MPH-BSPH Joint Diversity Committee

Policies and Procedures

The guiding directive for the MPH-BSPH Joint Diversity Committed (JDC) is to ensure that the Public Health program, at the MPH and BSPH levels, strives to attain and maintain a milieu that is diverse, inclusive, and culturally competent. This includes encouraging the recruitment and cultivation of a student body that more closely represents state demographics and a faculty that more reflects the diversity of our nation. The JDC is charged with overseeing and evaluating the efforts taken within the MPH and BSPH programs to ensure that all measures are taken to facilitate diversity and inclusivity within the programs. The result of these findings will be reported to the program faculty, students, and advisory board.

The JDC will ensure that all efforts are taken to encourage and maintain diversity within the program, via the means of reviewing recruitment procedures, scholarship, and service at the faculty and student levels. When possible, JDC will utilize existing data collected institutionally, at the University and College (CHHS) level. When such sources are not available, the JDC will ensure that processes in place at a department and program level are followed, recorded, and made available to the committee on an annual basis. This may involve working in conjunction with other Departmental and College committees to coordinate data collection efforts.

JAC is composed of a minimum of two faculty members, one who represents the MPH program and one who represents the BSPH program. Additionally, one MPH and one BSPH student shall be appointed/elected by the Public Health Undergraduate and Graduate Associated Students (PHUGAS).

Procedures

On an annual basis, the JDC will:

* Review the efforts taken 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.
* Review the efforts taken to attract, hire, and retain diverse faculty that reflects the demographics of the nation and inclusive of those from under-represented or marginalized groups.
* Review the efforts taken to ensure that the MPH-BSPH Advisory Board is representative/reflective of the community served, including the inclusion of representatives from under-represented and marginalized populations.
* Collect, evaluate, and disseminate data and reports regarding the effectiveness of programs to foster diversity within the MPH and BSPH programs.
* Identify areas within the department (culturally and structurally) that can be augmented to encourage diversity, inclusivity, and cultural competency.
* Track efforts by program faculty to engage in local and/or national-level scholarship and service involving marginalized and under-represented populations.
* Track student engagement opportunities for local and/or national-level scholarship and service within marginalized and under-represented populations.

JDC will meet *at least* once per semester. The minutes of all meetings shall be made available on the faculty shared drive. Reports will be presented at Joint MPH-BSPH meetings.