

Institute of Global Health Equity

2023-2027 Strategic Plan

Future School of Global Public Health

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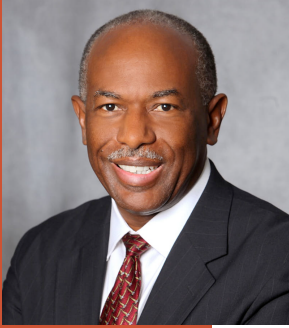
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From the Office of the President

For three years, the world was paralyzed by a pandemic that claimed over 6 million lives, plunging global economies into turmoil, and pushing public health and healthcare systems to the brink of collapse. Although the virus no longer dominates our lives in the way it once did, the COVID-19 crisis exposed the deep-rooted flaws in our healthcare infrastructure on the world stage. The most disconcerting revelation, however, lay in the gaping health inequities and injustices experienced in the United States and around the world.

Racial and ethnic minoritized groups suffered disproportionately high death rates not only owing to their heightened vulnerability stemming from underlying chronic conditions and social disinvestments, but also because our country failed to mount an equitable response to the virus. In the face of these stark realizations, Meharry Medical College has risen to confront the formidable challenges presented by COVID-19; and to look ahead as we prepare for the next crisis. We must not only learn from the mistakes of the past, but we must also envision a new and brighter future – one that includes the establishment of a new School of Global Public Health. Meharry acknowledges that solving complex and deeply ingrained health inequity issues demands a departure from decades and even centuries-old approaches, and as such we remain committed to educating, training, and reinventing ourselves and our methods. We must foster collaboration, embrace diversity and inclusivity, and strategize beyond conventional boundaries to protect our most vulnerable, underserved, and under-resourced communities.

As a Historically Black Graduate Institution, Meharry Medical College occupies a unique position that allows us to offer a fresh vision and instill newfound hope in public health. Anchored by cultural humility, this institution recognizes that the public health challenges faced by marginalized communities in the United States mirror those in numerous countries worldwide. As we begin this journey, let us remember that these critiques are not an end in and of itself. It is a call to action. If you will join us in our mission of *empowering leaders to catalyze solutions to the world's most pressing and complex health challenges*, then together, we can build a public health and healthcare system that truly serves the needs of all. Just as our vision espouses, collectively, we can *make health inequities history*.

James E. K. Hildreth, Ph.D., M.D.

President and CEO, Meharry Medical College

LETTER TO THE READER

Dear Colleagues,

It is with great pleasure and excitement that I extend a warm welcome as we embark on an incredible chapter together at Meharry Medical College. As Founding Director, I am honored to lead our esteemed institution and work alongside such remarkable individuals to establish the Institute of Global Health Equity, which will lay the solid foundation for our future School of Global Public Health.

Our school will be founded on the principles of Creativity, Action, Respect, and Equity, values that serve as the guiding light for our endeavors. Here, we believe that creativity fuels innovation, action drives impact, respect fosters collaboration, and equity serves as the bedrock for achieving health for all. These values shape our culture, inspire our work, and define the transformative experiences that await you.

What sets us apart and fills us with immense pride is our unwavering commitment to leading from the front on health equity. For close to 150 years, our alumni, faculty, and administrators were instrumental in championing this cause. They stood up against injustices, leading landmark civil rights cases, and challenging the status quo with courage and determination. We carry their legacy forward with humility, knowing that the pursuit of health equity is a lifelong journey that demands our continued perseverance.

The work we set out to do extends far beyond ourselves. It is about improving the lives of individuals and communities around the globe. It is about leaving a lasting impact, driven by the belief that a healthier and more equitable world is not only possible but within our reach.



"In the realm of global public health, we are not simply bystanders observing the challenges from afar. We are trailblazers, leaders, and catalysts of change. We dare to disrupt the status quo, challenge prevailing narratives, and forge new paths toward health equity and a better tomorrow."

Daniel E. Dawes, JD.

