



D G H I

Equity Task Force

Kate Whetten, PhD and Kimberly McNeil
Co-Chairs

Equity Work at DGHI

COMMUNITY, DIVERSITY & INCLUSION COMMITTEE

Staff & Faculty led

Focus on programming, activities & conversations

DECOLONIZING GLOBAL HEALTH

Student/Alumni led

Focus on curriculum changes

EQUITY TASK FORCE

Faculty/Staff/Student led
Focus on analyzing current practices, recommending best practices and helping implement

ETF Purpose:

To propose Institute wide recommendations and work with team leaders to enact changes that address the current structural inequities related to global power dynamics, race, ethnicity, gender, and all marginalized identities.

**TEAM/UNIT SELF-
ASSESSMENT**

**RESOURCES & FACULTY
SUPPORT**

**UNIFIED WEBSITE WITH
FEEDBACK PORTAL**

**RESPOND TO GLOBAL
HEALTH RESEARCH &
HUMAN RIGHTS ISSUES**

**Short-term
goals**

10/31/2020

**IDENTIFY AREAS OF
STRENGTH & IMPROVEMENT**

**COLLABORATE WITH TEAM
LEADS**

**PROMOTE ETHICAL COMMUNICATION
& MARKETING**

**ADD ANTI-RACIST, DECOLONIZATION,
LGBTQI+ INCLUSIVITY TO CURRICULA**

**Intermediate
goals
12/31/2020**

**UPDATE INTERNAL POLICIES
& PRACTICES**

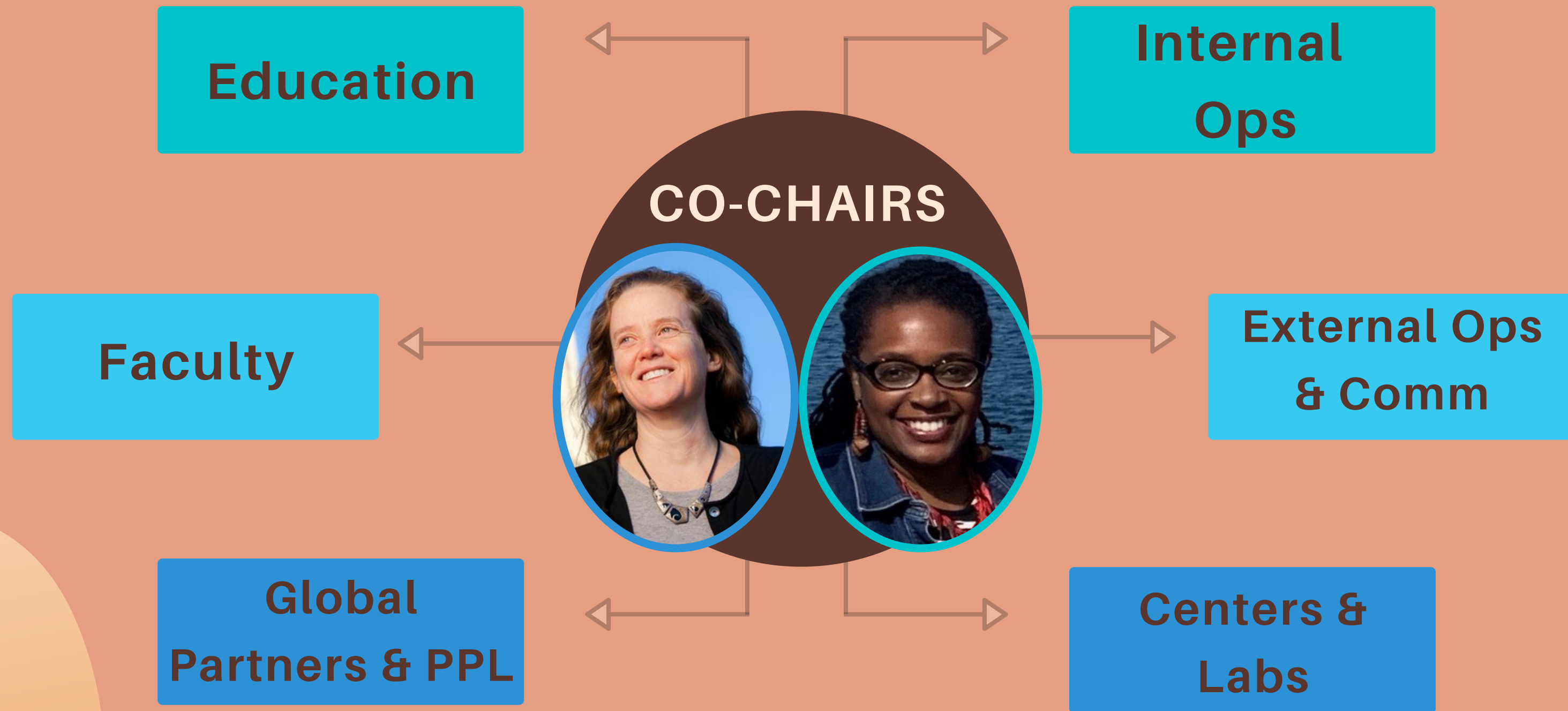
**DEVELOP EVALUATION
SYSTEM FOR EQUITY WORK**

