

DGH Action Plan to Address Racism, White Supremacy, Anti-oppression and Misogyny

The Department of Global Health (DGH) is committed to action to end racism, white supremacy, bigotry, and misogyny in our department, at our institution and throughout society. We stand in solidarity with organizations and movements that share these goals and are committed to ensure that these goals are also reflected in how the DGH interacts within our department and with our partners globally. As part of our goal to continually examine our own history and failures; Department leadership, faculty, staff, and students need to continue to work together to recognize how power, privilege, and positionality support institutional oppression and must be addressed via meaningful reflection, dialogue, and commitment to change.

This action plan builds on the first DGH Action Plan to Dismantle White supremacy. The work of the committee aligns to four objectives described below, which are also consistent with strategic plan for DGH.

1. Increase anti-racist, anti-oppressive, and gender equity professional development opportunities for students, staff, and faculty in DGH.

- a. Strengthen antiracist **leadership** within DGH.
 - i. Establish antiracist leadership competencies.
 - ii. Annually work with DGH leadership to assess those competencies within DGH leadership.
 - iii. Develop targeted anti-racist training plans with DGH leadership based on competency assessment.
- b. Prioritize strategies to ensure that DGH **curriculum and teaching methods** are antiracist, anti-colonialist, anti-bigoted, contribute to gender equity, and represents diversity in methods, identities, and perspectives.
 - i. Ensure that curriculum reviews are thoughtfully integrate student feedback as part of continuous quality improvement.
 - ii. Ensure faculty accountability for course reviews to integrate DEI values.
- c. Increase access of department-wide **antiracist, anti-oppressive, and gender equity training and learning opportunities**.
 - i. Track DEI trainings for faculty and staff to integrate into performance reviews.
 - ii. Incorporate evaluation of DEI contributions in faculty and staff merit reviews.
- d. **Amplify student advocacy** to ensure environments within and outside of the classroom foster and allow for productive conversations around race, equity, diversity and social justice.

2. Optimize recruitment and retention of a diverse workforce and student body.

- a. Increase diversity BIPOC faculty, staff and students in DGH.
- b. Identify creative ways to diversify faculty.
- c. Identify and address barriers to diversifying new faculty hires.
- d. Increase availability of resources in DGH to support our BIPOC colleagues.
- e. Assess leadership structures and staff composition across DGH to understand and address power dynamics in the workplace.

- f. Support leadership in administering and addressing findings of annual climate surveys to ensure that faculty, staff, and students thrive at DGH.
 - g. Integrate recognition of antiracist, anti-colonial and anti-oppressive efforts into faculty promotion metrics.
 - h. Reduce amount of unpaid student labor in support of DEI work.
- 3. Improve campus safety.**
- a. Advocate to divest from Seattle Police Department and reimagine the UW Police Department.
 - b. Work with leadership and facility management to ensure access to all gender bathrooms in DGH spaces.
 - c. Ensure that DGH community is aware and follow a protocol if ICE enters our campus.
 - d. Ensure that departmental policies reflect a DEI lens.
- 4. Antiracist advocacy on campus and in our work.**
- a. Promote respectful and equitable partnerships with our collaborators.
 - b. Advocate for research methodology that center communities and community members.
 - c. Increase transparency and shared decision making at all levels in DGH.
 - d. Advocate to eliminate vaccine apartheid and medical harm.