Senior Vice President, Global Health and Executive Director, Institute of Global Health Equity

OUR CULTURE

As Meharry Medical College's future School of Global Public Health, we build upon our unique strength and values of almost 150 years of leading from the front on health equity. During this time, our alumni, faculty, and administrators have been instrumental in shaping America's health equity awakenings and have spearheaded landmark health policy advancements, demonstrating tremendous leadership to achieve a more equitable, inclusive, and healthy society.

Our institution's DNA is infused with a commitment to tangible impact and transformative change. We take pride in our legacy of action, consistently pushing boundaries and challenging the norm to effect meaningful and lasting improvements in public health. We understand that health equity is not a passing trend; it is a fundamental pursuit that requires steadfast dedication and continuous effort.

It is upon this culture and past successes that we build this new School of Global Public Health.

Our culture reflects the resilience and determination of our community. Through our culture of leading from the front, we honor our past efforts and the transformative work of our learners, alumni, faculty, and administrators. We are inspired by their legacy and motivated to build upon their achievements.

As we forge ahead, we remain steadfast in our commitment to taking decisive action, advocating for justice, and modernizing systems that perpetuate health inequities, taking our Meharry values to the global stage.

Our unique value lies in the opportunities we offer potential students, faculty, staff, and members of the global community. Our learners and scholars exemplify our culture through a commitment to these shared values: **excellence, civil leadership, efficiency and stewardship, valuing community, collaboration and generosity, intentionality, trustworthiness, shared accountability, data integrity, curiosity, and openness.**

We empower our learners, faculty, staff, and partners to become leaders who will continue the legacy of driving change and achieving equity, not only in theory but through on-the-ground efforts. We invite individuals who are inspired by our vision imperative and driven by our mission to join us as we work together to make health inequities history.

we, not me

"HBCUs emerged out of a community that had to find its own place and space and lead the charge for health equity. Now, Meharry is uniquely positioned to do that in the public health space."

VISION, MISSION, AND PURPOSE

VISION

Making health ~~inequities~~ history

MISSION

Empowering leaders to catalyze solutions to the world's most pressing and complex health challenges.

PURPOSE

At the future School of Global Public Health at Meharry Medical College, our purpose is to advance the well-being of the global community by establishing ourselves as a distinguished institution that educates and nurtures a diverse and inclusive cohort of passionate public health leaders who can navigate political systems and societal structures to positively impact the public's health.

LEAD
WHERE
YOU ARE.

We are dedicated to equipping our learners with the knowledge, skills, and resources needed to take decisive action in addressing the world's most pressing and complex health challenges. By fostering a culture of innovation, collaboration, and social responsibility, we will empower our graduates to make a tangible and lasting impact on the health and well-being of communities worldwide.



The acronym **CARE** represents our core values of **Creativity**, **Action**, **Respect**, and **Equity**, with CARE being our overarching value and **Equity** as our guiding principle. It symbolizes our commitment to fostering a compassionate and inclusive approach to global public health. CARE begins with Creativity as we expand our collective knowledge and search for new ways of thinking. If we want different results, it is vital to devise new approaches. Building on that creativity, Action is required to have an impact, completing the essential task of implementing strategies and interventions so they benefit the communities that need them most. Respect modifies the action that precedes it - all actions will be performed with respect; in other words, with the community, and for the community, but not to the community. With Equity, all other elements in this sequence point to this as our guiding principle.



Creativity leading to Equity
Action leading to Equity.
Respect leading to Equity.

C - Creativity: We encourage innovative thinking and the exploration of new ideas to tackle complex health challenges. By nurturing creativity, we seek to discover novel solutions and approaches that can transform the field of public health.

A - Action: We emphasize the necessity of translating knowledge into tangible actions. Through proactive engagement and implementation, we strive to make a real and measurable global impact on health outcomes.

