

Center for Diversity and Inclusion

ANNUAL REPORT 2020





Danny Jacobs
M.D., M.P.H., FACS

President

A devastating series of events, including a once-in-a-century pandemic, a social justice reckoning, financial uncertainty and wildfires defined the year 2020. Relentlessly, each individual crisis had one common theme: A disproportionate impact on historically marginalized communities.

Although racial injustice is a longstanding and fundamental problem in our country and around the globe, the tragic events we experienced in 2020 have magnified the presence of inequities. Indeed, these crises have presented an urgent and imperative call to accelerate work to address structural racism, acts of racism and health inequality. Importantly, they have also opened many eyes, hearts and minds to the various ways in which racial bias manifests itself in our everyday lives.

I firmly believe it is up to organizations like OHSU to lead this essential work, and it starts with our commitment to becoming an anti-racist institution. While we are all at different places in our own personal journeys with anti-racism, I believe every OHSU member has a duty and responsibility to help create the best, most inclusive environment, where everyone can be successful and enjoy their contributions to our university.

We are a community of healers, teachers and researchers and, as such, we must acknowledge the physical, emotional and psychological health implications of racism as we strive to support the health and well-being of others. This is essential to the mission of OHSU and should be one of our core values.

Our Center for Diversity, Equity and Inclusion will play a pivotal role in OHSU's anti-racism, diversity, equity and inclusion efforts. But no one action, event, person or dialogue alone will suffice; we must unite as a community on this path and maintain a joint commitment to each other and to the work.

I'm grateful to embark on this journey with you and look forward to what we can accomplish together in the coming year.

Excelsior!



Derick Du Vivier
M.D., M.B.A.

Senior Vice President, Diversity,
Equity and Inclusion

A year ago, when we spoke of our efforts around creating a more welcoming, respectful culture at OHSU, we talked in terms of diversity, equity and inclusion.

Then, on May 25, 2020, George Floyd—who had already survived the ravages of COVID-19—was killed by Minneapolis police officers, and a brave young woman captured the officers' brutality in an iPhone video for the world to see.

In the days and weeks and months to follow, Americans, Oregonians and OHSU members turned to face the elephant in the room: racism—at an individual and an institutional level.

Seemingly overnight it became crystal clear that it was no longer enough to speak only of diversity, equity and inclusion. Our comfort zone was punctured by the anguish and pain that OHSU members of color and those who identify with other under-represented groups have long felt at a majority white, cis-gender institution in a state with a uniquely exclusionary history. Finally, with the leadership of President Danny Jacobs, OHSU was ready to talk about racism and what it means to be anti-racist, what it means to become an anti-racist institution.

What has followed has been a grassroots outpouring of support, yearning and momentum for change and the beginnings of building a new foundation—gathering data, analyses of shortcomings, and studies of best practices so that we may shape a better future.

Our work over the past year is detailed in the pages to follow. But it is only the beginning. As a leader, I cannot say where we will end up because it is not for me to say. The ability of OHSU to tap the best of who we are to become the institution we want to be is up to each one of us.

Join us. We need you.

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2020 CDI Headlines

COVID-19

In early 2020, the world was hearing about COVID-19. OHSU responded on March 16 with mandatory telework for all non-essential employees. In accordance with guidance from the CDC, OHA and OSHA, there was criteria determined for work force members, including quarantining and personal protective equipment. OHSU was in modified operations for the rest of the calendar and continued into 2021. This led to many programs and units shifting their work to remote, virtual methods within enhanced telework capabilities.

Systemic racism

George Floyd. Ahmaud Arbery. Breonna Taylor. These are the names of three recent victims of violence against people of color; a violence that remains rampant in our country. The CDI, along with programs and units across campus, stood up against anti-racism by creating task forces, listening sessions and action plans. This is a journey to transform OHSU into a truly anti-racist and multi-cultural institution.

