

PHCM Diversity Committee 2019 - 2020 Annual Report

The Public Health and Professional Degree Programs (PHPD) and Department of Public Health and Community Medicine (PHCM) Diversity Committee continues to provide support to the department to ensure the achievement of diversity, equity, and inclusion in students, faculty and staff to provide a climate of inclusion to all. We also aim to support the development of cultural competency materials and programming that increase understanding of social determinants of health and health inequities in the curriculum.

Dates of committee meetings during the 2019-2020 academic year: Oct. 24, Jan. 30, Feb. 27

Members: Dr. Ndidiyama Amutah-Onukagha (Chair), Yakeisha Gray, Arielle Ballard, Christopher Vaughn, Dr. Beth Rosenberg, Dr. Linda Hudson, Helena Tatgenhorst, Dr. John Castellot, Adriana Black, Sabrina Kurtz-Rossi, Dr. Kimberly Dong, Angel Fuentes, Janice Gilkes, Rubeen Guardado, Dr. Fernando Ona, Dr. Beth Buyea, Janet Walton, Melissa Wu (MPH student and graduate assistant)

Main topics the committee agreed to focus on after careful review and discussion:

1. Creation and operation of subcommittees to ensure sufficient attention is paid to various areas. Mission, vision, and goals were established within each subcommittee.
 - Staff Subcommittee
 - Members: Christopher Vaughn (chair), Sabrina Kurtz-Rossi, Arielle Ballard, Yakeisha Gray
 - Mission: to provide resources, awareness, and opportunities to promote diversity and inclusion within PHPD Race/Racism series.
 - Vision: an atmosphere of diversity and inclusion using open communication, reflection and collaborative proactive.
 - Goals: journal club, book club, community events, university resources/options, more robust presence in orientation for new employees, co-mentoring with a staff and faculty member, networking events, incorporate into career services (i.e. coaching)
 - Student Climate Subcommittee
 - Members: Janice Gilkes (chair), Helena Tatgenhorst, Angel Fuentes, Melissa Wu
 - Mission: to promote a diverse and inclusive learning community where students are supported to explore issues of diversity and learn from others.
 - Vision: a safe, supportive, and inclusive environment for every member of our community.
 - Goals: develop partnerships with key stakeholders, generate an annual campus climate survey, trainings for faculty, staff and students to promote cultural competence
 - Events/Professional Development Subcommittee
 - Members: Dr. Linda Hudson (chair), Janet Walton, Sabrina Kurtz-Rossi, Rubeen Guardado

- Mission: to create and institutionalize an environment and philosophy designed to build capacity for faculty and all members of the PHPD community to be more inclusive, identify strengths and challenges, and to support opportunity for reflections, observations, and insights.
- Vision: a sustainable environment where faculty and staff are prepared to lead by example, confident in their ability to understand and appreciate diverse perspectives, fully engaged in the challenging process of addressing inequities brought about by historical legacy of marginalization across several domains.
- Goals: gather data, review issues emerging from course evaluations, Student Senate, Office of Student services and faculty reviews, collaborate with alumni association leadership, tailor training and methodology, and identify areas of institutionalization of core values and expectations
- Faculty Subcommittee
 - Members: Dr. Beth Buyea (chair), Dr. Kimberly Dong, Dr. Fernando Ona, Dr. John Castellot, Dr. Beth Rosenberg
 - Mission: to develop meaningful diversity and equity related programming for faculty and staff in the Department of Public Health and Community Medicine at Tufts University School of Medicine to promote academic excellence.
 - Vision: a community of belonging and connectedness that produces high-quality, informative and evidence based-programs that focus on diversity and equity in the department.
 - Goals: identify areas for meaningful programming growth, facilitate opportunities for collaborative processes with faculty and staff, advocate for rules, regulations and policies in research, teaching, service, and the hiring and retaining of faculty of color, provide data, resources and/or mentoring needed for successful training
- 2. Improving PHPD student pipeline and outreach to attract, retain and support a diverse student body
 - The ambassador program (tailored for recruitment purposes only), was launched Fall 2019. Student ambassadors were paid from the Admissions budget within PHPD. An expansion of the program involving a mentoring component was expected to launch Fall 2020 (prior to COVID-19).
 - A partnership to create programming for PHPD students has been established with Adriana Black, MPH Director for Diversity and Inclusion Education. Prior to COVID-19, PHPD students were included in the Open Forum that was expected to be held on March 25th, 2020. A future session discussing the implications of inequities and injustices during COVID-19 for PHPD students is in the works. Date and details to be further discussed.
 - A town hall that would have been funded collaboratively to the Diversity Committee and the Black Student Alliance was set to launch Spring 2020 prior to COVID-19. The stated purpose was to foster a safe, open space for community members, particularly students, to honestly voice their experiences, concerns, and ideas to help inform the university's efforts to build equity, diversity, inclusion, trust and respect.
- 3. Identifying department-level trainings to address structural racism and advance racial equity
 - Potential proposals for seeking racial justice interactive trainings through an outside organization include:

- Interactive trainings - Interaction Institute for Social Changes
 - Transformational Leadership Training by Anita Sharma
 - Ayni Institute Community-Based Training
4. Creation of additional awareness and programming on Diversity, Equity, and Inclusion
 - The committee was set to co-sponsor the Public Health and Immigration Policy event with the Center for Global Health that was set for April 18th, 2020 prior to COVID-19. The event is postponed until further notice.
 - Planning to launch a Race and Racism lecture series in Fall 2020, with the goal of broadening attitudes towards the fraught topic of race to defeat racism and discrimination. Aiming to invite speakers from the Boston-area and integrate engaging activities (i.e. Theatre of the Oppressed style). Due to COVID-19, we are considering options for a virtual series instead.
 - The 3rd Black Maternal Health Conference 2020 has been postponed until Spring 2021 due to COVID-19. The diversity committee was slated to provide volunteers and support.
 5. Identification of funding for special activities
 - Applied to and received \$2,000.00 for the Bridging Differences Initiative Grant out of the Office of the Provost. This was a collaborative effort with the Black Student Association (BSA) and Latin Student Association.
 6. Other ongoing Diversity initiatives across campus - Committee chair, Dr. Ndidi Amutah-Onukagha, participates in the following diversity related initiatives :
 - Tufts University School of Medicine (TUSM)
 - FACE Committee on Equity
 - The Anti-Racism Task Force was created to revamp the medical school (MD) curriculum to be less racist. This task force is expected to run until September 2020.
 - Tufts University Health Science Schools
 - The Joint Council on Equity, Diversity and Inclusion (JCEDI) focuses on promoting cross-campus collaborative efforts to advance equity, diversity and inclusion across the health science campuses in Boston and Grafton.
 - Tufts Clinical and Translational Science Institute (CTSI)
 - Breaking the Silence event held in March 2020