R - Respect: We value and embrace the diversity of perspectives, experiences, and contributions from all people. We foster an environment of respect that promotes collaboration, empathy, and understanding among individuals from different backgrounds and cultures.

E - Equity: We are dedicated to achieving health equity for all. Our commitment to fairness and justice drives us to address inequities, advocate for marginalized populations, and dismantle systemic barriers that hinder access to protective and sustaining resources and optimal health outcomes.

VISION IMPERATIVE



Principles and Values (core) refers to a set of values and beliefs that underpin our purpose, mission, vision, and objectives. These values serve as a framework for decision-making, shaping the culture and ethos of the school and informing our policies, priorities, and points of view.

CARE: Creativity, Action, Respect, Equity

Priorities (inner ring) are specific areas or issues that we have identified as critical to achieving our mission and goals. It represents an area of focus where we believe the institute and future school can have the greatest impact on improving the health of populations and addressing public health challenges.

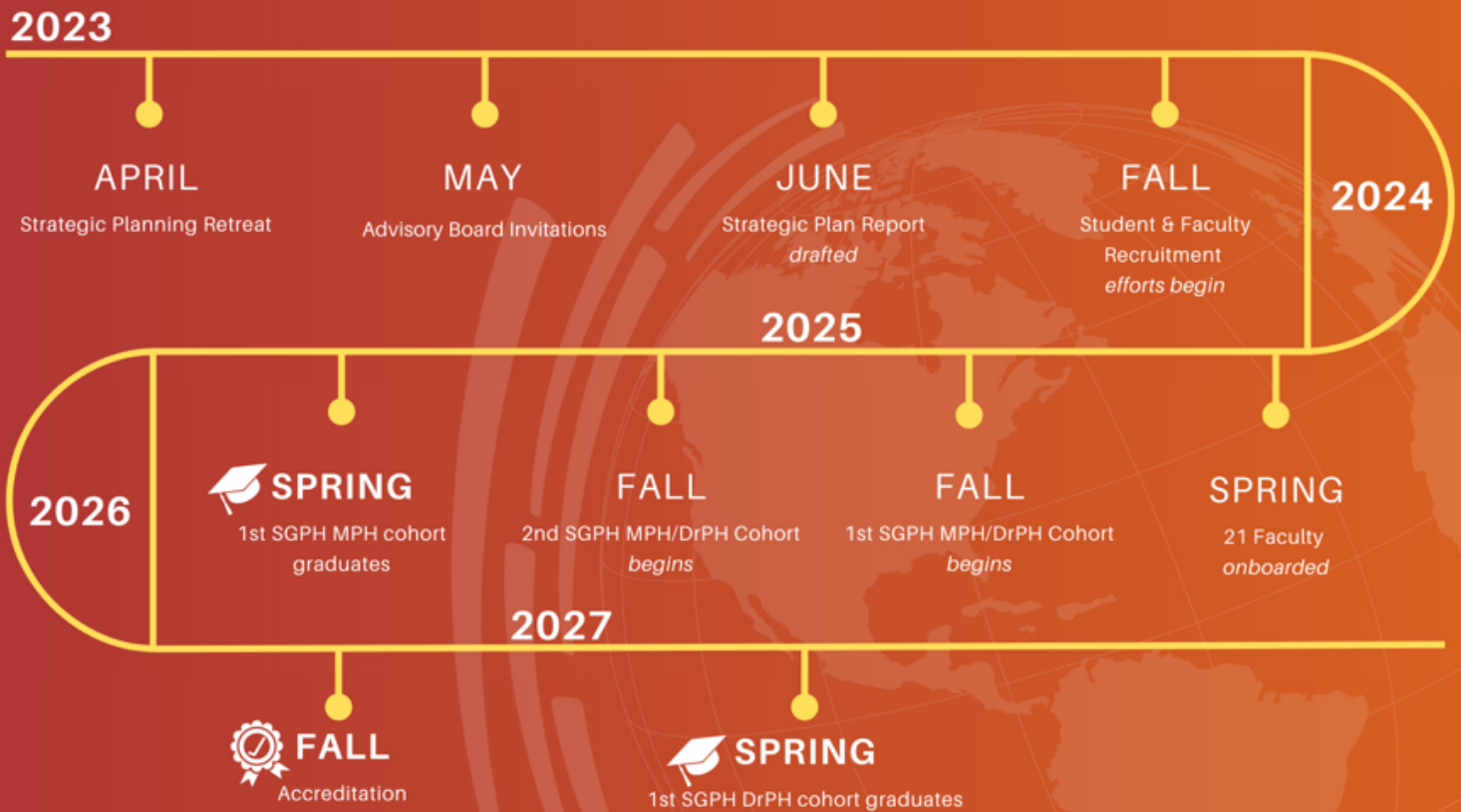
Priorities: Political Determinants of Health, Mental Health, Population Health, Communications

