



SCHOOL OF  
**PUBLIC HEALTH**  
UNIVERSITY OF MINNESOTA

# STRATEGIC PLAN FOR ANTIRACISM ANNUAL REPORT

JULY 2023

Year 1

Year 2

Year 3

Year 4

Year 5

# ADVANCING OUR STRATEGIC PLAN FOR ANTIRACISM

On July 27, 2021, the U of M School of Public Health (SPH) launched the Strategic Plan for Antiracism (SPAR) to fundamentally change our school’s culture, perspectives, intentions, and actions. This report celebrates the two-year anniversary of SPAR, highlighting progress made in each of the five core goal areas: Leadership, Faculty, Staff, Students, and Alumni. We strive to lead with transparency, acknowledging the work that has been done and what still needs to be accomplished.

## Measuring Change

Becoming an antiracist school requires action and accountability. In 2022, we conducted our second biennial climate assessment, which gauged the “cultural temperature” of our school around diversity, equity, and inclusion. We compared results from this assessment with the first assessment conducted in 2020, and have seen significant improvements in the diversity of our faculty and staff, feelings of belonging at the school, trust in leadership’s commitment to DEI, and more.

We also continued other strategies established during SPAR’s one year anniversary, including our **progress update webpage** and this **annual report**, to gather, analyze, and report data related to our antiracism efforts.



“Having a strategic plan focused on antiracism is helpful, and now we need folks to take actionable steps so that we can forge forward in a radically different way, together.”

**J'Mag Karbeah**  
Assistant Professor of Health Policy and Management  
Research Advisor, SPH Center for Antiracism Research for Health Equity

### Antiracism Trainings Feb.-May 2023

SPH’s DEI Office develops and leads a series of trainings including Antiracism 101 and 102, and Antiracist Supervision.

### SPAR Building Signage Apr. 2023

New signs are installed in SPH buildings to help build brave spaces for SPH community members to challenge unjust power dynamics at the school.

### New Graduate Assistant Hired with DEI Focus Jan.-Feb. 2023

The SPH Office of Diversity, Equity, and Inclusion (DEI) hires a graduate assistant (GA) to support SPAR research and programming. GAs also support DEI work in each division.

### BIPOC and American Indian-focused events Mar.-May 2023

SPH kicks off a series of events centering BIPOC and American Indian communities, including an affinity space for students of color, an alumni luncheon connecting with students from marginalized backgrounds, and learning opportunities from Native and American Indian experts.

### Community Engagement May 2023

Andrea Pérez-Maikkula named assistant director of DEI and community engagement to systematize community engagement efforts across the school.

### Public Health Institute June 2023

SPH’s Public Health Institute offers several innovative courses focused on health equity and antiracism.

### Justice in Public Health Sep. 2022

SPH continues its *Justice in Public Health* event series featuring new scholars and renowned guest speakers from around the country to lead discussions around antiracism and health equity.

### Climate Assessment Oct. 2022

SPH conducts 2nd biennial climate assessment. The results showed improvements in nearly every area we surveyed.

### Animated Video Series Sep. 2022 - Mar. 2023

SPH launches a series of animated videos that break down antiracist ideas into short, easy-to-understand concepts. The videos are used by partners both within and outside the U of M and are honored with a communications award.

### Agents for Change Nov. 2022

SPH develops video profiles of faculty and staff that spotlight the important work being done throughout the school towards SPAR goals.

### BIPOC Receptions Sep. 2022

SPH develops two new events centering the experiences of Black, Indigenous, people of color (BIPOC) and American Indian faculty, staff, and students.

2022

2023

**Students** | Goal 1 & 3  
**Faculty** | Goal 2 & 3  
**Staff** | Goal 2 & 4

**Students** | Goal 1  
**Alumni** | Goal 3

**Leadership**  
Goal 3 & 5

**Leadership**  
Goal 6

**Leadership**  
Goal 5

**Students**  
Goal 1

**Leadership**  
Goal 3

**Leadership** | Goal 4  
**Alumni** | Goal 1

**Leadership**  
Goal 4

**Leadership** | Goal 5  
**Students** | Goal 1  
**Faculty** | Goal 3  
**Staff** | Goal 4

**Students** | Goal 5

# GOAL AREA HIGHLIGHTS

These highlights represent a small sample of the many efforts across the school.

View a detailed progress report at: [sph.umn.edu/antiracism-progress](https://sph.umn.edu/antiracism-progress)

## GOAL AREA 1: LEADERSHIP

In SPAR's second year, SPH surveyed its faculty to gauge current expertise in health equity and antiracism; conducted a legislative outreach campaign to establish a new SPH Center for Cannabis Research, supporting health equity in the newly passed cannabis legislation; provided free educational opportunities throughout the year, including the *Justice in Public Health* series and antiracism trainings; and completed its biennial climate assessment.

## GOAL AREA 2: STUDENTS

The school launched a Student Services Alignment Project to ensure equity in student support services across the school; incorporated SPAR and antiracism workshops in SPH's new student orientations; streamlined SPH's scholarship information to increase equity and accessibility; and hosted events that centered BIPOC and American Indian students.



*"I envision a school that is so firmly rooted in the concept of antiracism that its faculty, staff, students, and alumni go out into the world empowered to call out injustice and racism when they see it."*

- Thuy Kim

Environmental Health PhD '23  
2023 Commencement Student Speaker

# 23.3%

## BIPOC and American Indian Faculty

(as of spring 2023 compared to 21.1% in 2022)

## GOAL AREA 3: FACULTY

The school developed training for faculty search committees on how to conduct an antiracist search and reviewed all faculty mentoring plans from each academic division to build support for new BIPOC and American Indian faculty.

## GOAL AREA 4: STAFF

SPH increased the percentage of BIPOC and American Indian staff hires from 18.3% in 2022 to 22.6% in 2023. The school updated the staff hiring process by revising job openings with the most up-to-date inclusive language and provided educational opportunities for hiring managers to screen application materials equitably.

## GOAL AREA 5: ALUMNI

The school published findings from the SPH Career Trends Survey that explored the experiences of its alumni. The SPH mentor program engaged 179 students and 174 alumni throughout the year, connecting students to resources, networks, and tools to be successful. It hosted its first alumni event that featured BIPOC and American Indian alumni who shared their wisdom and experiences with SPH students.