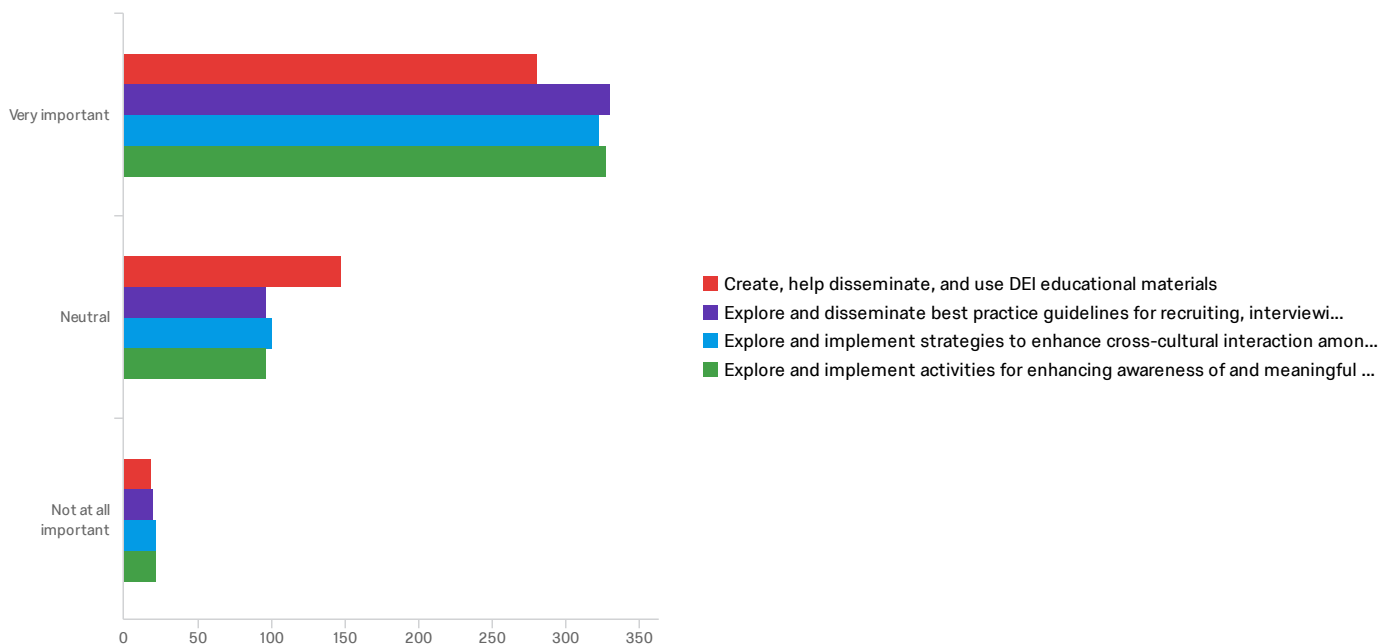Q19 - 19. Use the definitions to select your response to the following statements regarding individuals within The School of Health Professions: Diversity – refers to the ways in which people differ, including primary characteristics, such as age, race, gender, ethnicity, mental and physical abilities, and sexual orientation; and secondary characteristics, such as education, income, religion, work experience, language skills, geographic location, and family status. Put simply, diversity refers to all of the characteristics that make individuals different from each other, and in its most basic form refers to heterogeneity. Equity – refers to the process of creating equivalent outcomes for members of historically underrepresented and oppressed individuals and groups. Equity is about ending systematic discrimination against people based on their identity or background. Inclusion – exists when traditionally marginalized individuals and groups feel a sense of belonging and are empowered to participate in majority culture as full and valued members of the community, shaping and redefining that culture in different ways.

Q23 - 23. Considering each of the following DEI activities, how important is each for SHP?

Legend:
- Create, help disseminate, and use DEI educational materials
- Explore and disseminate best practice guidelines for recruiting, interviewi...
- Explore and implement strategies to enhance cross-cultural interaction amon...
- Explore and implement activities for enhancing awareness of and meaningful ...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Create, help disseminate, and use DEI educational materials	1.00	3.00	1.42	0.57	0.33	448
2	Explore and disseminate best practice guidelines for recruiting, interviewing, selecting, onboarding and retaining diverse faculty and staff	1.00	3.00	1.31	0.55	0.30	448
3	Explore and implement strategies to enhance cross-cultural interaction among students, faculty and staff.	1.00	3.00	1.33	0.56	0.32	446
4	Explore and implement activities for enhancing awareness of and meaningful discussions concerning DEI issues within and among all SHP units.	1.00	3.00	1.32	0.56	0.31	447

#	Field	Very important		Neutral		Not at all important		Total
1	Create, help disseminate, and use DEI educational materials	62.72%	281	33.04%	148	4.24%	19	448
2	Explore and disseminate best practice guidelines for recruiting, interviewing, selecting, onboarding and retaining diverse faculty and staff	73.88%	331	21.65%	97	4.46%	20	448
3	Explore and implement strategies to enhance cross-cultural interaction among students, faculty and staff.	72.42%	323	22.65%	101	4.93%	22	446

#	Field	Very important		Neutral		Not at all important		Total
4	Explore and implement activities for enhancing awareness of and meaningful discussions concerning DEI issues within and among all SHP units.	73.38%	328	21.70%	97	4.92%	22	447

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End of Report

#	Field	Very important		Neutral		Not at all important		Total
4	Explore and implement activities for enhancing awareness of and meaningful discussions concerning DEI issues within and among all SHP units.	73.38%	328	21.70%	97	4.92%	22	447