



School of Medicine Diversity Affairs Committee Recommended Actions

The School of Medicine Diversity Affairs Committee denounces the ongoing racist and violent acts towards Black Americans. We also condemn all discriminatory acts towards people of color and all backgrounds, including Latino/Latinx, Native American and Alaskan Natives, Asians, Hawaiian & Pacific Islanders, and other diverse racial and ethnic groups, who experience societal racism. As faculty and staff of the School of Medicine, we must take action to make our institution a place where all feel welcomed and served, regardless of race, ethnicity, gender, sexual orientation, national origin, etc.

We are brokenhearted from our history of racism that underlies societal inequities furthered fueled by institutional policies, practices, and services. The recent acts of violence and overt racism has given rise to a desire to become active bystanders and to take part in the solution against marginalizing minority groups. Below are suggestions for starting points to begin to act for change:

As INDIVIDUALS:

We can learn about our own forms of bias and search to understand how racism and its far-reaching repercussions affect all aspects of society, including healthcare.

1. Participate in professional development activities aimed at diversity, equity, and inclusion.
2. Learn about historic events and policies (books, movies, articles, documentaries, etc.) that have shaped our society and culture in ways that promote oppression of certain groups. Review CDI website and [Learn of Anti-Racist Resources](#).
3. Review available resources from [AAMC on Racism and Health](#) and [AAMC Press Conference: Racism and Health](#) video (50 minutes in length).
4. Participate and engage in conversation with others from backgrounds that are dissimilar from your own. We also encourage reading the 10R's of Talking About Race: [How to Have Meaningful Conversations](#)
5. Consider volunteering and donating to non-profit, underserved community organizations. See listing of selected non-profit organizations: [GreaterPortland2020.communitybased-organizations](#).
6. Consider mentoring students to support their interests in the health and sciences by participating in OHSU's student pipeline programs: [OHSU Outreach/k-12-programs](#) and [OHSU outreach/higher-education-programs](#)

As a DEPARTMENT:

You can review your SOM Diversity Action Plan and departmental policies, processes, and services to identify areas where equity and inclusion can be intentional, as well as identifying removal of barriers. For example:

1. Review your Diversity Action Plan with detail focused on metrics and outcomes. Do you have solid outcomes?
2. Review and revise policy, practice, or creation of a service, partnerships etc. Do they burden or exclude certain groups or individuals?



3. Does the department budget support FTE or budget allocation to advance diversity, equity, and inclusion?
4. Are our search committees transparent, inclusive, and intentional to recruit for diversity?

During reviews and check-ins, ask faculty and staff members to demonstrate:

5. The identification of efforts or participation in the development of internal and community partnerships that demonstrate substantiated outcomes.
6. The identification of persons of color and women they mentored or sponsored for advancement.
7. To learn of succession planning by including faculty of color, women, and other non-majority faculty and staff to leadership roles.
8. To identify resources devoted to developing shared goals, teamwork, shared skills, knowledge, and power.
9. To learn how the department norms and culture are embracing inclusion, transparency, diverse traditions, and observations.
10. To learn of participation in Unconscious Bias, Active Bystander Training, LGBTQ training, and other DEI training.
11. To inquire how teams are actively dismantling racism and increasing accountability at the department level.

TAKING ACTION

We must reflect and confront the inequities of the past, reveal the inequalities of the present, and partake in actionable strategies to move us towards a more equitable environment. We encourage all departments to act by dismantling systematic and institutional racism with the shared resources. We also invite you to review the [School-of-Medicine Faculty Development](#) for upcoming SOM faculty development programming.

Webinars

- July 23, 2020 Racism as a Determinant of Health sponsored by the National Association of Diversity Officers in Higher Education webinar.
- July 24, 2020 Acting Against Disrespect: An Evidence Based Model for Responding to Incidents of Disrespectful or Discriminatory Behavior. Facilitated discussion to follow webinar.

Additional programs on active bystander, racism, health inequities, cultural humility in medicine and other related topics to assist with goal setting and action planning. CME may apply to selected sessions.

Together, we can learn to acknowledge our own biases, increase ally ship, and actively engage in anti-racist practices to better understand and serve our learners, patients, colleagues, and community at large.

In Solidarity,

The School of Medicine Diversity Committee