

**University of Washington School of Public Health  
Equity, Diversity & Inclusion Committee  
CHARGE AY24-25**

The University of Washington School of Public Health Equity, Diversity & Inclusion Committee (SPHEDIC) is a school-wide group that works to foster a diverse, inclusive, welcoming, engaging, supportive, and intellectually stimulating learning environment for all at the school. To this effect, the CHARGE of the SPHEDIC has been to strongly advocate for tangible and constructive policies and initiatives to promote individual action and systemic change for equity and justice. The Committee reports to the Dean of the School of Public Health and is responsible for mobilizing students, staff, and faculty to support and implement such policies and initiatives. Further, the Committee will establish mechanisms to monitor, measure progress, and promote accountability towards these goals.

Consistent with the [SPH Strategic Plan](#), the SPHEDIC has focused on developing specific recommendations for actions that the school should pursue to meet its EDI priorities, provide expertise needed to appropriately implement those actions, and annually review the progress the school is making on those actions. Consistent with this, the work that the SPHEDIC should focus on during AY24-25 should include:

- **Training:** Review annual training report from AY23-24 generated by the SPH EDI team (Assistant Dean for EDI, co-chair of EDI committee, Director of EDI and student GSAs) and make recommendations to the dean, SPHEC, and SPH EDI team in Autumn 2024 about what the focus should be for school-wide trainings related to EDI in SPH for Winter 2025-Spring 2026.
- **Schoolwide Planning Around EDI:** Review close-out summary for the [2019 EDI Action Plan/Roadmap](#) generated by SPH EDI Team and make recommendations to dean, SPHEC, and SPH EDI team in Winter 2025 regarding which (if any) components of the 2019 EDI Action Plan/Roadmap that were not completed need to be incorporated into SPH EDI workplan going forward; identify any missing components that the committee recommends be part of future SPH EDI workplan.
- **Support Workgroups in Priority Areas:** Identify priority areas where members of the SPHEDIC are interested in expanding support and inclusion across SPH and establish working groups on each of these issues that will make recommendations to dean, SPHEC, and SPH EDI team in Spring 2025 about potential actions and solutions.
- **Collaborative Space:** Provide a forum for departmental and interdisciplinary programs to share best practices and resources, address challenges and support anti-racist practices and leadership.

The Committee should provide a written report to the dean and the SPH Executive Committee (SPHEC) on the previous academic year's activities no later than September 30 of each year and a list of proposed activities for the upcoming academic year no later than October 30 of each year.