[Standing up against structural racism](#)

[Accountability during our anti-racism journey](#)

Juneteenth

On June 19, 1865, which was two-and-a-half years after the Emancipation Proclamation was signed, the United States of America celebrated the end of slavery in Galveston, Texas. Dr. Jacobs wrote an article to continue the acknowledgment and express his commitment to addressing any overt and systemic racism that plagues us at OHSU. In addition, OHSU granted all employees paid leave to provide members with time for community service, personal reflection, education or action.

[Celebrating Juneteenth](#)

Leadership change

In September 2020, Dr. Derick Du Vivier was appointed senior vice president of diversity, equity and inclusion reporting directly to President Danny Jacobs. Dr. Du Vivier was serving as interim vice president role for diversity and inclusion since November 2019. The addition of this position as the president's direct report highlights the priority of this important work, and will ensure diversity, equity and inclusion initiatives are implemented across the institution. With expanded authority and responsibility, Dr. Du Vivier will be empowered to affect meaningful change in OHSU's workplace culture and make significant strides toward becoming an anti-racist institution. The CDI will continue to administratively report to Office of the Provost.

Inclusive Language Guide

As part of the OHSU anti-racism initiative, the language guide was compiled by a cross-campus project team and shaped by input from nearly 300 OHSU members. An evolving tool, it is intended to help OHSU members learn about and use inclusive language in institutional communications, patient care (including chart notes), instruction, presentations and other professional communications and interactions around descriptors of race and ethnicity, immigration status, gender and sexual orientation and ability.



Unconscious Bias Campus Wide Initiative (UBCI)



1. [Campus-wide initiative on unconscious bias](#)

One of OHSU's core values is diversity. The first goal of vision 2020 was to be a great organization, diverse in people and ideas. We want to be a place diverse in people and ideas in order to competitively compete in the global market. We need to attract and attain top talent and offer world-class patient care, and a premier academic experience by ensuring that OHSU is a diverse (multifaceted, educated, capable, adaptable, flexible, competent and competitive) and inclusive institution that has respect for all. Additionally, numerous studies conducted across the country have shown how unconscious bias contributes to imbalances in hiring, promotion and compensation for certain racial, ethnic and gender groups.

Diversity and inclusion maximize our true business potential, creativity, innovation, quality patient care, educational excellence and outstanding service. (Business Case for Diversity, March 24, 2014.)

The trainings are open to all OHSU employees, hiring managers and students and are available year-round to departments, workgroups and individuals. The Center for Diversity and Inclusion also provides specially-designed training for hiring managers and students. Departments and workgroups are encouraged to take the training together to strengthen diversity and inclusion within their respective units. The training places emphasis on learning effective ways to enhance individual knowledge, as well as team practice and functionality. By building on shared learning experiences, intact teams will improve understanding of unconscious bias, reflect on solutions, and establish a common language and work together to promote a culture of change within their departments.

