OHSU Graduation Core Competencies

In the summer of 2020, OHSU affirmed its commitment to the health and wellbeing of all Oregonians and asked everyone to work together to shatter structural racism. The new core competency definitions align the Education Mission with OHSU's anti-racism work. The revision was undertaken with the following principles in mind:

- *Power, privilege, and positionality impact how people function as professionals and interact in the world.*
- *Seeking and listening to diverse voices results in better outcomes.*
- *Knowledge and authority are constructed and contextual.*
- *Information has power and existing systems privilege some perspectives and present barriers to others.*
- *Systemic racism causes undue burden and may not impact everyone in the same way.*
- *Open-mindedness and compassion are core OHSU values that enhance our effectiveness.*
- *Our audience should inform how we communicate.*
- *We are a professional community, dedicated to improving the human condition.*

Professional knowledge and skills
Demonstrate core knowledge, skills, and practices as defined by the discipline, professional licensing, or accreditation organization while being open to new perspectives, additional voices, and changes in schools of thought that impact the core knowledge, skills, and practices in the discipline.

Professional Identity and Ethical Behavior
Demonstrate discipline-specific behaviors, norms, and ethics while also recognizing and challenging racist professional expectations which can cause undue burden and/or deny the full humanity of ourselves, our peers, and our patients.

Information Literacy
Recognize the power of information in educating, influencing, and understanding the world, while seeking and amplifying missing perspectives. With this lens, locate, critically evaluate, and effectively use information to participate in decision-making, quality improvement, and broader scholarly discourse.

Communication
Communicate effectively and equitably with diverse individuals, organizations, and communities to support stakeholder decision-making and promote culturally responsive exchanges of information.

Teamwork
Work effectively within collaborative, team- or teaming-based interprofessional environments while acknowledging positionality and intentionally making space for diverse perspectives.

Community Engagement, Social Justice and Equity
Apply principles of social justice, equity, and/or anti-racism through community-engaged practice, service, or scholarship.

Patient Centered Care
Clinical degree program graduates will collaborate with diverse individuals, families, and communities to provide quality trauma-informed care that is anti-racist and respectful of and responsive to preferences, needs, attitudes, beliefs, and values.

OHSU

Approved by OHSU Board September 2020