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.

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 its biennial climate assessment. The results showed improvements in nearly every area we surveyed.

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.

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.

Antiracism Trainings

Feb.-May 2023
SPH’s DEI Office develops and leads a series of trainings including Antiracism 101 and 102, and Antiracist Supervision.

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.

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.

Public Health Institute

June 2023
SPH’s Public Health Institute offers several innovative courses focused on health equity and antiracism.

“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

2022

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

2023

Students | Goal 1
Leadership | Goal 2
Faculty | Goal 3
Alumni | Goal 4
Staff | Goal 1 & 5

Note: The image contains tables and visual elements, which are not fully described in the text.
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.

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.

“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

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.

BIPOC and American Indian Faculty
(as of spring 2023 compared to 21.1% in 2022)

23.3%

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.

Learn more:
sph.umn.edu/antiracism