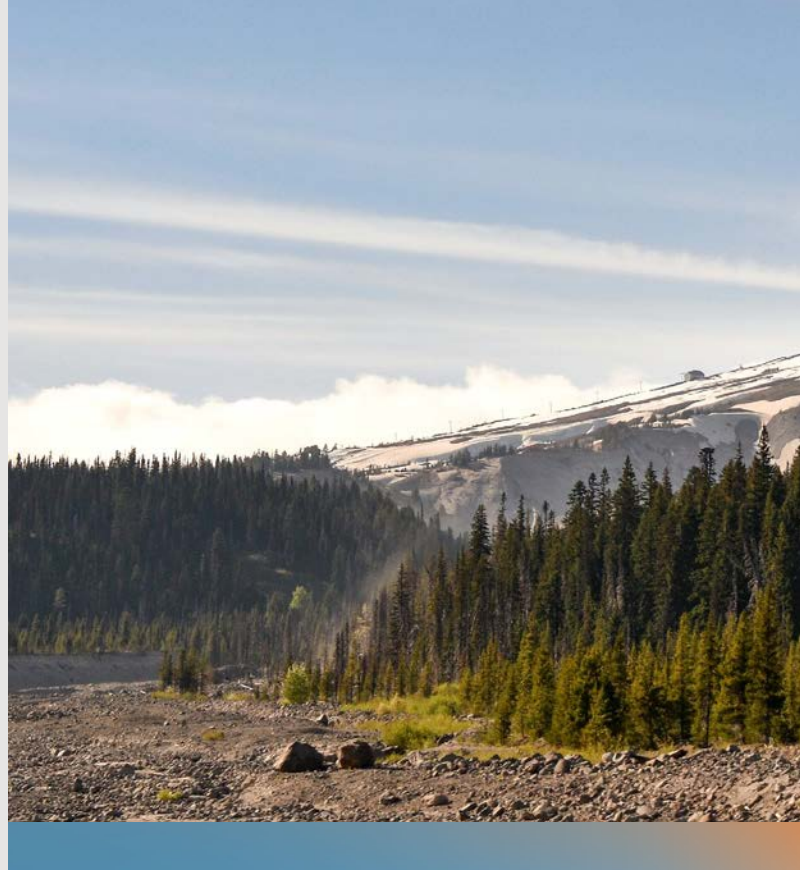
Section 1: History and Background

In an effort to ensure an inclusive, collaborative and productive organizational culture, OHSU launched a campus-wide initiative on unconscious bias¹ in January 2018. The training emphasizes awareness and learning ways to mitigate bias.

The initiative initially comprised training for employees and students, the Inclusion Ambassadors program and continued education through lectures, talks and workgroup activities. In 2019, specially-designed training was made available for hiring managers, search committees and anyone involved in the hiring process.

The unconscious bias initiative is led by the Center for Diversity and Inclusion with support from executive leaders and the OHSU Board of Directors. The initiative was based on findings from several campus-wide research, including two diversity climate surveys over the past several years, an OHSU-wide employee engagement survey and a faculty survey last year. They showed that more work needs to be done to build a culture of inclusion, equity and respect.

The UBCI is one of many ongoing efforts to create a fully inclusive OHSU community and to remove barriers to individual and group success. One goal of this initiative, determined by the OHSU Board of Directors as a key performance indicator, is to ensure that all employees participate in unconscious bias training.



Section 2: FY 2020 UBCI Overview/Outcomes

The CDI team responsible for managing the UBCI is currently comprised of Crystal Roberts, Program Manager/Lead Diversity Trainer, Octaviano Merecias, Lead Diversity Trainer, and Rebecca Sutton-Kanyako, Administrative Coordinator.



Crystal Roberts

Program Manager/Lead Diversity Trainer



Octaviano Merecias

Lead Diversity Trainer



Rebecca Sutton-Kanyako

Administrative Coordinator

The program manager believes that in this climate, where tensions, stress, and anxiety have exacerbated our unconscious biases, the stakes are simply too high for making snap decisions laced with bias instead of being deliberate and thoughtful to ensure the best outcome for all. Participants consistently agree, expressing how important and valuable this conversation has been in helping them stay strong and be brave in this current climate.

The UBCI team worked diligently to adapt the curriculum of all of our trainings (Foundations, Hiring Managers, and Student Edition) and our Inclusion Ambassador Program from and in-person delivery model to live virtual sessions.

In adjusting to teleworking due to the challenges of COVID-19 while also nurturing existing supportive relationships with various leaders across the institution, the UBCI Team successfully met the FY2020 Key Performance Indicators established by the OHSU Board of Directors.

FY2020 UBCI Key Performance Indicators

508/500 (102%)

Students trained

365/300 (122%)

Hiring managers/search committee members trained

1,784

Employees trained on foundations—including new employees

11,463/17,000 (67%)

Total OHSUians trained since January 2018 launch

Inclusion Ambassadors

Inclusion Ambassadors support OHSU's UBCI by facilitating conversations and activities within their workgroup. All Cohorts of Inclusion Ambassadors concluded their commitment this fiscal year, representing a total of 143 individuals from 114 departments within OHSU.



Crucial education shifted to a virtual platform

[View the opinion piece on COVID health disparities co-authored by OHSU President Danny Jacobs](#)

Section 3: Virtual Adaptation

The OHSU Center for Diversity and Inclusion unconscious bias training team, like so many other teams, has innovatively shifted to a virtual platform, continuing to offer this crucial education to teams with space to participate at a critical time.

