Health Equity
Academic Achievement

• Dr. Lin Zhan, Dean & Professor, LCON, Co-Leader
• Dr. Onyejebose Okwumabua, Professor, CHS, Co-Leader
• Dr. Marian Levy, Associate Dean, SPH
• Dr. Justin Lawhead, Dean of Students
• Dr. Eric Bailey, Assistant Dean, LCON
• Dr. Jerry Watson, Assistant Professor, SSW
• Dr. Greg Washington, Professor, SSW
• Dr. Tasma Robertson, Assistant Professor, LCON
• Asia Monique Cross, Nursing Student
• Danielle Youssef Husseini, Law Student
• Randolph Potts, Community Representative
A gulf of health inequities exists

Systemic racism is the root cause of health inequities

Systemic Racism is public health crisis

Systemic racism adversely impacts on students’ wellbeing and academic achievement
Health Equity

Critically Listen to

Intentionally Engage with

Student & Community Leaders

From Diverse Backgrounds
Systemic Racism. Health Inequity

Rezoning the schools

Discrepancies in education

Redlining of housing

Lack access to healthcare service

Lack access to healthy foods

“I felt like systemic racism kind of throws black kids under the bus when they rezone them, take them from a good school...”
Systemic Racism. Academic Study

Lack of family/resource support for 1st generation students

Fewer resources on Lambuth campus (library, counseling, health service)

Lack of Resource for Preventive Care

Need more classes focus on African Americans
Health Disparities

Those from low-income neighborhoods
  - Unhealthy Food
  - inaccessible to healthcare

Those undocumented

Those cannot afford (out of pocket expenses – masks & supplies)

Those lacking knowledge about existing resources
Health Inequity. Academic Learning

- Mental Stress
- Academic Stress
- Financial Stress
- Unsafe Stress
- Racist Stress
Barriers to Promote Social Justice

Proactive not Reactive to Promote Social Justice

Need University President to Have Stronger Voice

Need Office of Multicultural Affairs to Have Tailored Activities

“There’s a lot more that administration could be doing to help impact especially minority students at this time with COVID Pandemic…”
Mental Health – “Important to have counselors with similar interests and look like us”

Affordable Health Insurance

Healthy Food Options
Most Important Social Services

- Mentors
- SGA – Diverse & Inclusive
- Academic Support Services – tutoring, online tutoring, TLC (teaching, learning, coaching in nursing)
- Better tutoring in math, accounting, writing
# Community Engagement

<table>
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<tr>
<th>Need</th>
<th>Need more unity among multicultural groups</th>
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<td>Have</td>
<td>Have a shared, common goals and cause</td>
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<tr>
<td>Engage</td>
<td>Intentionally engage with community</td>
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Voices: Community Leaders
Prejudice and power intentionally set up in structure and system

Lack of equal access and equal support

“... Health, broad implications of education, housing, healthy food access, stress level, mental health, ... and how we understand health or wellness overall and the inequity.”
Unaware of support students receive

Absence of Black role models in all levels of faculty and administration

Perceived lack of intellectual capacity; lack of intentionality

Develop student survey (SWOT analysis approach) to inform the strengths and weaknesses of university racial equity
Chronic illnesses and traumatic experiences brought to University community and experienced on campus

Industries in minority communities – “Environmental racism”

May not trust health care providers

Have more ethnic minority health care providers on campus health center.

Pressure to excel as, probably, first generation student of color

“When I look at the students that end up at U of M, they may be less likely to seek out healthcare from student health center because emphasis is not placed on the health of people of color in the community.”
<table>
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<th>Lack</th>
<th>Lack of awareness of opportunities for community partnerships</th>
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<td>Lack</td>
<td>Lack of clear access to university academic Division and Departments</td>
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<td>Lack</td>
<td>Lack of commitment to learn the praxis in communities</td>
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<td>Solicit</td>
<td>Solicit community partners for racial equity</td>
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<td>Incorporate</td>
<td>Incorporate racial equity and academic success in student, faculty, and staff orientation</td>
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Community Engagement
Benefits All Students

Provides space for dialogue on race, inequity, trauma, academic success

“In this community the elephant will just remain in the corner of the room, and as a community will continue to walk and pretend we just don’t see it.”
Social Justice. Academic Success

Project Level: Invest in the Community

Social Justice and Economic Development

Dream, do, act against systemic racism

Dream, do, act in promoting academic achievement
Role of Community Leaders

University & community inclusive partnerships

Intellectual & financial capital of the university at the disposal of the community

Learn praxis in the community, social determinants, & health challenges
HEALTH EQUITY
ACADEMIC SUCCESS

Recommendations
Goals:

High Impact
Low Cost
Low Effort

Establish an ongoing forum for engaged dialogue on race, equity, trauma, and academic success among all students.

Establish a campaign to incorporate eradicating systemic racism, promoting social justice, racial equities, and academic success into all orientations for student, faculty, and staff.
Goals:

- High Impact
- Low Cost
- Low Effort

Strengthen SNAP (Supplemental Nutrition Assistance Program) initiative to ensure all eligible students are enrolled in program, and provide support staff, via CARES Act funding, to implement service activities.
Goals:
High Impact
High Cost
High Effort

• Build comprehensive and accurate database of all students to enable analysis, monitoring, and informing policies and activities to promote health equity and academic achievements.

• Strengthen mental health services to ensure diversity, inclusivity, and equity with providers representative of diversity.
Goals:

High Impact
High Cost
High Effort

• Invest in community engagement, promote social justice and economic development.

• Establish sustainable resource and structure to support students from disadvantaged backgrounds.
Goals:

Low Impact
Low Cost
High Effort

Develop & implement a comprehensive and valid student survey that informs university’s status on social justice & racial equity for all students, and ensure sample representations and inclusivity of students from disadvantaged backgrounds.
Diversity

Long Term Commitment

Inclusion

Making Efforts

Equity
Vision without Execution is Hallucination
“Injustice anywhere is threat to justice everywhere.”

Dr. Martin Luther King JR.