**BEST PRACTICE HIRING
FACULTY/STAFF OF
COLOR & LIVED
EXPERIENCES OF
DISEMPOWERMENT**

**Long term
goals**

05/31/2021

Steering Committee & Work Groups



Education Co-Leads



**AASHA
HENDERSON**



**JAY
PEARSON**



**JOSEPH
EGGER**



**KAITLIN
QUICK**



**MELISSA
MANUS**

Workgroup Members

**YIHUAN LAI, SIDDHESH ZADEY, KARRIE STEWART,
BETH EANELLI, ALI CORLEY, EMILY ROBIE,
CORDELIA KENNEY, ANU SHARMA, KONYNSCOPE ADEWUMI**

Education Purpose

TO INCREASE THE DIVERSITY OF THOUGHT, IDENTITY, AND EXPERIENCES THAT STUDENTS HAVE AT DGHI. THIS INCLUDES LEARNING HOW RACE, GENDER, SEXUAL ORIENTATION, AND OTHER IDENTITIES IMPACT THE HEALTH AND LIVELIHOODS OF INDIVIDUALS AROUND THE WORLD. ON A LOCAL SCALE, WE ARE COMMITTED TO FOSTERING AN INCLUSIVE LEARNING ENVIRONMENT AT DGHI WHERE ALL MEMBERS OF OUR COMMUNITY FEEL WELCOME AND REPRESENTED.

GOALS & EXPECTATIONS

To work with the Education Team, faculty, and students as we develop resources for improving equity both "inside" (e.g. accessible, inclusive, decolonized curriculum) and "outside" (e.g. fieldwork, mentorship, recruitment) the classroom.

1

IDENTIFY COMPLICITY

Where in the DGHI educational curriculum upholds systemic racism and oppression of marginalized communities?

2

PROVIDE ACTIONABLE ITEMS

How do we assist faculty increase equity and inclusion within the classroom?

3

IMPROVE RESEARCH & FIELDWORK EXPERIENCES

How do we recognize and correct challenges related to unequal power dynamics and unethical research practices?

Progress

DGHI SYLLABUS STATEMENT

- Addressing structural inequities within our institution
- Fostering learning and working environment that is inclusive & accessible
- Facilitating open communication throughout the process of departmental changes

CORE COMPETENCIES

- Drafting core competencies to increase equity in DGHI educational experience

GATHERING FEEDBACK

- Researching current practices and previous challenges from faculty, alumni, and the Education Team



