

# Our Vision & Commitment to Transform

## Continuum on Becoming an Anti-Racist Multicultural Organization

<b>MONOCULTURAL ==&gt; MULTICULTURAL ==&gt; ANTI-RACIST ==&gt; ANTI-RACIST MULTICULTURAL</b> <i>Racial and Cultural Differences Seen as Deficits ==&gt; Tolerant of Racial and Cultural Differences ==&gt; Racial and Cultural Differences Seen as Assets</i>					
<b>Exclusive</b>  <b>An Exclusionary Institution</b>	<b>2. Passive</b>  <b>A "Club" Institution</b>	<b>3. Symbolic Change</b>  <b>A Compliance Organization</b>	<b>4. Identity Change</b>  <b>An Affirming Institution</b>	<b>5. Structural Change</b>  <b>A Transforming Institution</b>	<b>6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society</b>

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# COLUMBIA PUBLIC HEALTH *FORWARD*

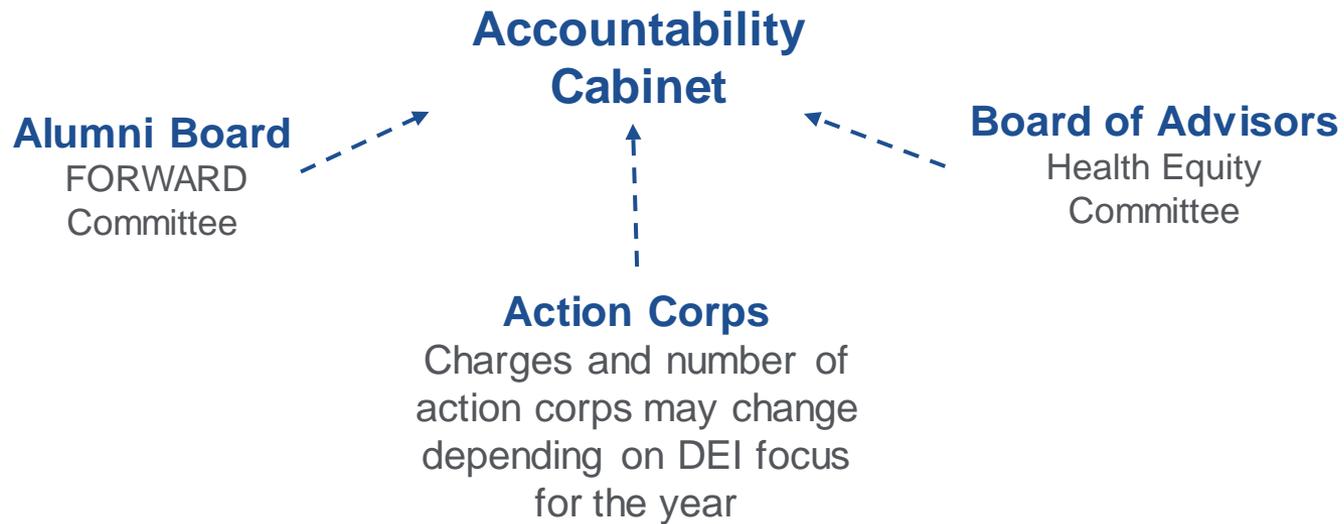
FIGHTING OPPRESSION, RACISM AND WHITE SUPREMACY THROUGH ACTION, RESEARCH AND DISCOURSE



