Open Classroom

Driving Equity 2030: Inside the Brown School’s Plan for the Decade Ahead

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Neidorff Family and Centene Corporation Dean Mary McKay | Nancy Mueller, MPH (moderator)

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Outcomes

Our Vision
A better and equitable society.

Our Mission
To engage multidisciplinary faculty, staff and students to create a better and more equitable society through leading rigorous science, transformative education and authentic partnerships.

Our Values
- Excellence in Education and Scholarship
- High Impact Scholarship
- Authentic Community Partnerships
- Equity, Diversity & Inclusion
Building upon this exceptional foundation, the Brown School embraces the bold goal of Driving Equity through Rigorous Science, Transformative Education and Mutually Beneficial Partnerships.

We will extend and deepen our collective work in areas of existing strength, our Core Commitments, and expand in new and emerging areas, our Strategic Priorities.
Panelists

Jacque Martinez Pullen
Chief of Staff, Assistant Dean for Strategic Initiatives

Lindsay Stark
Associate Professor, Associate Dean for Global Strategy and Programs

Vetta Thompson
E. Desmond Lee Professor of Racial & Ethnic Diversity, Associate Dean for Equity, Diversity & Inclusion

Rodrigo Ries
Professor, Associate Dean for Public Health

Affordable & Accessible Brown School Education

Global Teaching & Research

Equity, Diversity & Inclusion

Climate Change, Environmental Health & Justice
Panelists will briefly answer each question:

• Why this is important for the School to address?

• How will the School address (i.e., goals)?

• What part of your plan do you believe is innovative and goes beyond what other peers are doing in this area?
Affordable and Accessible Brown School Education

• Student debt burden can limit the desired impact of our graduates
• Lack of flexible programs for working professionals
Affordable and Accessible Brown School Education

Goal 1
Meet the full financial need of Brown School students who come from backgrounds of constrained resources and for those students with outstanding loans.

Goal 2
Provide flexible and adaptable degree program options to break down barriers to access and success

“Coming straight from undergrad, I was already financially overwhelmed. My ability to come to graduate school, and be involved as I am in this meaningful work, was determined by the financial support I received.”

– KYLIAH THOMPSON, MSW ‘19
Leading Innovations

Goal 1

Objectives:
• Eliminate the heavy reliance on student loans to cover tuition and cost of living.
• Expand other means of support for students such as practicum stipends, paid research opportunities and work-study jobs.
• Advance equity by shifting our paradigm for giving scholarships from traditionally merit-based to need-based in order to break down embedded institutional structures that create barriers to access.
• Provide a support system for students who come from backgrounds of constrained resources to ensure their successful completion of their degree program

Goal 2

Objectives:
• Create flexible degree options across all three master’s degree programs to increase access.
• Create flexible methods for delivering accessible and flexible classroom curriculum.
• Ensure scholarship and financial aid packages support flexible program applicant’s financial needs.
Global Teaching and Research

- Recent expansion of our depth of global teaching, scholarship, and student and faculty representation

- Positioned to help foster new solutions for communities around the world
Global Teaching and Research

Goal 1
Develop and implement a model of global scholarship, services and research for the Brown School, built around high-impact priority areas, where collaborations are focused on impact.

Goal 2
Prepare Brown School students to be leading professionals in global social work and social welfare, global health and social policy.

Goal 3
Enhance integration of community-engaged research, practice and technology to address global disparities.
Global Teaching and Research

**Goal 1**

**Objectives:**
- Connect Brown School Community to other Washington University units and departments that focus on global work in order to pursue shared interests and global partnerships.
- Incentivize global research through pilot funding, postdoc education funded pipelines, and specialized support services to support global research.

**Goal 2**

**Objectives:**
- Attract and recruit top students who focus on global social work, public health and social policy.
- Evaluate the viability of a master’s degree program in global health and development or sustainable development.
- Maintain an active engagement with alumni worldwide and create opportunities for them to contribute to online teaching, research and student recruitment.

**Goal 3**

**Objectives:**
- Take a leadership role in advocating for global equity and addressing disparities.
- Establish mechanisms and necessary supports for strengthening existing partnerships and building new partnerships with universities and other organizations worldwide.
- Leverage and strengthen the Visiting Scholars Program to contribute needed expertise, provide innovative curricular content, and foster research collaborations.
Equity, Diversity and Inclusion

• Centering of equity in our research and advocacy represents an important opportunity

• Move to transform all areas of our teaching, operations and research
Equity, Diversity and Inclusion

**WHY:** The Brown School will lead in integrating equity into an evidence-based pedagogy, supporting inclusion and achievement regardless of diverse identities or social status.