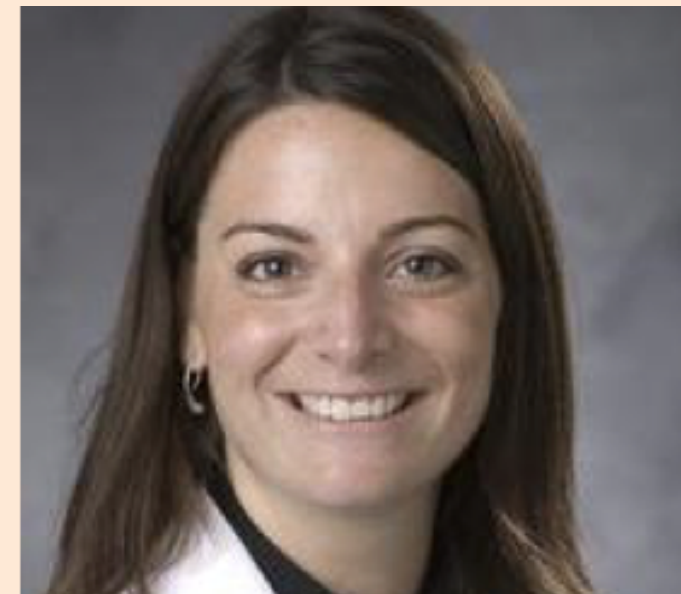
Faculty Co-Leads

SHASHIKA BANDARA, MARGARET LILLIE, GAVIN YAMEY



Workgroup Members

JEFFREY MOE, BILL PAN, CATHERINE STATON, JOAO VISSOCI



Faculty Priorities

01

Becoming
Informed

02

Changing
Practices

03

Teaching
about diversity
& inclusion

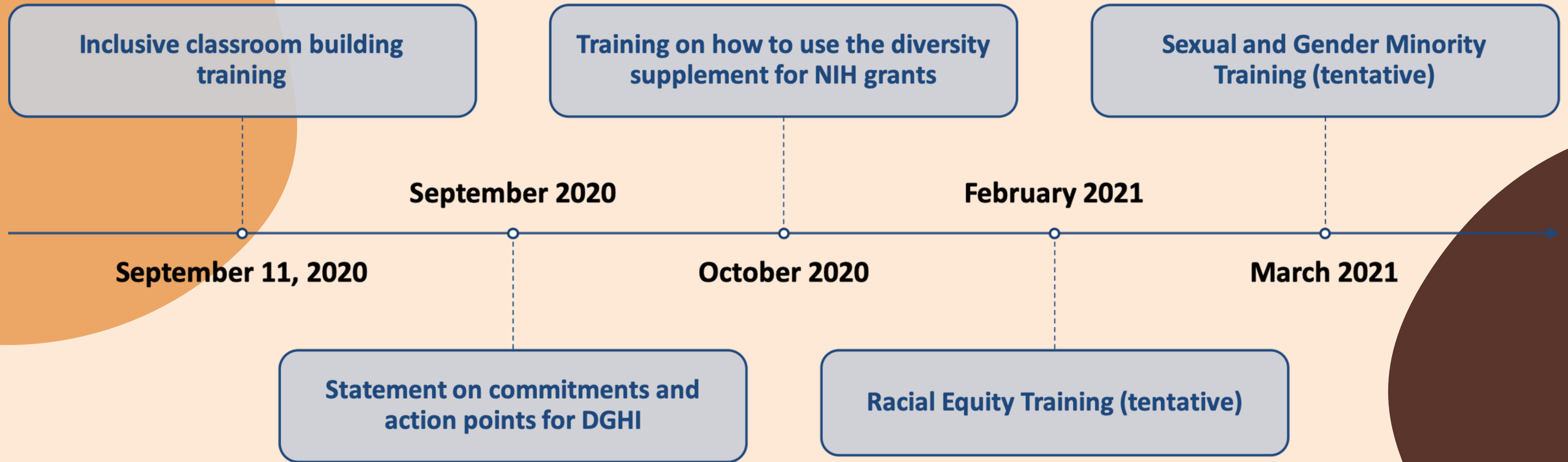
04

Providing
Support
(training,
mentoring)

