

PHHP Diversity Ad Hoc Committee

Meeting Summary

September 9, 2013

9:00-10:00 am

HPNP 4102

1. Diversity training proposal – Brigit Dermott led a discussion regarding proposed diversity training for PHHP staff and faculty. It was agreed that a formal training conducted by the Office of Training and Development might be more than is required. It was further agreed to explore existing options, including the training offered through UF and AHRQ.
2. Diversity committee action plan – Shalewa Noel-Thomas led a discussion of the Diversity Action Plan. The following changes and refinements were agreed upon:
 - a. Goal 1
 - i. It was noted that student and faculty recruitment are different and it was agreed to address them separately.
 - ii. Best practices. For faculty recruitment, the subgroup will work on a set of college specific recruitment and retention recommendations that will be provided to search committees. It was noted that PHHP General Faculty meetings are another venue for disseminating these recommendations.
 - iii. It was agreed that Melody Schiaffino and Cynthia Toth will work on efforts to coordinate with existing UF and community programs.
 - iv. It was agreed to table the discussion of gender imbalance for the next meeting.
 - b. Goal 2
 - i. It was agreed to reword the goal as follows: “Foster an environment of cultural competence that encourages an open and constructive dialog about diversity”
 - ii. It was agreed to collaborate with existing training opportunities
 - iii. Diversity section of the website is moving forward
 - iv. Diversity and cultural competence measures in annual evaluation system. It was agreed to limit this measure to the chairs annual evaluations.
 - v. It was agreed to invite a diversity/cultural competence expert to come to the college as a PHHP Distinguished Scholar. It was suggested that the speaker could be part of a college-wide diversity day.
 - c. Goal 3: It was agreed that Dr. Ali will lead the subgroup on the cultural competence framework.
3. It was agreed that Cindy Toth will arrange to meet with the faculty council to provide an update on the progress of the committee,

4. The next meeting is scheduled for Monday, October 16.

Important dates

September 3, 2013: Preliminary Self-Study submitted!

January 3, 2014: Final Self-Study due

February 3-5, 2014: CEPH Site Visit