



RICE 360°

Institute for Global Health

Commitment to Anti-Racism, Justice, Equity and Inclusion

Rice 360° Institute for Global Health stands in solidarity with Black Lives Matter. We are responsible for acknowledging, recognizing, and addressing racism and injustice in ourselves, in our communities, and in global health. We acknowledge and work to end systemic racism that undermines equity in global health and development. We are committed to working toward justice and equity, including health equity, for everyone, everywhere.

At the organizational level, we will:

- Invest in dialogues with our students, faculty, and staff that seek to bring awareness to local and global racial injustices and encourage partners to join us in this practice.
- Engage Rice 360° faculty and staff in mandatory anti-racism training that addresses systemic racism in historical and present contexts. New employees will be required to complete anti-racism training during onboarding, and we will conduct annual refreshers for current staff.
- Require all Rice 360° faculty and staff to complete the Ally Training for Students of Color provided by Rice University Multicultural Affairs.
- Listen, learn, and invite input about ways we can support the goals and initiatives of Rice organizations led by Black students, staff, and faculty.
- Actively recruit a diverse workforce.
- Engage all prospective employees in dialogue about their values for equity, justice, diversity, and inclusion in our interview process.
- Include our commitment to anti-racism in job postings for new employees.

In our Global Health Technologies Minor curriculum and Rice 360° internship program, we will:

- Incorporate education on health justice and equity into the required core courses of the Global Health Technologies Minor (GLHT 201, GLHT 360, GLHT 451, GLHT 452).
- Include curriculum that critically examines the historical context of global health and the legacy of colonization on global health inequities in our *GLHT 201: Introduction to Global Health* course, required for all students in the minor.
- Intentionally highlight the contributions of Black, Indigenous, and People of Color (BIPOC) innovators, scholars, and global health professionals in our Global Health Technologies Minor curriculum and Rice 360° internship program.
- Provide mandatory pre-departure training for Rice 360° student interns that includes training on anti-racism and the historical context of internship sites.

- Enact our commitment to the [Brocher Declaration](#) across our educational programs, to prepare students, faculty & staff to uphold ethical standards in global health work including:
 - Mutual partnerships with bidirectional input and learning
 - Empowered host country and community defined needs and activities
 - Sustainable programs and capacity building
 - Compliance with applicable laws, ethical standards, and codes of conduct
 - Humility, cultural sensitivity, and respect for all involved
 - Accountability for actions

While performative rhetoric is easy, meaningful change requires time, resources, and thoughtful action at every level of our organization. To hold our Institute accountable to our commitments, we will:

- Dedicate resources and designate faculty, staff, and student time for purposeful anti-racism training, including dialogue that seeks to bring awareness to racial injustices past and present.
- Work with Rice University to implement a climate review, seeking feedback from students, staff, faculty, and partners.
- Form a Rice 360° Diversity, Equity, and Inclusion Committee, with representation from students, faculty, staff and the advisory board, that will meet semi-annually to facilitate accountability and continual learning on anti-racism.

We recognize that each of these commitments requires active, ongoing engagement. In our work toward anti-racism, as individuals and as an Institute, we commit to the vital work of listening, reflecting, learning, and engaging.