Recommended Commitments for DGHI

- **Commitment to ensure key faculty receive racial-equity training, training on sexual and gender minority inclusion and inclusive classroom building.**
- **Commitment by DGHI, including a financial commitment, to hold these trainings within the academic year 2020 - 21 and have scheduled refreshers every academic year.**
- **Commitment by DGHI to set a goal for a minimum number of faculty who are BIPOC with primary appointments at DGHI.**

Action Points & Progress



Provide guidance materials or training on:

- best practices for mentoring students
- mentoring junior faculty and staff
- building partnerships with external partners in low- and middle-income countries

Global Partnerships & Priority Partner Locations (PPL)

SUMEDHA ARIELY, ALEXANDRA KYEREMATEN, LYSA MACKEEEN



Workgroup Members

SHARLA RENT, DILANI LOGAN, HIWOT ZEWDIE,
EMILY BOUNDAONE, VICTORIA KYEREMATEN,
IRENE FELSMAN, MARWA ALY

Purpose

TO CONNECT THE PRIORITY PARTNERSHIP LOCATIONS (PPL) WITH THE GOALS AND STRATEGIC DIRECTIONS THE EQUITY TASK FORCE HAS IDENTIFIED.

OUR GROUP WILL LEARN ABOUT THE GOALS AND VALUES OF OUR PARTNER SITES IN ORDER TO JOINTLY DEVELOP AN UNDERSTANDING OF HOW BEST TO IMPROVE AND IMPLEMENT EQUITY AND DIVERSITY IDEALS *BETWEEN DUKE AND OUR PARTNER LOCATIONS.*

Goals & Expectations

Short-Term

- Identify key factors in understanding the PPL/Partners' norms, ideas and actions as it relates to diversity and inclusivity
- Identify representatives from partner sites to participate in working group activities and decision-making processes

Long-Term

- Develop a collaborative framework to support productive and equitable long-term relationships with partners
- Establish practices in support of increased inclusivity in DCI recommendations to sites and colleagues
- Develop a set of mutually agreed upon practices and benefits in relation to research, financial and learning outcomes

Progress

Establish regular meeting schedule with full working group

Identified key stakeholders for information gathering

Identified type of information required from Duke's Global Operation office and partner sites

Identified first set of questions and themes to pull from current global operation documents and PPL partner conversations

Internal Operations



KELLY DEAL



ASMA MIRZA



TRA TRAN

Workgroup Members

**KEVIN A. KLOCK,
ALI MURAD BÜYÜM,
PAIGE O'LEARY,
VIVIEN NEEDHAM,
ALLIA VAEZ**

Internal Operations

Purpose

Create/update guidelines and norms that are institution-wide –in terms of accepting, addressing, actively seeking to change the status quo that perpetuates inequity. These guidelines should include guidance on team norms, interpersonal interaction, institutional culture related guidance at the institutional level.

Goals

- HR processes including hiring and orientation
- Employee treatment and support
- Develop/Maintain equitable practices in management.

Progress

- Reviewing unit reflections and creating follow-up questions, mainly around DGHI and Duke HR
- Drafting recommendations for hiring policies and practices

