

GOAL AREA HIGHLIGHTS

These highlights represent a small sample of the many efforts across the school in year three of SPAR implementation.

GOAL AREA 1: LEADERSHIP

SPH hired multiple leadership positions that will be integral to SPAR's future, including our new Dean Melinda Pettigrew, Chief of Staff and Strategy Brianne Keeney, and Chief Financial Officer Matthew Anderson. We have also streamlined various SPAR processes to better strategize and report on our antiracism efforts.

GOAL AREA 2: STUDENTS

We sought to actively recruit students from historically underrepresented backgrounds and adjusted our admissions process in response to the Supreme Court decision on affirmative action. We engaged current students through DEI trainings and events centering the experiences of BIPOC and American Indian people.

GOAL AREA 3: FACULTY

SPH increased the percentage of BIPOC and American Indian faculty from 20.7% in spring 2021 to 26.7% in spring 2024. SPH is seeking to equitably hire and retain a diversity of top talent, which includes ensuring that search committee members participate in an antiracist search training and having community members provide feedback on SPH faculty job postings.

GOAL AREA 4: STAFF

SPH increased the percentage of BIPOC and American Indian staff from 15.8% in spring 2021 to 22.2% in spring 2024. HR is developing guidelines for increasing the equity and transparency of the hiring process for staff, which includes completing a SPH compensation equity review and implementing antiracist standards to search committees.

"We hear about SPAR and how racism is a public health issue, but we don't get to really discuss that in class or have open dialogue about it...We need more opportunities to learn, grow, discuss, and challenge each other."



Quin Nelson,
MPH '24
2023-24 SPH Student
Senate President

GOAL AREA 5: ALUMNI

SPH highlights alumni and their work by inviting alumni of color to participate in various events. SPH provides professional development opportunities for alumni related to antiracism and health equity, including through our annual Public Health Institute and other university events.

Learn more:
sph.umn.edu/SPAR-progress



STRATEGIC PLAN FOR ANTIRACISM ANNUAL REPORT

AUGUST 2024



ADVANCING OUR STRATEGIC PLAN FOR ANTIRACISM

On July 27, 2021, the U of M School of Public Health (SPH) published the Strategic Plan for Antiracism (SPAR) to change our school's culture and actions. Every year we gather, analyze, and report data on our antiracism efforts that include this annual report. This report highlights progress made in each of the five goal areas: Leadership, Faculty, Staff, Students, and Alumni.

ReSPARKing our Commitment

Despite growing opposition to diversity, equity, and inclusion work across the country, we continue to prioritize these efforts with a stronger commitment than ever. Follow our progress from the past year below.

Ruby Nguyen
Morse-Alumni
Distinguished University
Teaching Professor



“The internal and external work to dismantle racism are connected, and require sustained effort, vision, work, and buy-in.”

Indigenous Health is Public Health video

September 2023
SPH publishes a video featuring students, staff, and faculty speaking about Indigenous health and Native experiences on campus.

Intentional Recruitment

September - October 2023
Student services developed a recruitment toolkit and visited campuses with historically underrepresented students to recruit students of color.

SPAR Celebration

October 2023
We hosted the SPAR Anniversary Celebration that featured special presentations from students, staff, faculty, and alumni.

Antiracist Search Standards

Fall 2023
SPH established antiracist search standards and a training for members of SPH hiring committees.

Compensation Principles

Spring 2024
HR completed a compensation equity review for staff and is collaborating with school leaders to secure funds to provide increases.

DEI AAT Restructure

January 2024
The SPH DEI team has restructured our DEI Action Alignment Team to better engage our SPAR lead stewards, schoolwide unit representatives, divisional representatives, and student leaders.

Progress Updates

February 2024
SPH updated our tracking system to collect input from divisions and units on SPAR-related projects more regularly.

American Indian, BIPOC, and International Community event

April 2024
SPH hosted a special brunch for American Indian, BIPOC, and international students, staff, faculty, and alumni that received positive feedback from attendees.

SPH Mentor Program

May 2024
Our Advancement Team is in the process of collecting identity data on alumni and students who participate in the Mentor Program to ensure the Mentor Program is serving all students.

2023

2024

Students | Goal 4

Students | Goal 3

Students | Goal 1 & 3
Leadership | Goal 5
Faculty | Goal 3
Staff | Goal 4
Alumni | Goal 2

Faculty | Goal 1
Staff | Goal 1

Faculty | Goal 2
Staff | Goal 2

Leadership | Goal 6

Leadership | Goal 6

Leadership | Goal 5
Student | Goal 1 & 3
Faculty | Goal 3
Staff | Goal 4
Alumni | Goal 2

Students | Goal 3
Alumni | Goal 1