



SCHOOL OF
PUBLIC HEALTH
UNIVERSITY OF MINNESOTA

STRATEGIC PLAN FOR ANTIRACISM ANNUAL REPORT

JULY 2022

Year 1

Year 2

Year 3

Year 4

Year 5

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 towards antiracism. This annual report celebrates the one-year anniversary of SPAR, highlighting progress made in each of the five core goal areas: Leadership, Students, Faculty, Staff, and Alumni. We strive to lead with transparency, acknowledging the work that has been done and what still needs to be accomplished. As we implement the plan, it’s vital that we learn how to measure change and pay close attention to the critical lessons we’re learning along the way.

MEASURING CHANGE

Becoming an antiracist school requires action *and* accountability. In SPAR’s first year, SPH began developing a standardized and authentic model for gathering, analyzing, and reporting data. We will regularly evaluate our actions, progress, and outcomes in the following ways:

- **Progress Update Website:** Showcases detailed progress in each SPAR goal area; updated twice a year
- **Annual Report:** Yearly snapshot of our actions and progress toward goal areas
- **Biennial Climate Assessment:** Gauges the “cultural temperature” of our school around diversity, equity, and inclusion

SPAR Launch

Jul 2021

SPH launches its Strategic Plan for Antiracism, a five-year plan to transform SPH into a school that puts justice, equity, inclusion, and antiracism at the center of its mission and daily operations.

Climate Assessment

Sep/Oct 2020

SPH partners with Strategic Diversity Initiatives (SDI) to conduct an initial climate assessment to gain a baseline understanding of the culture and climate at SPH.

Justice in Public Health

Sep 2021

SPH launches the Justice in Public Health event series as a forum for the school to lead discussions around a wide variety of topics that impact public health and advance equity.

Notes on Antiracism, Justice, and Equity

Aug 2021

SPH launches its new monthly newsletter, Notes on Antiracism, Justice, and Equity, for both internal and external audiences.

Equity, Diversity, and Inclusion Team

Oct 2021

SPH reorganizes its Equity, Diversity, and Inclusion Team (EDIT 2.0) as the central group for developing DEI training.

PLANNING PHASE

YEAR 1

Leadership
Goal 6

Leadership
Goal 5

Students | Goal 1
Alumni | Goal 3

Leadership
Goal 1



“The very fact that we developed this strategic plan signals that we stand with this plan not only through words, but through resources and opportunity.”

– **Dan Cheng**
Associate Director
Recruitment and Admissions

DEI and Health Equity Awards

May 2022

SPH introduces two new annual faculty and staff awards: Diversity, Equity, and Inclusion Staff Champion Award and Outstanding Health Equity Impact Award.

