

# NC Alliance for Health Professions Diversity

Celia Hooper, Dean  
School of Health and Human Sciences





## School of Health and Human Sciences

# HHS INTERNATIONAL PROGRAMS

prepare students to take their place in a global society

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*Do something bigger altogether*



### DEPARTMENTS & PROGRAMS

-  [COMMUNICATION SCIENCES AND DISORDERS](#)
-  [COMMUNITY & THERAPEUTIC RECREATION](#)
-  [HUMAN DEVELOPMENT & FAMILY STUDIES](#)
-  [KINESIOLOGY](#)
-  [NUTRITION](#)

### About HHS



#### Mission

The School of HHS, through teaching, scholarship, community engagement and service, prepares new generations of professionals, leaders, scholars, and entrepreneurs to enhance the quality of life of individuals, families, and communities.

# Diversity efforts

It takes TIME, PEOPLE (ALL people), HEARTS, MINDS...

Start now.



# History is Important

- Diversity and INCLUSION initiatives were enhanced at UNCG in 2008 with campus **Inclusive Community Task Force** with faculty, staff, and student members.
- Task force led to the creation of the **Chancellor's Advisory Committee on Equity, Diversity and Inclusion** – now chaired by Rod Wyatt
- Former provosts and past deans (HHP, HES –closed schools) worked with diversity and inclusion efforts--leading to current focus in HHS (school 4.5 years old, restructuring)
- Deans Hooper and Johnston on the **Task Force on Faculty Diversity**



# Diversity and **Inclusion** in HHS

- Unit based Office of Diversity and Inclusion created in 2011 with the creation of the new School of Health and Human Sciences
- Lead by HDFS fac member, **Andrea Hunter**

2 years ago won the **ASAHP Cultural Pluralism Award**





# Office of Diversity and Inclusion

## School of Health and Human Sciences

### Home

Diversity and inclusion are core values in the [School of Health and Human Sciences](#), and they are central to our mission which is to inspire and equip people and transform institutions to work in ways that make the world better, safer, healthier, and more humane and just.

**Inclusive Excellence** is the bridge between our values and the fulfillment of our mission. The aim of the **Office of Diversity and Inclusion** is to seed sustainable Inclusive Excellence within the School of Health and Human Sciences through

- Education,
- Training,
- Building Inclusive Community,
- and Assessment.

### Calendar

<< Feb 2016 >>						
M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	1	2	3	4	5	6

# Diversity and **Inclusion** in HHS

- Faculty representation from all departments
- Staff sub-committee to increase inclusiveness
- Created 700 level course
  - “Foundations in Intergroup Relations”
- Outreach to graduate students
- Lawther Lecture – Abby Stewart, Director of ADVANCE at University of Michigan





# HHS Office of Diversity and Inclusion

- With our focus on diversity and inclusion in HHS:
  - Practices to recruit, retain and engage faculty
    - Dean's charge to the search committee
      - Diverse pool
    - Talk to the Dean
    - Mentoring program
    - **Work/Life Balance committee**
  - Taking action on recommendations of Chancellor's Advisory Committee on Equity, Diversity, and Inclusion Report –many efforts campus wide
  - Campus climate – a more supportive climate for minority faculty
    - The roles and responsibilities of department chairs and directors re: searching, retaining, and mentoring
    - Department chairs/directors set the tone of the department
    - Department chairs/directors recognize the value added with faculty of color





And our ever-famous...

“DiversiTEAS”



And the scholarly

“Dean’s Disco Ball for  
Outstanding Achievement”



# Diversity at UNCG

## It Takes Time!

Category	UNCG % of Ethnic Minority	
	2009-2010	2015-2016
Full-time faculty members	15.8%	17.5%
Full-time EPA staff members	17.2%	21.2%
Full-time SPA staff members	32.6%	32%
Undergraduate Students	32.7%	44.5%
Graduate Students	21%	24.0%



# Looking Ahead

- Continue and expand upon departmental mentoring plans
- **Accountability within departments annually**
  - Re: searches and evaluations, climate
- Regular conversations with the Dean for faculty of color/departmental intervention
- **Ongoing engagement of leadership (chairs, deans) in faculty development programs**
  - they should attend also!

