SPH EDI
UNIVERSAL ANTI-RACISM TRAINING
Evaluation for Academic Year 2020-2021

Presented by SPH Equity, Diversity & Inclusion Team

January 2022

Training Overview

Universal anti-racism training (UART) focuses on three core areas: Knowledge, Skills and Action. The "knowledge" piece introduces participants to important key concepts and terminology such as race, racism, anti-racism, white fragility, equity vs. equality, social justice, transformative justice, cultural proficiency, and others. The "skills" piece introduces strategies and techniques that we can use to unlearn and relearn new ways of being and modeling anti-racist behavior. The "action" piece challenges each of us to be accountable to each other and to be part of the shift we need to create a climate that renounces racism, sexism, classism, and many other forms of oppression.

Level 1A*:* Focusing on History of Race and Racism in Public Health; Social Determinants of Health and Health Disparities.

Level 1B*:* Focusing on social identities, privilege, and intersectionality.

Framework of the UART evaluation

What do we want to achieve with the UART?

A. **To raise awareness regarding:**
   o racism and particularly anti-black racism and how they are perpetrated in academia, research, and public health
   o how white supremacy culture operates and manifests in our society and in our school

B. **To improve knowledge/understanding of:**
   o the complexity and intersectionality of race, gender, class, position, ability and other forms of identities and their accompanying power or lack of
   o the difference between being 'not racist' and being 'anti-racist'
   o the basic understanding of key disparities in social determinants of health and the negative effect on the health of marginalized individuals
   o target and agent identities, and their different stages of progression
   o microaggressions and how to be an upstander
   o the Restorative Justice framework

C. **To create a safer space in our school for open and healthy dialogues regarding personal identities**

D. **To track the completion percentage of training among SPH faculty, staff, and students**
   o percentage completion measured on a quarterly basis

E. **To gather feedback (positive & constructive) regarding the training and the facilitators as learning opportunities and to foster improvement**

Training Timeline

FALL 2020
- Dec 2 - 1A
- Dec 10 - 1A
- Dec 15 - 1A

WINTER 2021
- Feb 2 - 1A
- Feb 18 - 1A
- Mar 4 - 1A
- Mar 16 - 1A

SPRING 2021
- Apr 1 - 1A
- Apr 15 - 1A
- Apr 27 - 1A
- May 25 - 1B
- Jun 10 - 1B

SUMMER 2021
- Jul 13 - 1B
- Jul 22 - 1A
- Jul 29 - 1B

Training Attendance

	UART 1A	UART 1B	OF THOSE WHO TOOK 1A, ALSO TOOK 1B
Faculty (N=367)	227 (62%)	67 (18%)	(30%)
Staff (N=717)	301 (42%)	148 (21%)	(49%)
PhD Students (N=284)	43 (15%)	0 (N/A)	(N/A)
Total	**571**	**215**	

By Primary Department
(All Faculty, Staff, Students)
Certain attendees listed more than one department

	UART 1A	UART 1B
Biostatistics	70	20
Dean's Office	28	15
DEOHS	114	31
Epidemiology	84	28
Global Health	152	68
Health Systems & Population Health	114	46
Interdisciplinary	21	9
Total	*583**	*217**

By Self-Reported Gender

	UART 1A	UART 1B
Female	409 (73%)	162 (75%)
Male	137 (25%)	50 (23%)
Non-Binary	3 (1%)	0 (0%)
Other	0 (0%)	0 (0%)
No Response	22 (4%)	3 (1%)
Total	*571*	*215*

By Self-Reported Race/Ethnicity
Certain attendees listed more than one race/ethnicity

	UART 1A	UART 1B
AI/AN	5 (1%)	4 (2%)
Asian	80 (13%)	24 (11%)
Black or African	17 (3%)	3 (1%)
Chicano/a	6 (1%)	1 (0.46%)
Hispanic or Latinx	28 (5%)	10 (5%)
Indigenous	2 (0%)	0 (0%)
Middle Eastern	0 (0%)	2 (1%)
Multiracial	27 (4%)	15 (7%)
NHPI	4 (1%)	0 (0%)
Other	1 (0%)	2 (1%)
White	432 (72%)	159 (72%)
Total	*602**	*220**

Training Process/Data Gathering
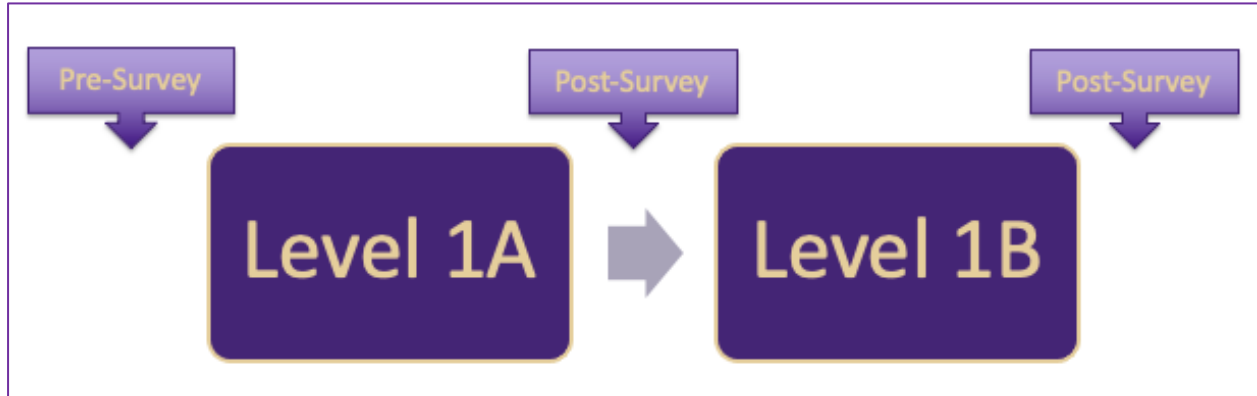
Training Survey Completion Statistics

Training	Date	Quarter/Year	F/S/S	Attendance	No. Completed Surveys	Response Rate
1A	2-Dec		Faculty	51		
1A	10-Dec	AUT 20	Faculty	51	63	43%
1A	15-Dec		Faculty	45		
1A	2-Feb		Staff	88		
1A	18-Feb	WIN 21	Faculty, Staff	63	168	60%
1A	4-Mar		Staff	90		
1A	16-Mar		Faculty, Staff	38		
1A	1-Apr		Staff	51		
1A	15-Apr		Student	21		
1A	27-Apr	SPR 21	Student	22	59	29%
1B	25-May		Staff	63		
1B	10-Jun		Faculty	46		
1B	13-Jul	SUM 21	Staff	41	23	56%
1A	22-Jul	SUM 21	Faculty, Staff	51	20	39%
1B	29-Jul	SUM 21	Faculty, Staff	65	21	32%
					354	

Knowledge Change – Terminology & Definitions

Topic	Response
Power	The assumption, ability or official authority to decide what is best for others; who gets access to resources; the capacity to exercise control over others.
Prejudice	Preconceived notion not based on reason or actual experience
Oppression	A pattern or system of inequality that gives power and privilege to one group at the expense of another.
Race	A specious classification of human beings created by Europeans which assigns human worth and social status using "White" as the model of humanity and the height of human achievement for the purpose of establishing and maintaining power
Racism	Power + Prejudice + Race

Topic	Response
Institutional (Systemic)	Structural barriers, societal norms, policies, laws, practices, access…
Personally Mediated (Interpersonal)	Intentional/unintentional, acts of commission/omission, condones and maintains barriers
Individual (Internalized)	Internalized superiority/inferiority, active undoing