New Staff Join SPH with DEI Focus

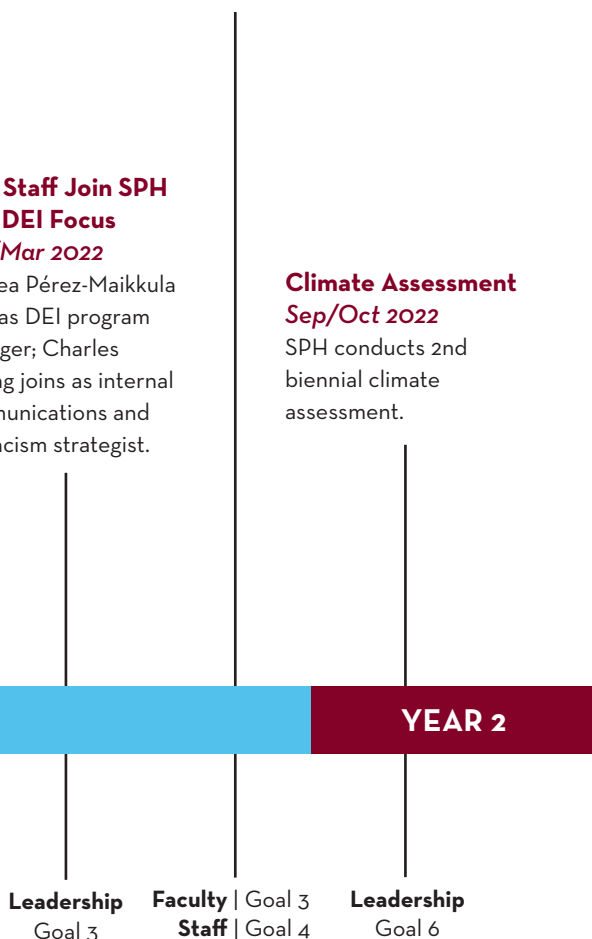
Feb/Mar 2022

Andrea Pérez-Maikkula joins as DEI program manager; Charles Truong joins as internal communications and antiracism strategist.

Climate Assessment

Sep/Oct 2022

SPH conducts 2nd biennial climate assessment.



LESSONS LEARNED

As a top ranked school of public health, we must be an example of how commitment and hard work can move a school closer to the goals of antiracism, justice, equity, and inclusion. Our SPAR implementation is an authentic reflection of our school. ***We are a leader in this work, yet that does not mean we are perfect in our approach.*** As we gain experience and practice, our plan and actions will also evolve to reflect the changes we want to see.

- **Constantly Assess and Innovate**
The magnitude of this process requires that we regularly evaluate what is working and what is not. We have few direct exemplars in this work, so while we are grounded in theory and evidence, we are also excited to innovate in ideas and models and to learn and adapt from others.
- **Engage Stakeholders at Every Level and Phase**
We are a community, and we need to engage and seek input from our stakeholders to succeed. From the dean to our alumni, students, and donors, we have been intentional about inviting the SPH community to shape this process.
- **Clarify Roles and Responsibilities**
Having commitment is one thing. Doing the work is something very different. Our school is still working to understand our individual and collective roles in this work.

View the Year 1 progress report and Year 2 priorities online: sph.umn.edu/antiracism



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/SPAR-progress.](http://sph.umn.edu/SPAR-progress)

AREA 1: LEADERSHIP

In SPAR's first year, SPH created structures across the school to bring awareness to DEI efforts at all levels. It hired new staff whose work focuses on DEI; created and implemented a comprehensive communications plan; activated the SPH DEI Action Alignment Team; and supported each of its academic divisions in developing a DEI committee that includes student involvement through a paid assistantship.



"If the values of our school and public health, in general, are to mean anything, social justice has to be at the center of our work."

– Lauren Jones

Director, Diversity, Equity & Inclusion

AREA 2: STUDENTS

In 2021, SPH permanently eliminated the GRE and began moving toward a holistic review of applications in the 2021-2022 admissions cycle. The school provided Spanish interpretation at commencement — a new accommodation for SPH and the venue. It hosted BIPOC professional development events and affinity spaces and ensured student representatives on many decision-making committees.

AREA 3: FACULTY

In January 2022, SPH convened a standing Salary Equity Review Committee (SERC) to conduct periodic salary equity reviews of SPH faculty and to recommend to the dean cases warranting further attention and action. In addition, the Appointment, Promotion, and Tenure Policy (7.12 Statement) was revised in 2021 to incorporate more inclusive language and to emphasize and encourage faculty contributions in community-engagement and DEI work.

AREA 4: STAFF

SPH has made changes to the staff hiring process over the past year to prioritize antiracism and inclusivity. In addition, the school developed new practices for staff salary setting and equity adjustments, and the new employee orientation session was updated to include an introduction of the Strategic Plan for Antiracism.

18%

Indigenous Staff and Staff of Color

(as of spring 2022; compared to 16% in the previous period)

1,453

Alumni Completed the Alumni Career Trends Survey
(includes feedback related to the school's DEI commitments)

AREA 5: ALUMNI

The school completed its inaugural Alumni Career Trends survey in 2021 to collect, among other information, feedback from SPH graduates as it relates to our school's commitments to diversity, equity, and inclusion. The school also developed and completed an alumni board assessment, led by a newly formed alumni DEI committee, to inform strategy for engaging alumni around issues of antiracism, diversity, equity, and inclusion at SPH.