

FORWARD *Fellows*

 COLUMBIA | MAILMAN SCHOOL
OF PUBLIC HEALTH
DIVERSITY, CULTURE & INCLUSION



FORWARD FELLOWS | PROGRAM OVERVIEW

The FORWARD FELLOWS program is a highly selective, eight-month fellowship program focusing on the professional development of fellows around anti-racist organizational change, concepts and tools for advancing racial equity.

The Fellowship is designed to help students gain knowledge, skills, and perspectives that enable them to

- Collaborate with an MSPH FORWARD Partner to develop an initiative, grounded in established theory, that addresses a racism related problem of practice in the school community
- Support the design, implementation, and evaluation of the proposed initiative
- Identify opportunities to increase equity and disrupt systemic racism
- Synthesize learning from the Fellows experience to transmit new knowledge and practice to others

Applicant name Michael Joseph, Vice Dean for Education

Uni mj3019

Department/Office Office of Education

PROJECT DESCRIPTION

Please provide a summary of this project.

This year, the Office of Education launched a comprehensive curriculum analysis to address issues of power, race, oppression, and privilege in our Core content. Central to this process is our work to identify biases, omissions, inaccuracies, and other aspects of our MPH educational program that sustain racism in our field.

In response to content omission discovered through this process, we inaugurated the FACE Forward Speaker Series, featuring panel discussions with renowned public health experts. FACE Forward provides MPH

students with opportunities to analyze the ways that structural bias and racism undermine health, and to consider how we can repair these inequities in our work as public health professionals.

The founding model for Face FORWARD imagined that a variety of guests - from local policymakers to community organizers to international public health innovators – would share insights on anti-racist practice and engage in a dialogue with faculty, staff, and students. In our introductory semester, many challenging and critical questions surfaced and remain unanswered, presenting multiple opportunities for us to expand the program

We propose the engagement of a FORWARD Fellow to act as a thought, design, and implementation partner for the 2022-2023 Face FORWARD series.

RATIONALE AND ALIGNMENT

The FORWARD initiative describes the concrete actions we will take to accelerate the transformation of our community into an antiracist, multicultural, and fully inclusive institution in all aspects of its culture and operations. Please describe why this project is an important element of your department’s/office’s efforts to advance the goals of FORWARD by fighting oppression and white supremacy through action, research, and/or discourse?

Please note that you need not include a response for all of the following categories (action, research, and discourse). Many robust FORWARD Fellowships will not involve all of these areas of anti-racist action and may emphasize only one of the domains below.

Action	The Face FORWARD series has, to date, been a passive learning experience for students; content was received in a didactic format. While the series has been very well received, we believe there is potential for students to implement their learning to impact health and serve the local community. Expanding the series to include effective pre- and post-discussions, community walks, and service learning partnerships is essential to achieving the full potential of Face FORWARD to fight anti-racism and white supremacy.
Research	The Face FORWARD speaker series is designed to expand both the content and research that students explore in the Core. By enhancing the Face FORWARD learning experience, we hope to create a dynamic, responsive curriculum that can empower students to apply their knowledge in anti-racist, inclusive public health practice.
Discourse	Face FORWARD represents a key expansion in the topics and experts students encounter in the Core. The series offered a chance to address critical concepts and issues necessary to achieve an anti-racist, inclusive curriculum. In a redesigned and enhanced format, Face FORWARD can provide opportunities for students not only to hear from experts, but also to learn from community members and peers. An expanded model can thus help to dismantle implicitly exclusive definitions of “expertise” and enable students to share their own lived experiences and learn from that of others.

PROJECT GOALS

What does your department/office hope to achieve by engaging in this project?

Face FORWARD, like many complementary initiatives underway at the School, advances our mission of becoming an anti-oppressive, inclusive institution by adding a critical component to our integrated MPH Core curriculum. Further, the series provides opportunities for students to analyze the ways that structural bias and racism undermine health, and to consider how we can repair these inequities in our work as public health professionals.

By collaborating with a FORWARD Fellow, we will

- Expand the current panel discussion model to include more active learning opportunities for students
- Enhance “real world” application of Face FORWARD content students learn, including direct service to our local community
- Support the professional development of the FORWARD Fellow through collaboration with our academic and community panelists

PROJECT ACTIVITIES

What types of activities will the Fellow engage in?

This Fellow will collaborate with Office of Education leadership in many key activities, including:

- Identifying and amplifying community voices to participate in expert panels
- Designing student learning experiences, including opportunities to apply new knowledge through service learning and community collaboration
- Developing questions for panelists, with an opportunity to meet with them in small-group settings to gain skills for anti-racism and inclusion
- Innovating experiences for students to discourse with one another in small-group breakouts that complement plenary Face FORWARD sessions

Additional roles and activities for the FORWARD Fellow may be developed, based on the student’s goals, experience, and skills.

OUTCOMES

What will the Fellow learn from participating in the project? You may select from the following list of competencies or add your own.

By completing the proposed project, the FORWARD Fellow(s) should gain the ability to

- Design a community or population-based policy, program, project or intervention
- Propose strategies to identify stakeholders and build coalitions and partnerships for influencing equity outcomes
- Apply principles of leadership, governance and management, which include creating a vision, empowering others, fostering collaboration and guiding decision making
- Select communication strategies for different audiences and sectors
- Reflect on their own positionality to identify opportunities to increase equity and disrupt systemic oppression
- Synthesize learning from the Fellows experience to transmit new knowledge and practice to others
- OTHER (please describe):

DELIVERABLES

What will the Fellow produce at the culmination of the project?

The FORWARD Fellow for this project will produce

- A Face FORWARD curriculum, including topics, learning outcomes, instructional materials, and educational activities
- A moderator and panelist guide to speaker sessions
- Instructional materials for pre- and post-session student breakout groups
- Sample questions for panelists, with an opportunity to meet with them in small-group settings to gain skills for anti-racism and inclusion