



# RACIAL JUSTICE REPORT CARD 2022-2023

---

UNIVERSITY OF NEBRASKA MEDICAL CENTER  
COLLEGE OF PUBLIC HEALTH  
JEDI COUNCIL





# TABLE OF CONTENTS

---

Introduction .....	2-3
Key Performance Indicators .....	4-9
Under-recognized Student, Staff and Faculty Representation .....	4-5
Anti-Racism Training .....	5-6
Anti-Racism Curriculum .....	6
URP Recognition .....	7
URP Student Recruitment & Retention .....	7-8
URP Student Grade & Honors .....	9
URP Leadership .....	10
Discrimination Reporting .....	10
Report Grades .....	11
Recommendations .....	12



# INTRODUCTION

---

Despite the fact that the State of Nebraska banned race-affirmative action in 2008, the College of Public Health remains committed to its mission of cultivating and sustaining a culture of excellence and equity within the College. This is consistent with the commitments by our accrediting bodies, the American Public Health Association (APHA), the Association of Schools and Programs of Public Health (ASPPH), and the Council on Education for Public Health (CEPH). However, during the Summer of 2020, the Ideas to Action workgroup was formed at the UNMC College of Public Health in response to the Black Lives Matter movement. Members of the College of Public Health community felt strongly that we needed to do more to work toward racial justice within the College and our community. At the first meeting, held virtually, we broke up into nine subgroups, each of which dealt with a different area of work. This is the first reporting document to reflect that work to continue to hold ourselves accountable to ourselves and to the communities that we serve.

---

Where we are  
**TODAY**

The workgroups were:

- Racial justice report card
- Community engagement and research
- Defining racism, inequities, URP and privilege in academia
- Scholarship and fellowship
- Curriculum examination
- Hiring, recruitment, retention practices
- Student casual coffee group
- College of Public Health community leadership
- Education and training

Over time, the College of Public Health community leadership group merged into the community engagement group, and the defining racism, inequities, under-recognized populations in public health (URP) and privilege in academia group disbanded because members felt that the work of other groups was more rewarding. The student casual coffee group decided that organizing this periodic event could be handled better by the College of Public Health's Student Group.

Many ideas were put forth in the subgroups and were discussed and explored. Some of this work is continuing, becoming streamlined

within the College's JEDI Council, which was created in January 2022 and includes faculty, staff, and students. JEDI stands for justice, equity, diversity, and inclusion. The College considers URP to be Black/African American, Hispanic/Latino, and Indigenous/Native American/Pacific Islander. The work in the subgroups resulted in a variety of actions to move life in the College closer to racial justice.

College of Public Health has been interacting with Partnership 4 Kids (P4K), which has been serving Omaha's youth from under-served neighborhoods with programming, opportunities, and a continuum of support designed to steward them through critical academic transitions beginning in elementary school and continuing through postsecondary education. Currently, Dr. Ward Chambers, a Professor in the College of Public Health, serves as the Chair of the Board of Directors. Brad Pfeifer, Assistant Dean at the College of Public Health, also serves on the Board. In addition, the College has several other faculty and staff members that volunteer with the youth and/or donate at Partnership 4 Kids.

# KEY PERFORMANCE INDICATORS

---

A series of key performance indicators were developed by the faculty and staff to serve as metrics for the work of the College to foster and enhance diversity, inclusion, and a sense of belonging. These metrics were modeled on those similar efforts by the White Coats for Black Lives chapter here at UNMC. Each metric has been assigned a letter grade of A, B, or C, depending upon how far the UNMC College of Public Health thinks we have come in achieving that goal.

## 1. UNDER-RECOGNIZED STUDENT, STAFF AND FACULTY REPRESENTATION

The UNMC College of Public Health compared its data to national data that was based upon the National Center for Education Statistics at <https://nces.ed.gov>, under “Table 6. Unduplicated Headcount Enrollment and Percentage Distribution at Title IV Institutions, by Control of Institution, Student Level, Level of Institution, Gender, and Other Selected Characteristics: United States, 2020-21”. Nationally in 2020-21, 23.7% of the graduate student population at public institutions was Native American, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander. This website currently reflects data from 2020-21 as its most current.

