

SPH POLICY FOR STRENGTHENING THE DIVERSITY OF OUR CLASSROOM SPEAKERS

In public health, we understand the importance of working in partnership with community members in the design, implementation and sustainability of important health interventions and efforts. Attracting the diversity of perspectives represented by community partners outside of the UW (University of Washington) introduces students to the valued work that our partners are doing in knowledge co-creation, initiating and designing interventions, and understanding deeper root causes of health problems. As a school, we want to ensure that we can attract and engage our community partners in our students' learning and professional development in a respectful way.

To help us achieve this, we encourage our instructors to attract and invite community partners to share their wisdom and speak with our students about the work they do related to the learning objectives. In doing so, we need to demonstrate our gratitude to invited partners by acknowledging their contributions through a small gift or token of our appreciation. In many cultures, expressing gratitude is a sign of respect, honor, and trust building. While we are unable to provide cash honorarium to guest speakers (except for very specific circumstances) we want to demonstrate our appreciation for all their contributions.

Beginning Fall 2022, we are installing a process where instructors in all SPH (School of Public Health) courses can request and offer thank you gifts to community partners. This replaces our pilot program of cash honoraria. These items will be purchased using our EDI (Equity, Diversity, & Inclusion) budget and a supply will be sent to SPH departments for distribution. The vendor we used was [Eighth Generation](#), owned by the [Snoqualmie Tribe](#). Each community partner can receive one or all of the following items:

- Enamel [pin](#)
- Handmade [soap](#)
- Pair of [socks](#)

All these items were designed by an indigenous artist. Funds from purchasing these items benefit the tribe and the artists directly.

Each department will oversee housing, distributing, and mailing these items on request from the instructor. Shipping and mailing costs will be covered by the department. The total value of these items per guest is approximately \$50.

Please reach out to Victoria Gardner, Assistant Dean of Equity, Diversity & Inclusion at vg@uw.edu if you have any additional questions. You can also contact the Dean's Office Finance Director, Liz Lancaster at liz1@uw.edu.