

SPH POLICY FOR STRENGTHENING THE DIVERSITY OF OUR CLASSROOM SPEAKERS

In public health, we know the importance of involving community members in the design, implementation and sustainability of important public health efforts. One problem we have in our school is the lack of diversity of perspectives that are represented in the knowledge creation of the course.

If we want to bring equity, diversity and inclusion into our learning environment, we first must acknowledge that drawing from mainstream mostly white UW affiliated experts is essentially limiting diverse perspectives from our classrooms. Inviting non-UW affiliated individuals to provide guest lectures or speak with our students online is an excellent opportunity to bring diverse perspectives, lived experiences, and community voices to our learning environment.

One way we can support this is to provide a way to show our gratitude to our invited guests by providing an honorarium or a small gift. In many cultures, gifting is a sign of respect, honor and trust. We recognize that for many instructors, this is not only an equity issue but a financial issue, as some have chosen to provide speaker recognition out of their own pocket.

Beginning Autumn 2020, we propose providing each department, plus the Nutrition Program and Public Health-Global Health Major, funding for a \$50 honorarium per speaker for up to 30 speakers/year, so that teaching faculty in the department and its programs, who wish to invite non-UW guests to their classrooms, can better recognize those speakers.

UW defines an honorarium as an “amount of money paid to a professional person for which fees are not legally or traditionally required in recognition of a special service. Examples of activities for honoraria payment include: a lecture or talk; a colloquium; a panel of speakers; and online appearances. Honoraria are for external speakers only. They may not be paid, by UW, to current UW employees.

These SPH-supported classroom honoraria can be processed locally, by your department, but charged to Dean's Office central funds. Do get in touch with your department finance team before committing to your speaker, so they can confirm funding availability, in the department's allocation, what to communicate with the speaker and any other information they will need to make the payment. If you have any additional questions, you can also contact the Dean's Office Finance Director, Liz Lancaster at liz1@uw.edu or the Vice Dean for Education, Carey Farquhar at cfarq@uw.edu. We will provide each SPH department, and the Nutrition Program and Public Health-Global Health major, with a small allocation of SPH-branded items (mugs and masks), which instructors may also wish to use for speaker recognition as appropriate. Departments and programs will be responsible for housing, distributing and mailing these items, as needed.