



SCHOOL OF
PUBLIC HEALTH
UNIVERSITY OF MINNESOTA

STRATEGIC PLAN FOR ANTIRACISM ANNUAL REPORT

July 2025

Year 1

Year 2

Year 3

Year 4

Year 5

SPH'S 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 change our school's culture and actions. Every year we gather, analyze, and report data on our antiracism efforts that include this annual report. This report highlights progress made in each of the five goal areas: Leadership, Faculty, Staff, Students, and Alumni.

STEADFAST IN OUR COMMITMENT

Despite growing opposition to diversity, equity, inclusion, and antiracism across the country, we continue to prioritize these values and take actionable steps toward making our school a more equitable institution.



"Antiracism and DEI work is often emotionally laborious, so it is important to build community and a network of people that can support each other. A commitment to antiracism is a commitment to the people around you."

Kablia Thao,
Associate Chief
Advancement Officer

Welcome Reception

September 2024

SPH hosted a reception for American Indian, BIPOC, and international students, staff, faculty, and alumni to network and build community.

Targeted Recruitment and Support

September - October 2024

SPH admissions team attended recruitment fairs designed to assist historically underrepresented students with graduate school exploration.

UMN Public Health Data

Equity Challenge

October 2024

Our Biostatistics and Health Data Science division planned and implemented this initiative using data collected from the Hennepin County SHAPE surveys.

Climate Assessment

November 2024

SPH conducted its third biennial climate assessment to gain an understanding of the current culture and climate at SPH.

MPH Admissions Group

Fall 2024

SPH created an MPH admissions working group to review and streamline MPH admissions practices across all programs to increase equity for applicants during the admissions process, including in scholarships. All applicants are now required to include an essay focused on antiracism and health equity.

Antiracist Training for Staff Job Searches

Fall 2024

HR developed an antiracist training presentation for staff searches modeled after the existing antiracist training for faculty searches, to ensure inclusive hiring practices across all search processes.

2024 Staff Salary Equity Review Report

Winter 2024-25

HR finalized this analysis of SPH staff salary equity across key demographic groups to address potential pay disparities.

End of Year Reception

April 2025

SPH hosted a reception for American Indian, BIPOC, and international students, staff, faculty, and alumni to network and build community.

Alumni Ambassadors Program

January 2025

SPH's Advancement team launched this program to develop stronger relationships with current students, staff, and faculty.

Celebrating the first class of BA graduates

May 2025

Our Public Health BA program, which hosts many students from underrepresented backgrounds, graduated its first cohort of students.

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

Students | Goal 4

Leadership | Goal 4

Leadership | Goal 6

Students | Goal 2

Staff | Goal 1

Staff | Goal 3

Alumni | Goal 3

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

Students | Goal 3
Alumni | Goal 1

GOAL AREA HIGHLIGHTS

These highlights represent a small sample of the many efforts across the school in year four of SPAR implementation.

GOAL AREA 1: LEADERSHIP

SPH maintained key DEI and antiracism initiatives, including our Notes on Antiracism, Justice, and Equity newsletter, our Justice in Public Health event series, and a variety of trainings and workshops, amid ongoing challenges. As we head into the final year of SPAR, SPH leadership has begun planning for future strategic initiatives involving DEI and antiracism in coordination with SPH strategic planning that will kick-off fall 2025.

GOAL AREA 2: STUDENTS

SPH has sought to recruit students from historically underrepresented backgrounds, increase equity for applicants during the admissions process, and audit our career services to better serve current students. Both schoolwide units and academic divisions have provided opportunities for students to participate in, learn from, and take leadership positions to promote DEI and health equity.

GOAL AREA 3: FACULTY

Since the launch of SPAR, SPH increased the percentage of BIPOC and American Indian faculty from 20.7% in spring 2021 to 25.2% in spring 2025. SPH seeks to create an inclusive SPH environment for faculty to build connections and foster collaboration across various groups.

GOAL AREA 4: STAFF

Since the launch of SPAR, SPH increased the percentage of BIPOC and American Indian staff from 15.8% in spring 2021 to 23.1% in spring 2025. HR has implemented several initiatives to improve equitable hiring and retention practices for staff.

“I chose SPH because I thought that we had a strong commitment to public health, DEI, and community health. Amidst growing challenges, I wasn’t sure that other schools would stand up for these values in the way that SPH would.”



Zidane Galant-LaPorte,
MPH student

GOAL AREA 5: ALUMNI

SPH has provided opportunities for alumni to engage and present on topics related to antiracism and DEI at SPH events. Opportunities presented to alumni include engaging with current students through our Mentor Program and through SPH’s Alumni Ambassador program.

Learn more:
sph.umn.edu/SPAR-progress