“From the unacceptable, fear-based profiling and targeting that has occurred of Asian community members related to the origins of the COVID-19 virus to the stark disproportionately in how this virus is impacting African Americans and Latinos, we must be relentless in raising awareness about the ways that biases harm people and learn to mitigate these impacts,” said Derick Du Vivier, M.D., interim chief equity officer for OHSU. “I am really proud of our team for the creativity and resolve that they have brought to sustaining this educational offering.”

Cook Ross Inc. has revised its original unconscious bias training to include elements that will increase interactivity, understanding of the content and applicability. The CDI team has worked collaboratively, modified operations and adapted the curriculum to transition from in-person training to live virtual trainings.

Taking advantage of the features that Cisco Webex offers, lead trainers have effectively employed these elements and are now beginning to train UBCI associate trainers and share their learnings with other units and departments.

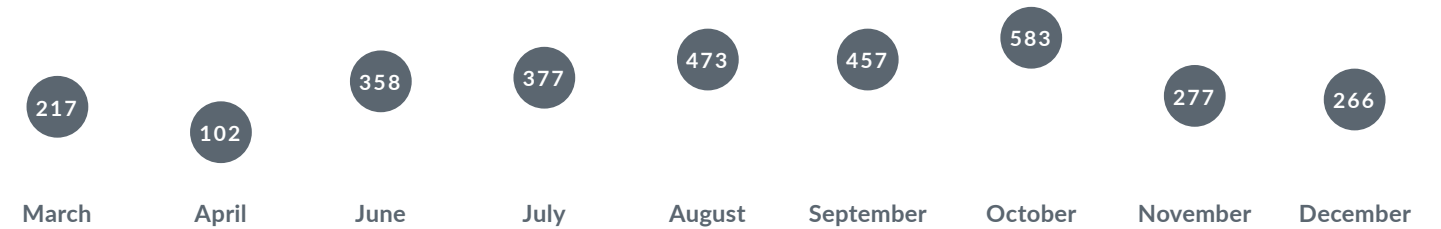
The content in this virtual training was designed with the understanding that creating a brave and safe socio-emotional virtual space welcomes and honors the expertise, experience, and wisdom of each participant.

“Octaviano Merecias has masterfully led the curriculum redesign, including the confident delivery of the preliminary virtual sessions, after which he reviews copious notes, hosts feedback sessions with our team, and then further refines the content to enhance our participants learning experience,” said Crystal Roberts, the UBCI program manager and lead trainer.

The UBCI Team has successfully facilitated multiple foundational trainings for employees and students and is currently working to revise the curriculum in order to relaunch delivery of the unconscious bias training for hiring managers and steering committees starting shortly.

