positive relationships with speakers.

Date	Speaker/Event	Title/Topic	Attendee Count
10/2021	Thomas James Reed, PhD	“Indigenous Health: Past, Present, and Future Physically, Mentally, Emotionally, and Spiritually ”	95
11/2021	Jeff Lafata-Hernandez	“Ableism & Empowering People for Inclusive Communities (EPIC)”	135
12/2021	Chase T.M. Anderson, MD	“THE IMPACT OF IDENTITY: How it affects mental health, what it means to be minoritized, and how we can help”	132
01/2022	Robert Sege, MD, PhD	Co-hosted with DEI’s Health and Equity Speaker Series	N/A
02/2022	“13th”: a documentary by Ava DuVernay	Documentary Viewing & Post-Discussion	N/A
03/2022	José T. Montero, MD, MHCDS	Director of CDC’s Center for State, Tribal, Local, and Territorial Support (CSTLTS)	18
04/2022	Aaron James Parayno	“Examining educational equity for Asian Americans in higher education”	10

MAJOR SUCCESSES: DEAR Council Academic Year 2021-2022

STUDENT CLIMATE SUBCOMITTEE	
ProjectConnect Overview	ProjectConnect is a peer-facilitated, 4-session program model designed to build connection and community. ProjectConnect helps participants get to know a small group of students on a personal—rather than academic—level and engage in meaningful conversations over an extended period of time. It’s a chance to build meaningful relationships and connections with people outside of your program.
Student Facilitators	Laurel Bowling, Bryan Currie, Lurn Davison, Grace Hajinazarian, Ariana Harlan, Emma Patterson
Student Participation	40 participants total; 25 participants consistently in attendance (both including student facilitators)
Student Feedback	Student feedback was largely positive.

	<p>100% of students that responded to our survey reported that...</p> <ol style="list-style-type: none"> 1. They would recommend or consider recommending ProjectConnect to a friend. 2. They would like to or would be open to continue spending time with the students that they met through ProjectConnect. 3. They would be interested in or open to participating in ProjectConnect again in the future in a new group. 4. They would be interested in or open to participating in ProjectConnect again in the future with the same group. <p>When asked what was most valuable, enjoyable, or positive about their experience, students responded:</p> <ul style="list-style-type: none"> • “Connection” • “Getting to meet some wonderful people and having some fun discussions!” • “I really enjoyed getting to learn about the people I was grouped with.” • “Being all PHPD students” • “Talking with classmates about our daily life and something deep and thoughtful are amazing!” • “I was able to relax and talk with other about things outside our coursework and touch upon our differences” • “Building community and connection” • “Having open and meaningful conversations” • “Getting to know other people on a deeper level!”
Increased Student Member Involvement	<p>This year, students in the Student Climate Subcommittee were able to get more involved with the speaker series in both supporting and active roles. For the first time, students who wished to become more involved were given the responsibility of identifying and reaching out to possible speakers, in order to help coordinate events.</p>
FACULTY/STAFF SUBCOMITTEE	
Onboarding Event	<p>DEAR Council Onboarding Inclusivity Training and small group questions activity is designed to orient, inform, and educate new Faculty/Staff members on the goals, vision, and mission of DEAR Council. Specifically, a PowerPoint slide set has been created that includes pertinent details regarding the aforementioned information.</p>
Learning Hub	<p>The goal is to eliminate barriers and increase access to professional development resources by looking to take steps in the right direction with a learning hub for Tufts PHPD DEAR Council</p>
Impact on Curriculums and Students	<ol style="list-style-type: none"> 1. Revised curriculum/course content: Changed readings, added content, identified past discipline transgressions, created anti-