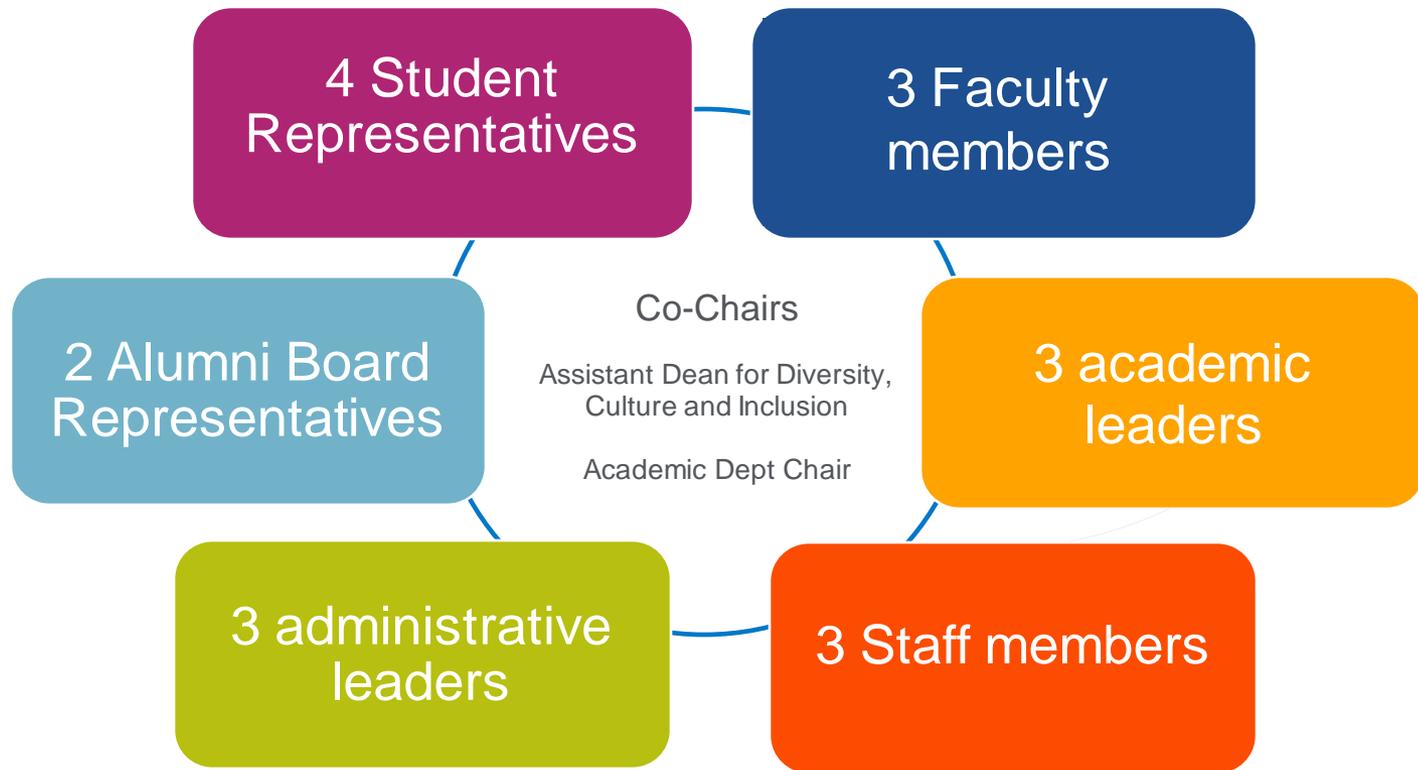
**Permanent structure** through which our **full community** can drive **ongoing progress** toward our vision:

- Permanent structure: work continues from year-to-year
- Full community: students, faculty, staff, alumni & Board of Advisors are engaged through FORWARD
- Ongoing progress: driven by successive waves of innovation and investments

# FORWARD Structure



# Accountability Cabinet Membership



# 2020-2021 “Fast Forwards”

- **Full curriculum review** to identify opportunities for increasing anti-racist and equitable curricular content and instructional practice.
- Additional **support for RISE and MOSAIC** student mentoring programs.
- **FORWARD summer practicum program** to provide funded placements for 5 students to work on advancing health equity in the local community to satisfy practicum requirements.
- Creation of a vehicle to **deepen authentic, mutually-beneficial partnerships** with the local community to advance community health.