Did not include “Two or more races” as data did not identify how the races were combined.

- A. *All of the above groups are proportionately represented.*
- B. *Some of the above groups are proportionately represented.*
- C. ***None of the above groups are proportionately represented.***

Total URP Population	2020-2021	2021-2022	2022-2023
Student	20%	26%	23%
Faculty	13%	12%	13%
Staff	16%	16%	21%

In 2021, The College hired Dr. Siobhan Wescott as its new Director of the American Indian Health Program. She is also the Dr. Susan and Susette La Flesche Professor of American Indian Health. Through this program, she looks to end health inequities and improve trust of Native Americans in physicians.

## 2. ANTI-RACISM TRAINING

All faculty, staff, and students have access to voluntarily participate in workshops, courses, and trainings about the history and ongoing presence of racism in medicine/public health, intersectional oppression, and anti-racism strategies.

- A. *The above metric is fully met.*
- B. *Some elements of the metric are met.***
- C. *None of the elements are met.*

- Beginning in 2021, the Leadership Council of the College of Public Health completed the Intercultural Development Inventory (IDI). The purpose was to help the Leadership of the College understand their approach to cultural differences. Subsequently, 53% of the faculty and staff within the College completed the IDI by the end of calendar year 2023. It should be noted that this was the first time in the College’s history that all faculty and staff had access to take the same assessment at the same time.

- The College of Public Health created a pilot program titled “Responsible Inclusive Student Engagement” or RISE. RISE originated as the brainchild of a College of Public Health student and the JEDI Council. Through this collaboration, RISE developed into a program to assist students in developing the necessary skills to become diversity, equity and inclusion leaders as they go out into the varying fields related to public health. The program consists of approximately one workshop per month, beginning in September 2023, with workshops ranging from how to have crucial conversations to recognizing and handling microaggressions and implicit bias. The student’s learning cumulated with a group project in April 2024, where they showcased their specific DEI passion along with honing their collaborative skills with real-world public health problem scenarios.

### 3. ANTI-RACISM CURRICULUM

The curriculum incorporates information about the history of racism in public health and explicitly addresses the fact that race is a social construct, not a biological one.

- A. *The above metric is fully met.*
- B. *Some elements of the metric are met.***
- C. *None of the elements are met.*

- The “Foundations of Public Health, CPH 500/HPRO 830” course discusses the means by which structural bias, social inequities and racism undermine health and create challenges to achieving health equity at organizational, community and societal levels.
- The College of Public Health reviews courses periodically. As part of this process, instructors prepare a Course Review Reflection, which includes comments on their course DEI content.
- A new DrPH course is available titled, “CPH 700 Health Equity and Community Engagement”.

## 4. URP RECOGNITION

The physical space of the College of Public Health acknowledges the contributions of alumni, faculty, and staff of color (through plaques, statues, portraits, and building names) and does not celebrate racist or white supremacist individuals.

- A. *The above metric is fully met.*
- B. *Some elements of the metric are met.***
- C. *None of the elements are met.*

Dr. Athena Ramos received the following recognitions:

- UNMC Graduate Studies Alumni Council, Honorary Alumnus Award, September 2023
- UNMC College of Public Health, Carruth J. Wagner, M.D., Faculty Prize in Public Health, May 2021
- UNO College of Public Affairs and Community Service, Alumni Award for Excellence in Public Service, April 2021

The UNMC Alumni Association also awarded two College of Public Alumni with their “Diversity, Equity and Inclusion Award”. They are:

- In 2022, Dr. Armando De Alba Rosales (MPH Alumni 2013)
- In 2023, Kate Grafel (MPH Alumni 2018)

## 5. URP STUDENT RECRUITMENT & RETENTION

The College of Public Health takes proactive measures to recruit and retain under-recognized minority students, including prioritizing students from Nebraska communities.

