



"Moving from Promise to Practice"

Community Engagement and Racial Equity Plan

Priority 1: Elevate support for Black, Brown, and Indigenous community research partners to build and sustain trusting research partnerships resulting in community-driven solutions that advance environmental health equity

Goal 1

Increase the sharing and distribution of university and local resources to directly support Black, Brown, and Indigenous community research partners' efforts to advance environmental health equity

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 1.1.A: Promote and streamline access to the Swetland center and university-wide community benefits, resources, and professional development opportunities Objective 1.1.B.: Prioritize mentorship opportunities for Black, Brown, and Indigenous *community research (CR) partners Objective 1.1.C.: Increase connections to external capacity-building opportunities Objective 1.2.D: Prioritize opportunities to sponsor (CR) seeking training and development to advance environmental and racial health equity 	<ul style="list-style-type: none"> More CR awareness and use capacity building resources (CWRU and in community) available More awareness among Swetland staff on community resources and opportunities 	<ul style="list-style-type: none"> Increase CR connections to capacity building opportunities Establish bi-directional mentoring relationships between CRs and center affiliates 	<ul style="list-style-type: none"> Build and sustain trusting research partnerships Community empowerment Increase individual and organizational collaborative capacity

Goal 2

Increase partnership synergies between community leaders and organizations and the Swetland Center

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 1.2.A: Establish annual volunteer requirements for staff to share time, skill, and talent with individuals, groups, and organizations seeking to advance racial and environmental health equity Objective 1.2.B.: Seek to expand funding opportunities to support community-driven initiatives that address environmental health 	<ul style="list-style-type: none"> More CR awareness and use capacity building resources (CWRU and in community) available More awareness among Swetland staff on community resources and opportunities 	<ul style="list-style-type: none"> Increase CR connections to capacity building opportunities Establish bi-directional mentoring relationships between CRs and center affiliates 	<ul style="list-style-type: none"> Build and sustain trusting research partnerships Increase individual and organizational collaborative capacity Community empowerment

*CR denotes Community Research Partner

Priority 2: Recognize and value the efforts, skills, knowledge, and experiences of Black, Brown, and Indigenous community research partners to promote shared power in research relationships and cultural reinforcement

Goal 1 → Promote equitable compensation practices for partnering with Black, Brown, and Indigenous community partners on research endeavors

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 2.1.A.: Commit to ongoing learning, transparency, and challenging the status quo as it relates to compensating and elevating the role that community research partners play in environmental health equity work. Objective 2.1.B.: Provide honoraria to community research partners participating in panels, seminars, boards, etc. in order to advance Black, Brown, and Indigenous leadership. 	<ul style="list-style-type: none"> Identify best practices for fairly compensating CR engagement Honor community and cultural knowledge and voice Create space for dialogue and listening for mutual learning 	<ul style="list-style-type: none"> Establish equitable agreements for partnering with CRs on research endeavors Community centered research Increase community involvement in research Increase co-learning processes Bi-directional translation of research 	<ul style="list-style-type: none"> Shared power relations in research Enhance CWRU policies to honor Community Researcher leadership and engagement in research Cultural reinforcement Research productivity Sustained partnerships

Goal 2 → Honor community and cultural knowledge and voice in research, policy, procedures, communications, and decision-making of the center

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 2.2.A.: Engage Black, Brown, and Indigenous community research partners as co-authors on research publications, presentations, and other forms of dissemination Objective 2.2.B.: Incorporate Black, Brown, and Indigenous voices and input on the utility of data use in real-world applications. Objective 2.2.C.: Strategically engage Black, Brown, and Indigenous community research partners in Swetland center operations and shared decision-making. Objective 2.2.D.: Utilize Swetland center communication and knowledge sharing platforms as a space to highlight the efforts and contributions of Black, Brown, and Indigenous Community research partners and to garner support for their work. Objective 2.2.E.: Support opportunities for community research partners to utilize Swetland center communication + dissemination tools to develop the resources (reports, etc.) that will be most beneficial to their community. 	<ul style="list-style-type: none"> Identify best practices for fairly compensating CR engagement Honor community and cultural knowledge and voice Create space for dialogue and listening for mutual learning 	<ul style="list-style-type: none"> Establish equitable agreements for partnering with CRs on research endeavors Community centered research Increase community involvement in research Increase co-learning processes Bi-directional translation of research 	<ul style="list-style-type: none"> Shared power relations in research Enhance CWRU policies to honor Community Researcher leadership and engagement in research Cultural reinforcement Research productivity Sustained partnerships

Priority 3: Build capacity among center leadership, staff, and trainees to acknowledge and address structures of racism and other forms of oppression to advance environmental health equity through system-level transformation.

Goal 1 → Create space for staff and trainees of the center to share in dialogue, listening, and co-learning around contextual factors shaping environmental health inequities (i.e., socio-structural, political and policy, and trust and mistrust)

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 3.1.A.: Ensure opportunities for Swetland center staff and trainees to build connections and engage in reciprocal learning from the lived experiences of Black, Brown, and Indigenous community members. Objective 3.1.B.: Provide mentorship opportunities to postdoctoral and predoctoral trainees to help shape their research projects using a community-centered perspective 	<ul style="list-style-type: none"> More awareness among Swetland staff on community resources and opportunities Create space for dialogue and listening for mutual learning Promote opportunities for self and collective reflection 	<ul style="list-style-type: none"> Establish bi-directional mentoring relationships between CRs and center affiliates Integrate core competencies related to racial and environmental equity and community engagement 	<ul style="list-style-type: none"> Increase individual and organizational collaborative capacity Cultural Reinforcement

Goal 2 → Integrate core competencies related to racial equity, community engagement, and environmental health equity into hiring and training operations

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 3.2.A.: Revise staff and trainee onboarding to incorporate baseline training that incorporates core competencies of the Swetland center including Community Based Participatory Research, Environmental Health and Justice, and the impact of race on health. Objective 3.2.B.: Establish annual continuing education requirements for staff around topics such as implicit bias, racism, and the intersection of other forms of structural inequity. (e.g., the university offers training such as interrupting bias, addressing bias in the hiring process, how to be an ally, racism in higher education, etc.) 	<ul style="list-style-type: none"> More awareness among Swetland staff on community resources and opportunities Create space for dialogue and listening for mutual learning Promote opportunities for self and collective reflection 	<ul style="list-style-type: none"> Establish bi-directional mentoring relationships between CRs and center affiliates Establish bi-annual assessment of racial equity and community engaged research action plan Integrate core competencies related to racial and environmental equity and community engagement 	<ul style="list-style-type: none"> Increase individual and organizational collaborative capacity Enhance CWRU policies that address structures of racism and other forms of oppression Cultural Reinforcement

Goal 3 → Collaborate with partners to enhance CWRU policies that address structures of racism and other forms of oppression

Objectives	Learning Outcomes	Action Outcomes	Impact
<ul style="list-style-type: none"> Objective 3.3.A.: Engage in center-wide reflection and take action against our own role in creating bias, perpetuating inequities, and unequal distributions of power 	<ul style="list-style-type: none"> More awareness among Swetland staff on community resources and opportunities Create space for dialogue and listening for mutual learning Promote opportunities for self and collective reflection 	<ul style="list-style-type: none"> Establish bi-directional mentoring relationships between CRs and center affiliates Establish bi-annual assessment of racial equity and community engaged research action plan Integrate core competencies related to racial and environmental equity and community engagement 	<ul style="list-style-type: none"> Increase individual and organizational collaborative capacity Enhance CWRU policies that address structures of racism and other forms of oppression Cultural Reinforcement