The committee developed a preamble for diversity, equity and inclusion in the College of Public Health as follows:

**Determined** to give priority to diversity, equity, inclusion and civility as a public health issue,

**Acknowledging** that structural/systemic racism exists.

**Recognizing** that discrimination of any kind has adverse health and public health outcomes,

**Acknowledging** that diversity, equity, inclusion, and civility should be incorporated into all aspects of the College of Public Health,

**Recognizing** that diverse, equitable, inclusive, and civil environment are central to the College of Public Health mission, vision, and values,

**Upholding** the constitutional right of everyone to the pursuit of life, liberty, and happiness,

**Acknowledging** disparities in health outcomes and risks exist across race/ethnicity, socioeconomic status, and geographic spaces,

**Sharing** concern that historical disadvantage of segments of the population impacts health outcomes/risks and equity, do hereby adopt the following goals for our 2021-26 Diversity, Equity, Inclusion and Civility Plan.
## GOALS AND OBJECTIVES

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<tr>
<td>Foster a culture and environment that celebrate diversity, equity, inclusion, civility (DEIC), and encourage cultural awareness.</td>
<td>Expand College of Public Health visibility, accomplishments, and partnerships in DEIC. Integrate DEIC into professional development and other activities of members of the College of Public Health.</td>
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<td>Increase the representation and success of underrepresented populations.</td>
<td>Increase representation in the College of Public Health for students, faculty, and staff.</td>
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<td>Foster diversity, equity, and inclusion in research and service.</td>
<td>Actively engage faculty and students in research and service related to health and socioeconomic disparities and DEIC locally, regionally, and nationally. Highlight research and service that involve health and/or socioeconomic disparities of groups locally, regionally, and nationally.</td>
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<td>Foster diversity, equity, and inclusion in teaching.</td>
<td>Increase representation in the College of Public Health for students, faculty, and staff.</td>
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## ETSU COLLEGE OF PUBLIC HEALTH CORE VALUES

- Altruism
- Dignity
- Diversity and Inclusion
- Excellence
- Innovation
- Integrity
- Teamwork

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**College of Public Health**

**East Tennessee State University**

**Student centered. Community focused. Real-world tested.**