



## SPH - UNIVERSAL ANTI-RACISM TRAINING Summary Report - Academic Years 2020-2024

Presented by SPH Equity, Diversity & Inclusion Team



## Context/Background

The information presented in the following tables and graphs represent training data for the School of Public Health (SPH) Universal Anti Racism Training (UART) activities for the period of December 2020 to May 2024, thus four (4) academic years.

As a reminder, UART was developed in response to a petition to Dean Godwin in 2020 by over 300 SPH students following the murder of George Floyd. The petition demanded a comprehensive anti-racism training for the SPH community to enhance awareness of racism and its impact and to advocate for meaningful changes in how we work best with each other at SPH.

In response to the petition, Dean Godwin instructed the SPH EDI (Equity, Diversity, and Inclusion) team to develop a training curriculum geared toward the SPH community. Subsequently, the EDI team collaborated with the SPH EDI Committee to establish learning goals which were used to draft a training proposal and module consisting of two online courses: UART level 1A and 1B. This training pitched to faculty and staff, served to complement monthly affinity support groups and other school and departmental activities to improve belonging at SPH.

To date, we have conducted 41 UART training sessions consisting of 22 level 1A, 18 level 1B, and 1 combined training session for the University of Washington's BODC (Board of Deans and Chancellors). Over 500 SPH staff and faculty attended at least one of the training sessions in addition to 120 students and 36 individuals from the BODC. The tables below display findings from these training sessions. The information is displayed both for SPH schoolwide and by home department/program and by the individual's position in SPH.

While all individuals with active faculty appointments in SPH were invited to attend these trainings, the percent of faculty who completed the two sessions (levels 1A and 1B) is based only on faculty who **currently have full-time faculty appointments and that are primary in SPH**, as specified in Table 3. For faculty with joint appointments in more than one SPH department, their attendance records are reported only in the department in which they have their primary appointment.



## Attendance Statistics

**Table 1. Number of Individuals Who Participated in UART Training Sessions by Year**

Academic Year	Level 1A	Level 1B	BODC (Combined)	Grand Total
2020-2021	566	214	-	780
2021-2022	192	210	37	439
2022-2023	115	138	-	253
2023-2024	70	72	-	142
<b>Grand Total</b>	<b>943</b>	<b>634</b>	<b>37</b>	<b>1614</b>

**Table 2. UART Completion Rates for Current Qualifying Faculty and Staff with Primary Appointments in SPH**

	Completed Level 1A & 1B (%)	Completed Level 1A only (%)	Completed Level 1B only (%)	Total*
<b>Faculty:</b>				
<b>All SPH</b>	126 (65%)	33 (17%)	4 (2%)	195
<b>Biostatistics</b>	21 (78%)	4 (15%)	-	27
<b>Environmental and Occupational Health Sciences</b>	22 (55%)	10 (25%)	1 (3%)	40
<b>Epidemiology</b>	30 (81%)	-	2 (5%)	37
<b>Global Health</b>	29 (64%)	8 (18%)	1 (2%)	45
<b>Health Systems and Population Health</b>	24 (52%)	11 (24%)	-	46
<b>Staff:</b>				
<b>All SPH</b>	302 (43%)	62 (9%)	6 (1%)	703
<b>Biostatistics</b>	47 (51%)	7 (8%)	2 (2%)	92
<b>Environmental and Occupational Health Sciences</b>	46 (33%)	14 (10%)	1 (1%)	139
<b>Epidemiology</b>	20 (37%)	2 (4%)	-	54
<b>Global Health</b>	104 (39%)	23 (9%)	1 (0.4%)	266
<b>Health Systems and Population Health</b>	50 (49%)	12 (12%)	2 (2%)	102
<b>Office of the Dean</b>	25 (68%)	4 (11%)	-	37
<b>Interdisciplinary</b>	10 (77%)	-	-	13

\* Total represents the number of qualifying individuals in each position within each department/school.



**Table 3. Faculty Tracks Included/Excluded in Calculations of UART Completion Rates**

Faculty Tracks Included in UART Completion Rates	Faculty Tracks Excluded in UART Completion Rates
Professorial	Adjunct
Professorial - Research	Administrative
Professorial - Teaching	Affiliate
Professorial - Without Tenure	Affiliate Postdoctoral Scholar
Clinical Salaried Faculty	Clinical Non-Salaried Faculty
Acting	Endowment
	Emeritus Faculty
	Lecturer - Temporary
	Lecturer - Multi-Year Eligible
	Postdoctoral Scholar
	Teaching Associate
	Visiting Academic Staff

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### SPH EDI Team:

Ahoua Koné, Juhi Thomas, Victoria Gardner, rukie hartman, & Samsam Mohamud

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We hope to further your commitment & contribution to improving the culture at SPH!