Points-of-View (outer ring) are fluid and dynamic, cross-cutting all priorities. Points-of-View represent the application of different lenses to each priority, which will ensure that we fulfill our mission of promoting equitable health outcomes for all populations worldwide.

Points-of-View: Global Health, Entrepreneurship, Longevity, Technology & Data, Community Engagement

Our values are interconnected and mutually reinforcing, all working in tandem to guide us to a brighter more equitable tomorrow. Building upon the core principles and values that are at the center of everything we do, our priorities are the areas of focus that will continue to lead in both domestically and globally, while our points-of-view serve as a dynamic lens through which we will view each and every undertaking.

TIMELINE AND OBJECTIVES



Phases

Phase 1: Development:

Establish Vision, Mission, Goals | Key Faculty and Staff Recruitment

Phase 2: Implementation:

Student Enrollment | Establish Key Partnerships

Phase 3: Accreditation

Curriculum Design | 3-5 year Accreditation Roadmap

Phase 4: Ongoing Growth and Expansion:

Program Development | Attract Top Faculty, Staff, Partners and Funders | Generate Groundbreaking Research

Goals

50 million
in funding generated

50 students
enrolled in MPH by 2026

5 doctoral
candidates
enrolled in DrPH by 2026

Meeting the Growing Demand: Meharry Shaping the Public Health Leaders of Today and Tomorrow

As the demand for public health professionals continues to grow, Meharry Medical College recognizes the need to meet this demand by establishing our School of Global Public Health. With a rich legacy of excellence in healthcare education, Meharry is committed to preparing the next generation of public health leaders who can address the complex and evolving health challenges facing our communities, with a global perspective.

Through innovative research, community engagement, and collaborative partnerships, Meharry's School of Global Public Health will be at the forefront of addressing the pressing health needs of our time and help prepare for the challenges of tomorrow.

Drawing inspiration from our existing MPH program, we are emboldened to expand our horizons, forge new partnerships, and lead the way towards a world where health equity knows no bounds.

10 million

health workers will be needed by 2030, mostly in low and lower-middle income countries.

- World Health Organization

80%

increase in full-time public health employees to provide adequate infrastructure and a minimum package of public health services.