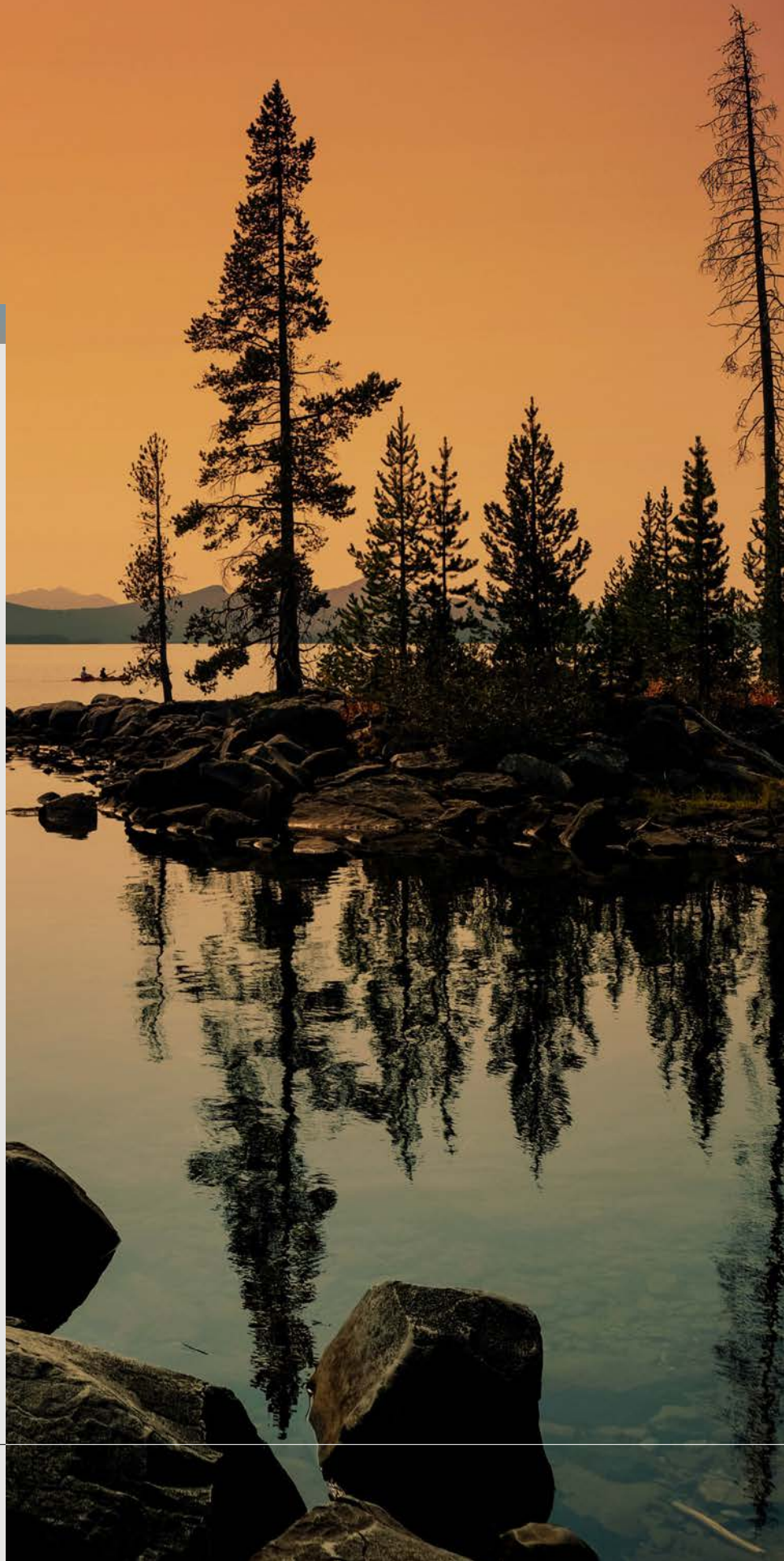
OHSUians trained virtually in 2020

3,160 total



Learnings of potential use to others:

- The Cisco Webex system does not reliably support videos, so we replaced all the videos in the training with alternate, but relevant, content.
- Keeping participants engaged means managing chat box responses in addition to audio and visual responses (for those joining and able to share video feeds).
- In this virtual world, the role of the co-facilitator is different—rather than delivering content, they support the primary trainer in keeping participants actively engaged, helping monitor the chat box, assisting with technical issues and being primed to step in should the primary facilitator gets disconnected from the system.
- Each session delivered is effectively a pilot that our team debriefs and refines for the next iteration.
- Adaptability is imperative and cooler heads prevail.
- Teamwork has made the transitions manageable and even enjoyable.





Student Recruitment and Retention

Student Recruitment: Inclusion and Equity

In 2020, Student Recruitment pivoted in the wake of COVID-19. Programs and events were evaluated through the lens of inclusion and equity while coordinating efforts to pivot to a virtual platform.

Summer Equity Research Program transitions to the Summer Seminar Series

OHSU understands the importance of diversity in research, which is why the institution recruits diverse youth currently pursuing their degree to work on a research project in a lab alongside faculty, staff and graduate students as a part of the Summer Equity Research Program. In 2020, webinar workshops were created as a response to all the internships cancelled across the U.S. due to the COVID-19 pandemic. CDI shifted to recruit underrepresented minority students in a virtual platform. With the help of CDI administrative assistant Wes Studer, third-year medical student Lubna Khan and CDI leadership, we were able to transform and adapt the Summer Equity Research Program schematic to the CDI Summer Seminar Series.

