

# Antiracist Critical Consciousness Framework

BSHES MPH Program *Equity, Diversity and Inclusion* Working Group

**Mission:** Engage in critical-reflection and intentional action to move MPH Program toward an equitable, antiracist program

**Vision:** Shift BSHES MPH Program culture to be antiracist



Social analysis and rejection of societal inequities; view social problems and inequalities as systemic.



Build capacity to effect social and political change by individual and/or collective activism.



Individual and collective action to move toward equitable, antiracist environment.

## ACTIVITIES FOR FACULTY, STUDENTS, AND STAFF

- Develop a monthly bulletin to communicate Equity, Diversity, and Inclusion activities with transparency
- Host film series to foster discussion focused on equity topics
- Create messaging that uses antiracism language to establish program-wide shared vocabulary
- Assess program climate, establish accountability metrics, and evaluate progress annually in becoming an antiracist program
- Implement antiracism and cultural humility training department wide
- Evaluate and update coursework and curriculum to enhance diversity, equity and inclusion and antiracist pedagogy
- Enhance access to support and wellness services for those experiencing trauma and stress related to racial injustice
- Strengthen mentorship for students who are Black, Indigenous and People of Color (BIPOC) through investment and support of the BSHES student-led peer mentorship program