	<p>racism competency, identified ways in which skills learned in course can assist with creating change.</p> <p>2. Created opportunities in class to discuss current events: Acknowledged and invited discussion at beginning of class, created discussion board options for pre or post class comments.</p> <p>3. Developed student training responding to racism witnessed in clinical practice.</p>
Specific Trainings and Self-directed Learning Experiences	Unpacking Whiteness, Anti-Racist Teaching conference, Academics for Black Survival conference, Kirwan Institute: Implicit Bias Training Modules (osu.edu), Book groups, Independent reading.
General Accomplishments & Participation	Adjusted verbiage in Tufts E-Serve staff performance review, participated in TUSM, PHPD or professional organization task forces/committees, attended PHCM/DEAR/TUSM-sponsored speaker series/workshops, attended Tufts or other schools' sponsored lectures/webinars.
Research-related Accomplishments	Focused on current and prospective grants, research mentor training, hiring research assistants that reflect racial and ethnic diversity.
Insightful Books Read and Recommended	All We Can Save: Truth, Courage, and Solutions for the Climate Crisis by Ayana Elizabeth Johnson and Katharine K. Wilkinson, An African American and Latinx History of the United States by Paul Ortiz, Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, Do by Jennifer Eberhardt, Black Fatigue Breathing Race into the Machine Caste: The Origins of Our Discontents by Isabel Wilkerson, How to Be Antiracist by Ibram Kendi, Stamped from the Beginning by Ibram Kendi, The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein, The Hate U Give by Angie Thomas, The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander, The New Map: Energy, Climate, and the Clash of Nations by Daniel Yergin, The Nickel Boys by Colson Whitehead, White Trash: The 400-Year Untold History of Class in America by Nancy Isenberg, Why Nations Fail: The Origins of Power, Prosperity, and Poverty by Daron Acemoglu and James A. Robinson
SPECIFIC & INDIVIDUAL RECOGNITION	
Individual Accomplishments	<p>Dr. Ndidiamaka Amutah-Onukagha (Chair) was appointed to a new named professorship: Julia A. Okoro Professorship in Black Maternal Health.</p> <p>Madison Thorpe (Co-Chair) seamlessly transitioned to Co-Chair of DEAR Council this year, following Janice Gilkes' departure, and</p>

	<p>admirably led DEAR Council while anticipating Dr. Amutah-Onukagha's return from maternity leave.</p>
General Highlights	<p>Ariana Harlan and Bryan Currie were instrumental in proposing and planning October's Race and Racism Speaker Series event on ableism. Laurel Bowling also contributed to the Speaker Series by helping with speaker outreach.</p> <p>The ProjectConnect student facilitators volunteered additional time outside of their expected DEAR Council student member responsibilities to run and ensure success of ProjectConnect sessions. Student volunteer Emma Patterson helped lead the development of ProjectConnect. Jess Ronan coordinated all trainings, communications, logistics, and data collection for the program in Janice and Madison's transitions.</p> <p>Grace Hajinazarian aided in interview, screening, and recommendations processes in the Search Committee for the new Public Health Director.</p>
Identification of Funding for Special Activities	<p>Funding for the Race & Racism events came from the following sources/groups:</p> <ul style="list-style-type: none"> • Tufts PHPD • Bridging Differences Grant (Pamela Chan, Intern, MBS '22)

NEXT STEPS: Academic Year 2022-2023

- Race & Racism Event Series
We will be resuming the series in September 2022. There have been suggestions generated for speakers to reach out to, and we are anticipating more feedback from Qualtrics surveys. We aim to focus on finding speakers that have expertise in and can adequately address/educate on topics that expand beyond those we have covered in previous years. We hope that, with the feedback we receive, we can tailor these events to what interests and logistically suits those in the Tufts PHPD community to further increase outreach and attendance.
- Creating opportunities for student small group meetings and discussions
We will also be resuming ProjectConnect Fall 2022 and expect to continue expanding upon it, based on the experiences that students had with it this year, and the feedback we received regarding what adjustments they think would greatly benefit the project experience from a participant standpoint.
- In-house Faculty training to continue work on climate
The faculty-staff subcommittee has prioritized creating the DEAR Onboarding Event to improve upon orienting and introducing new members to the goals of DEAR Council. We intend for this to provide support to and retain faculty of color, building cohesion and community within the department and living out the values we care about. We will continue thinking about training activities that are DEAR council-approved or -supported for faculty and prioritizing the trainings.