- de Beaumont Foundation

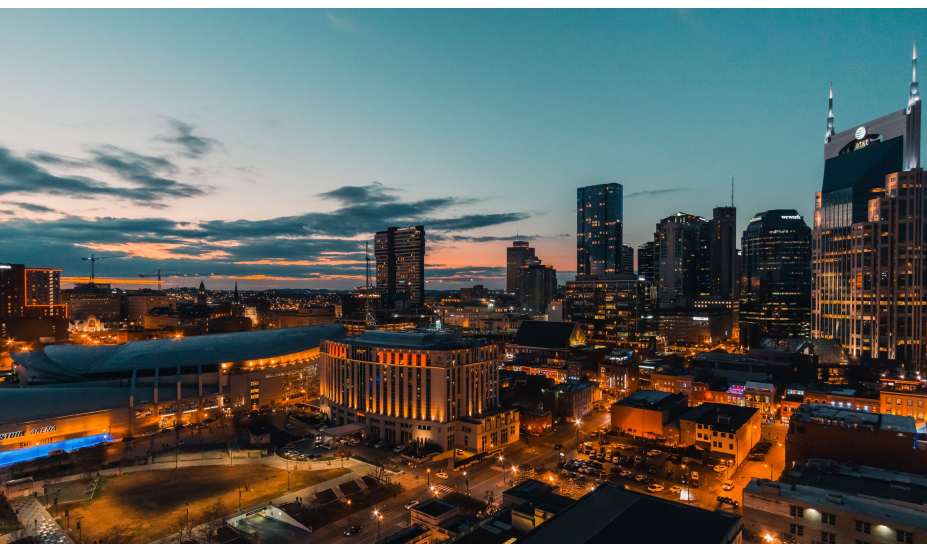
80,000

54,000 full time employees needed at the local level and 26,000 at the state level to provide adequate public health infrastructure.

- Trust for America's Health

People created laws and policies that perpetuate health injustices. We have the power to transform those policies and drive improvements to achieve health and racial equity.

- Robert Wood Johnson Foundation





Health is Global. We are joining the effort with some of the best schools in the world to effect change.

Colleges and universities worldwide often are out of reach for individuals from communities most in need, which creates barriers for potential students from diverse backgrounds to access higher education. Unequal distribution of educational institutions limits opportunities for students in certain regions, particularly those from marginalized communities. However, the significance of historically black colleges and universities transcends these boundaries. By extending our reach globally, Meharry can bridge the gap and provide an invaluable platform for individuals from all backgrounds to receive a culturally rich and inclusive education.

This expansion not only fosters diversity and equity but also promotes cross-cultural understanding, empowering students to become global citizens and contribute to a more inclusive society.

We will continue to share our Meharry gift with the world, and what makes us special, as we broaden our reach as an authentic and trusted leader in health equity.

"IT'S ABOUT TIME."

- Survey Respondent

Hearing from the World's Leading Public Health Voices

Recognizing that our vision and values should be rooted in the best guidance and insights available, we invested significant time and energy into surveying and interviewing experts from around the world. We aimed to ensure that our vision and values reflect the collective wisdom and diverse perspectives of global public health leaders. This thorough process allowed us to incorporate a broad range of expertise and experiences, ensuring the future school is prepared to address the complex health challenges of today and tomorrow with the utmost precision and effectiveness.

"The world has gone through an unprecedented pandemic that has exposed and exacerbated health inequities in all of our systems globally. The flaws were exposed during this time - not only through the pandemic but through a long-rooted racial reckoning.

Meharry can lean on their longstanding experience to be intentional in the solutions to these problems. "

99.98%

Respondents
"STRONGLY AGREED"
 with the proposed vision, mission, and values for the future school.

95%

95% of informants strongly supported "Justice", and "Health Equity" as foundational values.

100%

All respondents supported an HBCU leading with a Global Health Equity Lens.

74%

74% of informants were not aware of Meharry's current MPH program.

ANTI-DISCRIMINATION

STATEMENT ON DISCRIMINATION

In many countries around the world, we are seeing increasing calls for social justice and fairer, more equitable societies. At Meharry, we strive to create opportunities for people of all backgrounds, including individuals from disadvantaged and under-resourced communities and others, regardless of race or ethnicity, to receive excellent education and training in the public health sciences and conduct research that fosters the elimination of health inequities.

To this end, we do not tolerate racism or discrimination of any kind. This includes discrimination on the basis of race, ethnicity, color, sexuality, gender identity or expression, disability, religious beliefs, or caste.

We are deeply committed to enabling opportunities to achieve and promote equity in health for people of all backgrounds, descent, and origin. Meharry affirms its position against discrimination and violence in all its forms.

we, not me

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