A bit of background: CDI sponsors the Summer Equity Research Program every year. Between 20–25 interns come to OHSU and work on a research project for eight weeks. They receive a stipend. They're paired with a mentor, gain lab access and are a part of the OHSU community during their internships. They make lasting meaningful connections with the OHSU community. At the culmination of the internship, there is a large OHSU wide event that showcases their research in a Poster Symposium. This has been an incredibly successful program with nationwide renown. Furthermore, Equity intern alumni are equipped to do great things in the medical profession. As a testament to the Summer Equity Research Program's success, CDI's Lubna Khan is a past Equity Intern!



In 2020, we reevaluated to look for ways to highlight the opportunities when moving to a virtual format. This meant we could offer the program to more participants and also expand the offerings.

- The recruitment process was unique. Normally 25 interns are selected for the Summer Equity Research Program from a pool of approximately 300 candidates from across the country. This is how competitive this program is!
- In this case we casted a broader net and were able to provide an opportunity to not just the selected interns for 2020 but all the applicants!
- Then we went a step further and connected with the University Center for Excellence in Developmental Disabilities office, which also manages a summer internship program. UCEDD was able to extend this program to their interns, who had their internships cancelled.
- We also reached out to the Cell, Development and Cancer Biology program leader and Vollum Institute program leader to extend the invitation.
- We had almost 100 enlisted. From there, we had about 60 participants total.

We offered 24 events as webinar workshops. As you can see by the graph below, we were fortunate to cover a broad variety of topics that are of interest for the student on a medical path. We had 40 guest speakers that enlisted in helping us make these webinars incredibly valuable. The program ran from June 15 through July 15, 2020.

[To see all of the recorded seminars, please click here.](#)

2020 CDI Summer Seminar topics and attendance



Virtual Meet and Greets

The CDI created a series of virtual “Meet and Greets” receptions to invite prospective medical school, M.D./Ph.D. and Physician Assistant candidates to speak with current students, residents and faculty from underrepresented and diverse backgrounds. In the past, the receptions were held at the Robertson Life Sciences Building (RLSB), which were shifted to a virtual format in Fall 2020. These were coordinated with the School of Medicine, Physician Assistant Program, M.D./Ph.D. programs and SIGs to network, provide resources and have a chance for prospective students to ask questions and get a feel for OHSU outside of an interview setting. The receptions have been attended by 20–30 prospective students per session, and will continue monthly through March 2021.



College Night - Noche de College!



Come learn how to plan, apply and pay for college!

English to Spanish interpretation offered for event

Date: Thursday, November 12, 2020

Time: 6:00 PM - 7:30 PM PST

Where: Virtual - [Webex Link](#)

Password: B4p192helux

Phone (audio only): 1-206-207-1700 US 1-503-907-9144 Portland, OR

Meeting number (access code): 120 906 2809

AGENDA

Welcome - 6:00 pm - 6:05 pm - Offered by OHSU Center for Diversity and Inclusion in collaboration with the Latinos Unidos Employee Resource Group - Dr. Du Vivier, OHSU VP of Diversity

On Track program OHSU - 6:05 pm - 6:40 pm: “Keeping your options” - Azalea Martinez and Katie Lenahan - Breakout room for [Spanish](#) language presentation available.

Hispanic Metropolitan Chamber - 6:40 pm - 6:50 pm: Nicole Davison Leon (Scholarship & IDA Coordinator) Information for Latino students around Oregon and SW Washington.

Students offer their perspective - 6:50 pm - 7:10 pm:
Carolina Regalado Murillo - past Equity student, future OHSU Physician Assistant applicant.
Nakai Corral - current School of Medicine OHSU student

Questions - 7:10 pm - 7:30 pm

*** For more information contact: cdi@ohsu.edu

College Night - Noche de College!



¡Ven para que aprendas a planear, solicitar ingreso y pagar por la universidad!