- A. *The above metric is fully met.*
- B. *Some elements of the metric are met.***
- C. *None of the elements are met.*

- The College was represented at or hosted more than 25 recruitment events during 2022-2023.
- 48% of the students from under-recognized populations are from Nebraska.
- Of the COPH students who withdrew or were dismissed during the 2022-2023 academic year, 18% were from under-recognized populations and 82% were not. This is not disproportionate compared to the actual student population that is 23% under-recognized minority and 77% non under-recognized minority.
- Students who participate in recruitment are compensated for their time.
  - The students participating in first RISE cohort will receive a \$500 voucher at the end of the program to compensate for their time in the program.
  - The Center for Reducing Health Disparities has 4 students who are compensated.
  - Students that participate in recruitment events are eligible to receive travel awards to attend those events.

**COPH 2022-2023 under-recognized student retention rate:**

<b>COPH Degrees</b>	
Certificate	87.5% (16)
MPH	100% (7)
MHA	100% (1)
DrPH	100% (2)
PhD	100% (1)
MS	N/A

## 6. URP STUDENT GRADE & HONORS

There should be no racial disparities in students' grades or honors, including election to the Delta Omega Honorary Society in Public Health.

- A. *The above metric is fully met.*
- B. *Some elements of the metric are met.***
- C. *None of the elements are met.*

### HONORS:

- Academic honors at graduation:
  - For the 2022-2023 academic year, 21% of the awardees were from under-recognized populations.
  - For the 2022-2023 academic year, approximately 27% of the College's graduates were from under-recognized populations.

### COPH 2022-2023 graduation rates:

COPH Degrees	All COPH Non-International Student Graduation Rate	COPH URP Student Graduation Rate
MPH	80%	93%
MS-EP	100%	N/A
MS-BIOS	N/A	N/A
MHA	N/A	N/A
DrPH	N/A	N/A
PhD	78%	N/A

## 7. URP LEADERSHIP

Community advocates and students who are under-recognized in public health (Black, Native American, or Latinx) have the ability to be incorporated in the planning and leadership of sessions on community health and health disparities and are compensated for their time.

- A. *The above metric is fully met.*
- B. *Some elements of the metric are met.***
- C. *None of the elements are met.*

- The College of Public Health financially compensates a representative from the Winnebago Tribe for their participation in the Water, Climate and Health Program.
- The Latino Public Health Advisory Committee seeks to engage Latinx COPH students in research, outreach, and service activities. The committee is open to all Latinx COPH students, faculty, staff and any allies that wish to participate.
- The College contracts with two (2) community advocates to support and lead various projects such as outreach to the Hispanic/Latinx community on the NIH “All of Us” study through a sub-award from the National Alliance for Hispanic Health and to participate in data collection and community outreach activities through the Cattle Feedyard Worker Health Study.
- College faculty and staff helped guide the UNMC Chancellor’s engagement in South Omaha.

## 8. DISCRIMINATION REPORTING

The College of Public Health has a system for collecting student and faculty reports of racism and other forms of oppression, and a clear plan for follow-up when problems are reported.

- A. *The above metric is fully met.***
- B. *Some elements of the metric are met.*
- C. *None of the elements are met.*

The University of Nebraska Medical Center (UNMC) has an Ombuds program designed to provide confidential, behind-the-scenes, off-the-record, problem-solving and conflict resolution consultations for faculty, staff, and students on all UNMC campuses.

# REPORT GRADES

---

	Criteria	Grade
1.	Under-Recognized Student, Staff and Faculty Representation	C
2.	Anti-Racism Training	B
3.	Anti-Racism Curriculum	B
4.	URP Recognition	B
5.	URP Student Recruitment & Retention	B
6.	URP Student Grade & Honors	B
7.	URP Leadership	B
8.	Discrimination Reporting	A

**Overall Grade = B**

# RECOMMENDATIONS

---

## AREAS OF STRENGTH

- Intercultural Development Inventory (IDI) training
- RISE
- Anti-racism curriculum changes
- Student recruitment & retention
- Under-recognized student graduation rates

## AREAS FOR ONGOING IMPROVEMENT

- Continued recruitment, retention, graduation/promotion of students, faculty and staff consistent with our high academic standards as the College grows
- Increased engagement with Partnership 4 Kids (P4K)

