

**University of Washington School of Public Health
Equity, Diversity & Inclusion Committee
CHARGE AY25-26**

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 AY25-26 should include:

- **Provide Input on Needs Assessment:** Participate in consultative session(s) organized by the SPH EDI team to elicit input from school stakeholders around needs and help to identify (and encourage) other stakeholders to participate. Review results of needs assessment report (to be prepared by the SPH EDI Team) and, by the end of Winter quarter 2026, make recommendations to dean, SPHEC, and SPH EDI team in regarding priorities for future SPH EDI Team activities.
- **Schoolwide Planning Around EDI:** Review the “close-out summary” for the [2019 EDI Action Plan/Roadmap](#) which will be generated and provided to the SPHEDIC by the SPH EDI Team). By the end of Winter quarter 2026, make recommendations to dean, SPHEC, and SPH EDI team in 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.
- **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 current academic year’s activities no later than September 30, 2026.