Goals, Strategies, & Actions for Increasing Inclusivity: AY 2018/19 Updates

*Goal 1: Foster a culture of inclusivity and cultural competence*.

1. Encourage all faculty/staff to go through courses that encourage continued learning regarding diversity and inclusion.

Actions Taken: Green dot training during August 14th 2017 workday; ADA training August 2018, workday; Poverty simulation training and participation; diversity statement training

1. Include diversity information and resources in program materials.

Actions Planned: Diversity statements included student handbook, orientation, and website

1. Articulate inclusivity as a core value for the PH programs.

Action Taken: Inclusivity highlighted as a core value: “***I****nclusive, culturally-competent, and equitable”*

1. Infuse inclusivity into strategic planning process and program operations and curriculum development.

Action Taken: Professional development plan for organizations serving marginalized populations.

Action Taken: Embed

Action Plan: Propose joint MPH-BSPH standing Inclusion and Equity committee; work with newly created CHHS Diversity Officer.

1. Increase diversity of external advisory committee.

Action Plan: Revise committee membership to include priority populations.

*Goal 2: Attract, hire, and retain diverse faculty that reflects the demographics of the nation and inclusive of those from under-represented or marginalized groups.*

1. Create programmatic policy for faculty and staff recruitment to ensure position announcements are distributed to institutions and organizations with access to marginalized populations.

Action Taken: In process of creating contact list for future position announcements.

Action Taken: Sent job announcements to HBCs, and the Hispanic and disability sections of APHA

Action Plan: Create statement to include on position announcements.

*Goal 3: Encourage faculty to engage in scholarship and service involving marginalized and under-represented populations.*

1. Highlight faculty research and scholarship to priority populations in CHHS newsletter and program social media.

Action Plan: Create process/procedures to ensure timely reporting of actions.

Action Plan: Identify graduate assistant(s)/students to assist with social media.

1. Create on-going service/scholarship relationships with community organizations.

Actions Taken: Service relationship established with International/Refugee Center and Warren County School District English Language Learners/GEO Center

Action Plan: Maintain inventory of agencies serving marginalized and under-represented populations; identify opportunities for collaboration. (Marina has copy of packet with list of agencies and their areas of focus/service)

*Goal 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.*

1. Work within the institution to identify potential qualified undergraduate students.

Action Taken: Met with coordinator of TRiO program.

Action Plan: Develop recruitment materials; attend recruitment events.

1. Recruit for undergraduate and graduate programs through recognized student organizations serving priority populations.

Action Taken: Identified salient WKU student organizations.

Action Plan: Develop and disseminate group-specific recruiting messages.

1. Identify and address recruitment and retention barriers.

Action Taken: [PHUGAS Student Government Association resolution](http://www.wku.edu/sga/accountability/resolution_4-17-s.pdf) to support international student scholarships for length of academic program.

Action Plan: Launch orientation survey to assess priority population status not captured by University; examine data to prioritize recruitment strategies.

*Goal 5: Provide student engagement opportunities for scholarship and service within marginalized and under-represented populations.*

1. Embed applied practice experiences serving marginalized populations into courses.

Action Taken: Working with BRDHD and other agencies to identify projects.

1. Promote service/engagement opportunities via program’s social media, calendar, and other communication systems.

Action Taken: Opportunities announced via social media.

Action Plan: Identify staff to communicate of opportunities in a timely manner.

1. Highlight student research and service to priority populations in CHHS newsletter and program social media.

Action Taken: Photos/synopsis of events posted on social media.

Action Plan: Identify staff/graduate assistant to seek and post student submissions.