_Students_ interact with _faculty & practitioners_ who are driving new solutions to contemporary social, health and structural challenges, as well as to address the root causes and consequences of inequities.

We embrace diverse people, identities, ideas and points of view to continually improve our School, region, nation and world. We are committed to creating internal and external contexts where outcomes are no longer predicted by identity, access to resources, or geography.
**Equity, Diversity and Inclusion**

**EQUITY PEDAGOGY:** Our approach to equity-centered pedagogy facilitates inclusive learning experiences and equitable achievement of learners from diverse backgrounds and identities.

EDI underpins each part of the school, as well as all of the core commitments outlined in the strategic plan. This led us to identify three key goals and define objectives for each.

**Goal 1**
Integrate equity into an evidence-based pedagogy in order to foster an inclusive learning climate and facilitate equitable learning outcomes among stakeholders with diverse identities.

**Goal 2**
Educational programs will prepare participants to advance equity through social work, public health, and social policy research and practice.

**COLLECTIVE KNOWLEDGE CONSTRUCTION:** We are committed to collective knowledge construction that disrupts systemic oppression and advances equity. Community-engaged scholarship will inform new solutions for achieving social, economic, health, environmental and racial justice.

**Goal 1**
Prioritize the collective construction and sharing of knowledge that advances equity and social justice through social work, public health and social policy.

**Goal 2**
Collaboratively stimulate the active pursuit of new solutions for advancing equity and social justice locally, nationally and globally.

**POLICIES, PROGRAMS & PRACTICES:** We are cultivating an inclusive community where members across all identity groups participate in decisions that shape the institution and benefit from shared success. Furthermore, outcomes, as determined by individuals and communities, are no longer predicted by identity, access to resources or geography.

**Goal 1**
Develop infrastructure, policies and practices that embed and sustain equity in its organizational culture.

**Goal 2**
Create an infrastructure that assesses, measures and monitors practices and policies through an equity lens. Equity requires us to allocate resources to achieve equity & inclusion, and create accountability systems for sustaining equity.
What Is Innovative in Our Work

Collective effort to develop resources beyond training to support Equity Pedagogy – Students, staff & faculty

• Library guide based on areas of social justice, equity and diversity concerns, as well as the needs of all teaching faculty based on internal assessment efforts

Diversity statements from current faculty to assist in identifying necessary resources, support, training

• Most use the tool with new faculty

Inclusion of staff, and an expanded student voice in the work, with increased representation likely.
Climate Change, Environmental Health and Justice

- Consequences of climate change present powerful challenges for practitioners and policymakers
- The most vulnerable communities are at greatest risk
Why?

We are experiencing a planetary tipping point (large-scale environmental degradation, to massive declines in biodiversity, and to accelerating resource consumption at an unsustainable pace)

Immediate and future impacts that climate change imposes on societal and individual well-being we well documented.

These impacts disproportionally affect those living in poverty, making this a matter of social and health equity.

Brown School’s mission is intrinsically aligned with taking action at the intersection of climate change, environmental health, and social justice.
What?

Goal 1
Integrate Climate & Sustainability, Environmental Health and Environmental Justice (CSEHEJ) through all the Brown School's research and partnership strategies.

Goal 2
Build a cohesive transdisciplinary educational approach for CSEHEJ across all Brown School programs.

Goal 3
Enhance faculty and staff expertise and leadership on CSEHEJ.

Goal 4
Develop a communication strategy to raise awareness about the professional and academic contributions of Brown school's programs to CSEHEJ.

Goal 5
Develop a communication strategy to raise awareness about the professional and academic contributions of Brown school's programs to CSEHEJ. Enhance Brown School policy impact capacity on CSEHEJ.
The Brown School is innovating

The Brown School is ideally positioned to become a leader in this field

Transdisciplinary and solutions oriented curriculum and capacity building opportunities

Sustainable and meaningful partnerships with communities, organizations and education, research and community/policy impact

Enhancing capacity, structure and communication on CSEHEJ
Questions?
More Information

Register for Driving Equity 2030: Exploring the Brown School’s Commitments to Cutting-Edge Science and the St. Louis Community

Monday, November 8, 2021 | 12:30-1:30 p.m. CST
brownschool.wustl.edu/OpenClassroom

For more information about the Brown School’s Strategic Plan, visit brownschool.wustl.edu/StrategicPlanLaunch