Racial Equity and Justice Committee Meeting

Tuesday, April 7, 2021

3-4 p.m.

**Meeting Summary**

1. **Anti-racism matrix**

OHSU defines anti-racism as the practice of identifying, challenging and changing the values, structures and behaviors that perpetuate systemic racism (Ontario Anti-Racism Secretariat). Dr. Du Vivier assembled this anti-racism matrix together so that we make staff accountable.

Feedback from the group:

* How are we going to use the matrix and make people accountable?
* What is the timeline to provide feedback?
* Try to find a way to use the matrix to define “what does it mean to be an anti-racist institution?”
* There is a need to add segregation of leadership and figure out a way to include ways to have a meaningful impact.
* We currently do not have any metrics and the goal of the matrix is to help bridge that gap.

Action Item: provide feedback on the matrix by April 16.

1. **Anti-racism Equity Impact tool**

Dr. Du Vivier made a list of questions from the proposed COVID-19 decision guide which may or may not be applicable to our discussions but present good points nevertheless and could be included in future documents.

Action Item: Group to review and offer feedback and suggestions.

1. **Racial Equity and Inclusion mini grants call for proposals**

The call for proposals has not been sent out yet. We have sent out invitations for grant readers. The grant readers will be meeting on a bi-weekly basis to review proposals.

Questions and thoughts from the group:

* Is the process for advertising the funds equitable if we use the word "grant”? Will folks who don't know how to write grants have access? How about those who need to submit in another language and have great ideas but don't know the logistical process?
* Are we excluding those folks by framing it as a grant? Is there an alternate word or phasing?

Action Item: Look over the document and provide feedback prior to next meeting.