Se ofrecerá interpretación del inglés al español para este evento.

Cuándo: el jueves 12 de noviembre de 2020

A qué hora: 6:00 PM- 7:30 PM

Dónde: **Reunión virtual - [enlace de Webex](#)**

Contraseña: B4p192helux

Teléfono: (solo audio): 1-206-207-1700 US 1-503-907-9144 Portland, OR

Número de reunión (código de acceso): 120 906 2809

PROGRAMA

Bienvenida: 6:00 pm - 6:05 pm

Ofrecida por el CDI en colaboración con el LUERG (Grupo de recursos latinos unidos para empleados de OHSU).

Dr. Du Vivier Vicepresidente de diversidad de OHSU

Programa On Track de OHSU: 6:05 pm - 6:40 pm (Habrá una sala separada para ver la presentación en español)

“Manteniendo tus opciones”

Azalea Martinez y Katie Lenahan

Cámara hispana metropolitana: 6:40 pm - 6:50 pm

Información para estudiantes latinos de Oregon y el suroeste de Washington.

Nicole Davison Leon (Coordinadora de becas e IDA)

Los estudiantes ofrecen su perspectiva: 6:50 pm - 7:10 pm

Carolina Regalado Murillo - estudiante pasado de equidad y futura solicitante para la facultad de auxiliar médico de OHSU.

Nakai Corral - estudiante actual de la facultad de medicina de OHSU

Preguntas: 7:10 pm - 7:30 pm

Community Connections

CDI, in conjunction with the Latinos Unidos Employee Resource Group, hosted Noche de College – College Night on Nov. 12, 2020. This event offered English-to-Spanish interpretation and presented resources on planning, applying and paying for college. The event was also in collaboration with OHSU’s On Track Program, OHSU Medical Students, the Hispanic Metropolitan Chamber and Portland State University. Attendees participated from all over the country, providing valuable information to promote higher education.

Student Retention: Anti-Racism and Equity

We collectively celebrate as our student programs have come together, for most of the year virtually, to serve our community. In 2020, the Student Retention Resources focused on anti-racism and equity: captured here with a few highlights.

Please note—this is only a small scope of the work completed, click here for more information regarding student resources.

Student Interest Groups

OHSU is home to local chapters of distinguished national student organizations and other diverse student interest groups. SIGs create a cohort of similar interests to foster: engagement, collaboration and social interactions. OHSU currently has eleven SIGs, of which two are new this year. We are also excited to announce we have two more SIGs in the planning stages, and we look forward to sharing more communication in 2021.

Let's welcome our new groups:

- Immigrant Community at OHSU: in June, the Immigrant Community joined the OHSU SIGs to create an environment where immigrants and first-generation immigrants can come together to find community, solidarity and intersectionality. The Immigrant Community at OHSU is open to students, residents, attendings, employees and allies and has approximately 50 members.
- Our latest SIG to join our groups in 2020 is an OHSU chapter of The Society for Advancement of Chicanos & Native Americans in Science. SACNAS is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers and positions of leadership in STEM. We look forward to sharing more in the future.



Sponsored Events

Muslim Community at OHSU: In October, the OHSU Muslim Community and OHSU Center for Diversity and Inclusion sponsored the Oregon MSA (Muslim Students Association) for a socially distanced BBQ picnic at Willamette Park. The picnic was organized to welcome the members to the Oregon MSA.

Improvements to Process

CDI has created a Funding Application Rubric to assist in the decision-making process to provide an equitable approach to distribute funds to the SIGs. There are a series of questions asked during a request, which are added to the rubric for a quantitative result.

To learn more about Student Interest Groups: how to start a new group, how to get involved, read more on the Student Interest Groups site.

CENTER FOR DIVERSITY & INCLUSION

Student Resource Webinar series

Please join us for these informational sessions that are geared for all OHSU students.