Centers & Labs



LAURA BEY, SARA LEGRAND, MAYA STEPHENS

Workgroup Members

**KAITLYN FRIEDMAN, ANNA TUPETZ, AUSTIN WESEVICH,
BRITTANY ZICK, JIA YAO**

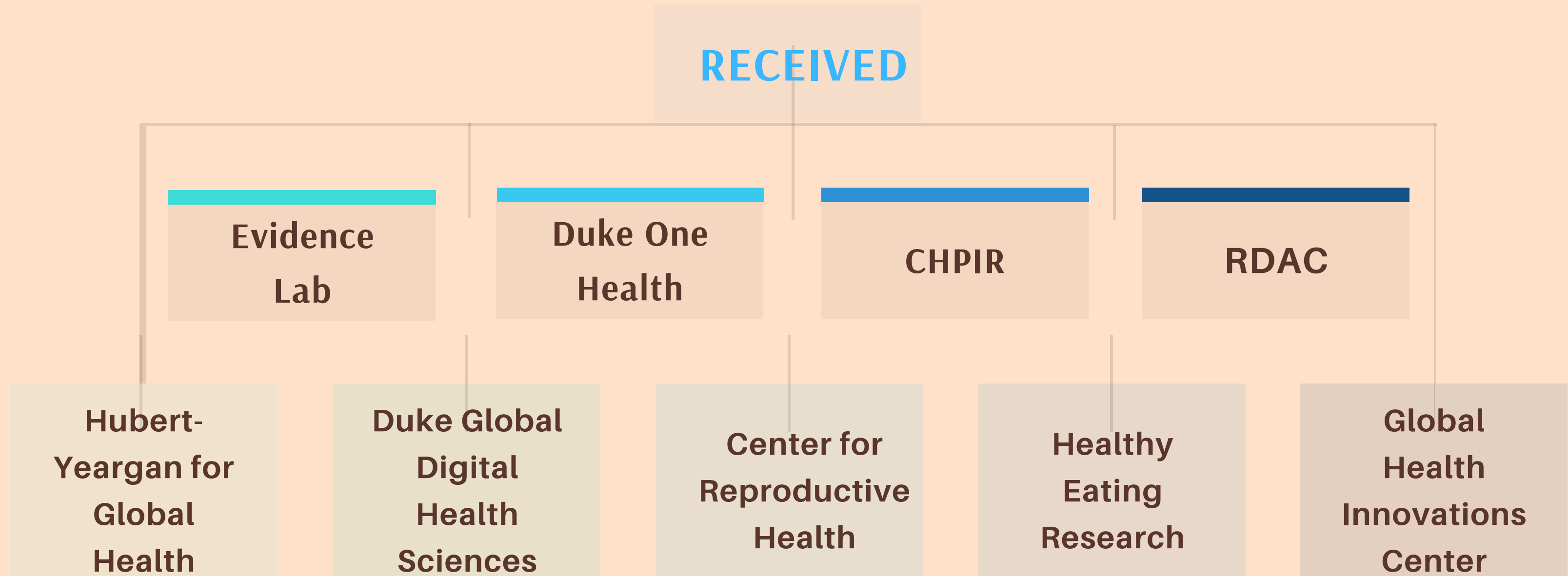
Purpose & Areas of Focus

The Centers & Labs working group is tasked with the job of looking at the practices being implemented by the various center and lab groups within the DGHI community. These are being submitted through self-assessments. Using these, the group will support, validate, and provide suggestions on diversity and inclusion practices pertaining to recruitment, hiring, and HR processes.

Develop/Maintain equitable practices in management, employee treatment and support, hiring and promotion practices, research partnership management

PROGRESS

- Begin reviewing the self-assessments within the next few weeks
- Identify best practices and work with the steering committee and leadership to find ways to best support increased efforts to promote equity and diversity.



External Operations & Communications

MARY BROPHY MARCUS



Workgroup Members

ELIZABETH AIMONE

ALEENA BHASIN

DENZELL FAISON

ANDREA KORIS

RAE JEAN PROESCHOLD-BELL

ALONZO FELDER



SARAH MARTIN



Purpose

Work to create avenues through which equity and inclusion are central to the mission and communication of DGHI; elevate visibility of work being done already and advocate for new efforts through engagement with audiences outside of DGHI.



Goals

- Create structure and processes for equity-focused website and communication channels
- Establish communications and photo ethics trainings for faculty, staff, and students
- Partner with the DGHI Director of Development to engage the DGHI Board of Advisors
- Build and/or join networks of similar efforts, within Duke, academia, and organizations working in global health
- Establish/elevate DGHI as a thought-leader in equity and inclusion

Progress

**Ethical photo review
(2019) and removal
underway in Trent Hall**

**Review of self-
assessments from
Communications and
Development teams**

**Establishment of sub-
group meeting
schedule**

Faculty & Staff Requests

TEAM/UNIT SELF-
REFLECTIONS

STATEMENT OF
INCLUSION

EQUITY, DIVERSITY, &
INCLUSION SURVEY