

HHS Diversity Committee Meeting
Wednesday, December 1, 2021, 1:30
Minutes

Attendees: S. Tripepi, L. Guardioli, A. Carrellas, T. Glassman, J. Coyle, L. Schmelzer, L. Gomez, A. Goel, S. Sturdivant.

Old Business:

1. Approve minutes from last meeting
Minutes approved: Motioned by J. Coyle and Seconed by L. Guardioli
2. Louie updates:
 - a. Louis will attend a webinar webinar that will take place 12/2/21 and will report back to committee.
 - b. 2022 Diversity Plan: **The committee met and had great discussion. Louis will collect some statisitciscs and the committee will reconvene. There will be another meeting in the spring. A draft will be completed and submitted to the full committee. Plan is to have the draft completed before spring break and to the dean by April - with a goal of July 1st for implementation.**
 - c. Student questionnaire **Amanda will have the survey ready by Friday, December 3, 2021. Will go out to students Monday, December 6th. Tavis volunteered to assist with incentive ideas if needed.**
3. Create a More Diverse faculty, *The Homegrown Faculty Initiative*: **No updates from Tavis. Louie will check with Dean Merrick as he was going to connect Tavis with Dr. La Fleur**
4. College t-shirt
 - a. The goal to brand our College as welcoming and inclusive. This shirt would be a reminder to students, faculty, and staff about what we're all about and aspire to be.
 - b. Updates? **The Dean does not have the funds to purchase shirts for all of the students, but he could buy them for faculty. He would like to see the design.**
 - c. **Tavis suggests that we only make about 100 t-shirts and use them as give-aways. Louie suggested that we have some type of wheel for students to spin to win the shirts during a proposed diversity day. It was suggested that we have a student committee help to develop the shirt design. Tavis will head a sub-committee with Louis, Aru and Leo and may be able to assist with the financing through a foundation fund. We should survey the faculty to see if they are interested in the shirts. We will develop a design before we commit to a number of shirts.**

- d. **Sherry suggested that we ask the students that were identified by the Department Chairs to work on this. Laura also has an interested students.**
5. Email request sent on 11/29 to 10 student leaders who were forwarded to me. Requested their participation in a meeting the first week of spring semester, the week of January 18th. Will send out a doodle poll to those who state interest. Who would like to be part of this meeting? **Sherry will include Tavis and Louis in doodle poll.**
 6. CHHS Diversity Statement (like an educational philosophy statement) for any faculty position we post:
 7. Other Old Business? None

New Business

8. Program admissions procedures utilizing required prompts, related to diversity, -- USU example: <https://www.usu.edu/mps/health-education-promotion>
Prompt 1: In the HEP MPH degree program, we value diversity of thought, experiences, and background among our student body. Please explain how you might bring some aspect of diversity to the HEP MPH program. This could be accomplished in a various ways, such as describing your culture, travel experiences, life experiences, etc.

How we can institute having such a statement was discussed. Sherry suggested we consider submitting it to each Graduate Program in our college . Tavis suggested that UToledo and/or CHHS should adopt something like this. Not sure if it should be a gentle nudge vs an actual policy. We can draft a statement to ask programs to consider will have draft available for January meeting.

Next meeting date for next semester? **Doodle poll will be sent. Please complete by the end of the semester.**