

HEALTH AND HUMAN SCIENCES OFFICE OF DIVERSITY AND INCLUSION

Annual Report: July 1, 2014 – June 30, 2015

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The HHS Office of Diversity and Inclusion (HHSODI) was established July 1, 2012. The core aim of the Office is to seed sustainable *Inclusive Excellence* within the School of Health and Human Sciences through education and training, building an inclusive community, and assessment. For this year, we continue to establish a presence of the Office within the school and the larger university, and to implement efforts related to the aforementioned core mission. Across our sponsored public events, we had approximately 200+ attendees.

1. EDUCATION AND TRAINING

1.1 Highlights

- **HHS Teach In. Topic: What We Can Do: Tackling Bias, Intolerance, and Injustice** (3 hour event). Panelists: Rev. Nelson Johnson, Beloved Community Center; Endy Mendez, FaithAction International House; Deena Hayes, Racial Equity Institute; James Williams, NC Public Defender Association Committee on Racial Equity (Chair); April Parker, Queer People of Color Collective; Raise Up NC Faculty Forward Campaign; Susan Feit, National Conference for Community and Justice of the Piedmont Triad, Inc. (March 2015, 85+ attendees).
- **HHS Staff Training for a Dynamic and Inclusive Workforce.** DiversiTEA on “Office Dynamics: Us vs. Them,” facilitated by Patrick Madsen, Career Services (May 2015, 17 attendees).
- **Campus-wide Computer Access for Housekeeping and Facilities Staff: Computer Literacy and Use as Pathways to Inclusion and Workforce Development.** In partnership with Facilities Operations, we launched an initiative that focuses on education and training, and campus-wide computer access for Housekeeping and Facilities Staff to support: (a) the development of computer literacy and related skills; (b) access to information regarding payroll, benefits, human resources, and professional development opportunities; (c) greater inclusion of housekeeping and facilities staff in the larger university community; and (d) electronic communication between employees and supervisors with the potential to lead to greater efficiencies. Volunteer partners that provided training include: Client Services, Staff Senate, and Computer Club, which is a student group (launched Fall 2014). The trainings were rated highly by participants. We also helped build capacity for computer stations in Facilities buildings to support training efforts and to support usage.

1.2. Cultural Competence and Inclusive Pedagogy

- **HHS 711 Foundations in Intergroup Relations.** Mark Villacorta, Office of Multicultural Affairs and Andrea Hunter developed a school-wide experimental graduate course focused on the intergroup relations. The course syllabus was approved and focused on core concepts and theory, intergroup dialogue, and skills needed to address social justice, and diversity, inclusion, and equity in leadership and professional capacities with an emphasis on fields of study in health and human sciences and community engagement. The course was offered but was under enrolled (under 5 students).

- **HHS Innovations in Diversity and Pedagogy Series** aim is to highlight the innovations and strategies in teaching within HHS. Amy Strickland’s (Nutrition) kick-off presentation was entitled “Cultural Competence Training in an Accredited Dietetics Program” (March 2015, 15 attendees).

1.3. Presentations

- HHS Chair’s Committee. Presentation of the Subcommittee on Faculty Recruitment, Promotion and Tenure Report, Chancellor’s Advisory Committee for the Office of Diversity, Equity and Inclusive Excellence (Co-Chairs Andrea Hunter and Diane Gills. (April 2015).

1.4 Professional Development

- *2014 BRIDGES* Academic Leadership for Women, The University of North Carolina, Chapel Hill, The William and Ida Friday Center for Continuing Education. Focus: Transformative Leadership: Diversity and Inclusion (September – October 2014).

2. BUILDING INCLUSIVE COMMUNITY

2.1 Highlight

- **HHS Staff to Staff Luncheon** sponsored by HHS Departments and programs (June 2015, 34 attendees). Gathering to support relationships and to build an inclusive community among broad range of staff.

2.2 *DiversiTEAS, Book Clubs, and Dialogue*

- **DiversiTEA**: “Working with Diverse Families” was held as an in-service training for HDF’s Early Care and Education Program staff. Panelists: Krylicya Flores, Latino Outreach Coordinator in the Center for New North Carolinians Immigrant Health Access Project; April Parker, Lead Organizer, Queer People of Color Collective; and Badi Ali, Islamic Center of the Triad (October 2015, 20 attendees).
- **HHS Diversity and Inclusion Book Club**: Featured Books: *The Immortal Life of Henrietta Lacks* (Fall 2014, three meetings). *Redefining Realness: My Path to Womanhood, Identity, Love & So Much More* by Janet Mock (transgendered issues) (Spring 2015, 2 meetings).
- **HDF Graduate Student Dialogue** addressing the murders of UNC Muslim students as well as other current issues related to discrimination and intolerance as well as discussion of strategies to make positive difference within the university and larger society (February 2015, 13 attendees).

3. OTHER ACTIVITIES

- Member. Ad hoc Committee on Faculty Equity, Diversity, and Inclusion, Chancellor’s Advisory Committee on Equity, Diversity and Inclusion (Developed proposal for Faculty Senate Committee on diversity, equity and inclusive excellence. The proposal was approved by the Faculty Senate May 2015, and a new faculty committee established).

- Member. Ad hoc Faculty Committee on Equity, Diversity and Inclusion, Faculty Senate Chancellor's Advisory Committee Equity, Diversity, and Inclusive Excellence.
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- HES Foundation Grant received to support initiatives, \$2500.

4. BROAD STRATEGIC GOALS

There are several broad strategic goals for HHSODI which include: (a) securing funding to seed and support the efforts of the Office; (b) further evolution of an organizational structure that best supports the development and implementation of initiatives including establishing an Advisory Board; (c) expanding efforts targeting staff training and training for graduate students; (d) conducting an online HHS staff diversity and inclusion survey; (e) conducting small-group faculty discussions to assess the experiences of diverse groups of faculty; (f) focusing on inclusive teaching and pedagogy; and (g) launch of the HHSODI website (<http://hhs-diversity-and-inclusion.wp.uncg.edu/>).

5. 2014-2015 PLANNING COMMITTEE MEMBERS

Rebecca Adams (Gerontology/Sociology), Stephanie Baker (PHE), Danielle Crosby (HDF), David Demo (HHS), Virginia Hinton (CSD), Caroline Kernahan (Staff, HDF), Kimberly Miller (CTR), Paige Smith (PHE), Tyreasa Washington (SW), Teresa Wellenford (CPS), Kathleen Williams (HHS). New in 2014-2015, was the Staff Subcommittee, chaired by Heather Mitchell with the following members: Janeen Chastain, (PCS), Reko Currie, (NTR); Marick Lewis (Development Office), Heather Mitchell (Grad/Undergrad Programs Office); Lisa Walker (Research Office). The committee planned a series of very successful events that focused on training and building inclusive community with a focus on staff issues.