Agenda, PHUGAS Meeting, November 5, 5pm CST

1. Introductions
   * New VP, Autumn Joanow
2. Elected Positions still open
   * Undergraduate President
   * Secretary
3. Committee Representation needed
   * Undergraduate Curriculum Committee
   * Graduate Curriculum Committee
   * Search Committee for Assistant Professor
     1. Sitting in on the preliminary interviews
     2. Attending the lecture for those who are selected to interview
     3. Completing a survey to be used by Department Chair, Dr. Mkanta
   * Search Committee for Instructor
     1. Sitting in on the preliminary interviews
     2. Attending the lecture for those who are selected to interview
     3. Completing a survey to be used by Department Chair, Dr. Mkanta
4. New BSPH Competencies (will be called for a vote at Governance Committee)
   * Discuss ways in which structural bias, social inequities, and systemic discrimination undermine health and create challenges to achieve health equity.
   * Discuss disease trends and impacts at a global level.
   * Describe strategies for providing culturally appropriate health information.
5. BSPH Motion: New Health Equity course (will be called for a vote at Governance Committee)
6. BSPH Motion: Internship/Capstone Split (3 hr/3 hr) (will be called for a vote at Governance Committee)
7. Diversity, Inclusion, and Equity Actions (will be discussed at Governance Committee)
   * See [Diversity Plan](#_Diversity_Plan) below. Highlighted are the current suggestions, from 2 people. The rest of that document is the Diversity Plan that has been voted in previously.
8. Governance Committee Open Invitation
   * Although students are always welcome to sit in on the [Governance Committee meetings](https://www.wku.edu/publichealth/news/mphmeetins.php), Molly Kerby will be coming to the meeting on 11/11 to discuss inclusive language. If students want to attend, they are welcome.
9. Open Floor: Spotlight for next meeting
10. Open Floor: Program Suggestions/Feedback/Recommendations

# Diversity Plan

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, **the following groups are priority populations:**

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

We strive to reach the **following goals** to promote diversity and cultural competence:

1. Foster a culture of inclusivity and cultural competence.
   1. Offer or strongly advertise cultural competency trainings to students (Safe Zone Training, Implicit Bias Training, etc)
   2. Faculty and staff of the program will attend one cultural competency training per AY (Safe Zone Training, Implicit Bias Training, etc)
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. Make meaningful connections with the contacts from the HBCU, HACU lists we already have
   2. Create a physical environment that is inclusive and accessible
3. Encourage faculty to engage in scholarship and service involving marginalized and under-represented populations.
   1. Have another embedded GrAPE project that directly serves marginalized or under-represented population – currently only one that depends on the topic students receive
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. Create a list of Kentucky high schools and community colleges that predominately serve under-represented or marginalized groups for BSPH recruitment efforts
   2. Establish relationship with Martha Sales at ISEC; hold presentation/recruitment event for ISEC students
   3. Establish relationship with Fabian Alvarez, advisor for HOLAS; hold presentation/recruitment event for HOLAS students
   4. Partner with AHEC to increase awareness at high school level of careers in Public Health (and recruit), including GEO International High School
5. Provide student engagement opportunities for scholarship and service within marginalized and under-represented populations.
   1. Establish relationships (MOAs?) with the following organizations:  Community Partnership for Refugee and Immigrant Families; Refuge, BG (refugee and immigrant families); Hotel, Inc (homeless); Fairness Coalition (LGBTQ)