

## RSPH HPM DEI Committee Mission, Vision, Values, and Strategic Priorities

### Mission

To establish and maintain a more diverse, equitable, and inclusive Department of Health Policy and Management through real, sustainable, and collaborative changes in the department's policies, practices, and pedagogical approaches where all members—faculty, students, and staff—can thrive.

### Vision

We envision a department where:

1. Diversity, equity, and inclusion are prioritized in all decision-making, including the development of policies and practices within the department.
2. There is a diverse range of perspectives and voices that are supported and empowered to take actions that allow members to thrive and fulfill Rollins' mission.
3. Resources and tools for maintaining a diverse, equitable, and inclusive environment are easily accessible and promoted frequently.

### Values

Our committee values and promotes:

#### 1. **Anti-Racism**

We acknowledge that racism against the Black community is pervasive, globally, and at Emory.<sup>1</sup> We also recognize that our university played a role in slavery early in its history and has since continued to be complicit in structural racism.<sup>2</sup> We affirm that Black lives matter and that we stand against institutional racism at Emory and its harms to individuals of racial/ethnic backgrounds *including but not limited to* people who identify as Black, African American, Hispanic, and/or Native American.

#### 2. **Social Justice & Intersectionality**

We acknowledge that disparities persist among various identities and that the intersectionality of identities places multiple levels of burden on individuals. Action must be taken to reshape and decolonize<sup>3</sup> the current systems of oppression that allow injustice to persist. Our focus is on injustice related to race, color, religion, gender identity and expression, sexual orientation, age, national or ethnic origin, physical or mental disability, political belief or affiliation, marital status, veteran status, immigration status, genetic information, education status, economic status, or any other characteristic or status that has been subject to injustice.

#### 3. **The Right to Thrive**

Everyone has the right to flourish and to progress toward the realization of their goals.

1. <https://emoryhistory.emory.edu/issues/discrimination/slavery/regret.html>

2. [https://news.emory.edu/stories/2020/08/upress\\_fenves\\_racial\\_justice/index.html](https://news.emory.edu/stories/2020/08/upress_fenves_racial_justice/index.html)

3. <https://www.sociaisciencespace.com/2020/07/a-12-step-program-for-decolonizing-the-university-free-webinar/>

#### 4. **Accountability for Continuous Progress**

Everyone is responsible for supporting each other in the fight against inequity, including having the courage to have difficult conversations and holding each other accountable to continue to advance our mission.

#### 5. **Safe Space**

We all have work to do, and mistakes will be made. Our department should be a safe space to do this work, be compassionate and respectful towards each other, and take every opportunity to improve.

### **Purpose**

The HPM DEI Committee's purpose and commitment are to:

1. Create opportunities for people to voice their concerns and inform our recommendations based on the needs of the department's faculty, students, and staff.
2. Formulate recommendations about activities, programs, and policies within the HPM department, and share these with relevant stakeholders and decision-makers.
3. Act as a resource for faculty, students, and staff of the HPM department regarding DEI issues, including
  - a. Making referrals to appropriate resources, programs, or individuals (e.g., bias incident reporting systems); and
  - b. Updating the HPM department on DEI-related actions/on all University levels (University, RSPH, departmental).

### **Strategic Priorities/Goals**

The following goals and strategies are designed to transform the department into one that promotes social justice and freedom from oppression for all people regardless of race, color, religion, gender identity and expression, sexual orientation, age, national or ethnic origin, physical or mental disability, political belief or affiliation, marital status, veteran status, immigration status, genetic information, education status, economic status, or any other characteristic or status that has been subject to injustice.

#### **1. Create opportunities for people to voice their concerns and engage in conversations regarding DEI.** To achieve our goal to listen and respond, we will:

- a. Structure Committee by-laws so that the Committee's composition and processes promote representational diversity in its voices, perspectives, and roles within the department.
- b. Establish both discrete and open avenues through which HPM Department members can voice their concerns to the DEI Committee, as through:
  - i. Maintaining a Committee website
  - ii. Promoting and monitoring a Committee e-mail account
  - iii. Being available for meetings with concerned parties
- c. In fostering the formulation of Committee recommendations, gather information from all key stakeholders about the HPM Department's activities, programs, and

1. <https://emoryhistory.emory.edu/issues/discrimination/slavery/regret.html>
2. [https://news.emory.edu/stories/2020/08/upress\\_fenves\\_racial\\_justice/index.html](https://news.emory.edu/stories/2020/08/upress_fenves_racial_justice/index.html)
3. <https://www.socialsciencespace.com/2020/07/a-12-step-program-for-decolonizing-the-university-free-webinar/>

policies through informational interviews, open fora, document review, and other transparent processes.

- d. Facilitate dialogue among HPM Department members in the activities, programs, and policies of the HPM Department.
- 2. Increase representational diversity within the department for faculty, staff, and students.** While representative diversity is not sufficient to meet our DEI goals, it is a necessary condition. This committee will provide resources, education, and equitable processes to support the recruitment and retention of our HPM community's diverse members.
    - a. Formulate and disseminate recommendations for policies and practices related to:
      - i. Faculty and staff recruitment and hiring
      - ii. Recruitment and admissions of students
    - b. Serve as a resource for members of the HPM community in planning for and during recruitment activities for faculty, staff, and students
  - 3. Identify and address barriers to success for all members of the HPM departmental community.**
    - a. Formulate and disseminate recommendations around best practices for retention & success
    - b. Serve as a resource for members of the HPM community addressing specific retention issues
  - 4. Enhance the classroom experience by incorporating a diversity of topics, experiences, and perspectives in the HPM curriculum; by relying on inclusive pedagogical approaches to learning; and by supporting open and in-depth discussions of pressing public health questions and their implications for health equity.**
    - a. Formulate and disseminate recommendations around pedagogical approaches
    - b. Serve as a resource for faculty looking to increase diversity in their courses

**Questions? Contact us at: [hpm.dei@emory.edu](mailto:hpm.dei@emory.edu)**

**Committee Members:**

Silke von Esenwein, faculty (co-chair)  
Adam Wilk, faculty (co-chair)  
Sarah Blake, faculty  
Nada Boualam, PhD student  
Janet Cummings, faculty  
Laurie Gaydos, faculty  
Terah Kalk, research staff  
Catherine Kinyui, MPH student – Health Policy track  
Joseph Lipscomb, faculty

1. <https://emoryhistory.emory.edu/issues/discrimination/slavery/regret.html>
2. [https://news.emory.edu/stories/2020/08/upress\\_fenves\\_racial\\_justice/index.html](https://news.emory.edu/stories/2020/08/upress_fenves_racial_justice/index.html)
3. <https://www.socialsciencespace.com/2020/07/a-12-step-program-for-decolonizing-the-university-free-webinar/>

Gabrielle Metoyer, MPH student – Health Management track  
Kent Tolleson, administrative staff  
Courtney Yarbrough, faculty

1. <https://emoryhistory.emory.edu/issues/discrimination/slavery/regret.html>
2. [https://news.emory.edu/stories/2020/08/upress\\_fenves\\_racial\\_justice/index.html](https://news.emory.edu/stories/2020/08/upress_fenves_racial_justice/index.html)
3. <https://www.socialsciencespace.com/2020/07/a-12-step-program-for-decolonizing-the-university-free-webinar/>