Diversity Ad Hoc Committee

Minutes: March 1, 2017

Present: Xiuhua Ding, Susan Eagle, Colin Farrell, Marilyn Gardner

Prior to the meeting, CEPH’s 2016 criterion G1, Diversity and Cultural Competence, was sent to committee members for review, and objectives set for the first meeting: 1) recommend priority under-represented populations and rationale for choosing, and 2) recommend goals for increasing representation. During the meeting, members reviewed information from [WKU Fact Book](https://www.wku.edu/instres/documents/2016_fact_book.pdf), [county health rankings](http://www.countyhealthrankings.org/sites/default/files/state/downloads/CHR2015_KY_0.pdf), state demographics, and other sources.

The committee discussed the importance of preparing a diverse new generation of public health practitioners, and creating a culture within in the program that is inclusive. We also discussed the challenges of recruiting and retaining a diverse student body and faculty, and monitoring progress thereof on diversity metrics that cannot easily or legally be obtained.

The committee recommends that we strive to attain a student body that more closely represents state demographics and a faculty that more reflects the diversity of our nation. To this end, **we recommend the following groups as priority populations:**

* Hispanic/Latinx
* African-Americans
* Immigrants/first generation
* Persons from medically under-served communities
* Persons identifying with under-represented or marginalized groups

The committee also **recommends the following goals** to promote diversity and cultural competence:

1. Foster a culture of inclusivity and cultural competence.
2. Attract, hire, and retain diverse faculty that reflects the demographics of the nation and inclusive of those from under-represented or marginalized groups.
3. Encourage faculty to engage in scholarship and service involving marginalized and under-represented populations.
4. Increase our efforts to attract, retain and graduate a diverse student population reflective of the diversity in the Commonwealth and inclusive of those from under-represented or marginalized groups.
5. Provide student engagement opportunities for scholarship and service within marginalized and under-represented populations.