5/11 Doug Rice – VP of All Hill Student Council
Results from survey on student concerns during the COVID-19 pandemic.
5/13 Student Access Director - Jennifer Gossett
5/18 Dominica Thompson - HR on student benefits
5/27 Kai Roller Care Management – Social worker/wellness taskforce
6/1 Jenn Cai and Dr. Hannah Hoeflich on Student Health and Wellness, and Suicide Prevention
6/3 CDI's Octaviano Merecias-Cuevas
OHSU's Diversity statement & UBCI

All webinars at:

12:00 PM to 12:30 PM

MEETING SPACE:

<https://ohsu.webex.com/meet/justicia>



[Read the announcement here.](#)

Diversity Graduation Cords

CDI and the Office of the Provost are pleased to provide Diversity Service Cords to graduating students who have demonstrated outstanding contribution to diversity, equity and inclusion at OHSU.

At the start of the COVID-19 pandemic, everything moved quickly to remote and telework. CDI stuck with the diversity cord timeline—normally, CDI is able to award these in-person. This time, CDI was able to deliver them via FedEx. It was extremely important to acknowledge the positive contributions our students made to DEI work at OHSU.

In 2020, 22 graduating students were awarded the Diversity Graduation Cord, one of two honor cords at OHSU. Many OHSU students are service-oriented and bring their diverse perspectives to help others grow and make positive change. The diversity cords are awarded to recognize outstanding student contributions that help OHSU realize its aspirations as an institution diverse in people and ideas.

Background: OHSU honor students who meet university-merit criteria in Diversity and Inclusion achievement are awarded a service honor cord. The color of the diversity cord is light blue to signify unity and perseverance and to recognize students for their contribution to diversity and inclusion. The honor cord is sponsored by the CDI and the Office of the Provost.

Creation of Student Webinar Series

After hearing feedback from our students, the Student Webinar Series was created as our students felt isolated in the beginning of COVID-19. CDI invited internal subject matter experts to share with the student community during the months of May and June 2020. A series of six webinars were offered to provide more resources for our students: sharing of the All-Hill Student Council Survey Results, Student Access, Student HR Benefits, Wellness Taskforce, Student Health and Wellness Center and Suicide Prevention, and lastly, a webinar from Octaviano Merecias-Cuevas, CDI's then-Unconscious Bias Trainer, regarding OHSU's Diversity Statement.

These newly created webinars were each attended by 20–50 students, intended to provide resources to our students while a fragmented sense of community existed due to racial, social and political tensions in our country.



Story Share Launch

On Nov. 16, 2020, CDI launched a new ongoing project: Story Share. We are excited to share a simple yet powerful resource in the form of storytelling. The mission of the OHSU Story Share Project is to encourage and nourish the human spirit; to demonstrate resilience, encouragement, and success from marginalized members' experiences from our community. Story-sharing and storytelling have been part of our history as humans and has proven to be a powerful tool.

What is Story Share: It is a collection of stories from members of the OHSU community. The recordings are done in an interview style, while extracting some thematic and important elements from our storyteller's story. These elements are then applied to a Tool Kit: 25–30 minutes for a team or individual exercise. While the full toolkits are available to OHSU staff, a portion of the toolkits are available to the public in the interview-style videos shared on Soundcloud.com. We are excited to share our first¹ and second² videos with more planned roughly every six weeks in 2021. If you wish to share your story, would like to introduce someone you believe has an inspiring story or be a part of the team, you can email us at cdi@ohsu.edu.

1. [Dr. Tomás Lazo And Dr. Emily Baird StoryCorps](#)

2. [Dr. Ramirez and Dr. Schoblaske StoryCorps](#)

Cultural Competency Resources

CDI created and gathered a list of resources for Cultural Competent Care to not replace CultureVision™ but rather to provide additional resources for our community. These resources will be more widely shared in 2021.

What is CultureVision™: the first comprehensive, user-friendly database that gives healthcare professionals access to culturally competent patient care.

[CultureVision™](#)

Anti-Racism Resources

To help educate our community while providing a wide range of resources for those who are at different stages in their anti-racism journey, CDI collaborated with the OHSU Library to create a race, racism and health disparities resource guide. The guide includes the history of race and racism in Oregon and health care, along with data, reports and recommended books. A collection of anti-racist resources are also available on the CDI site: recommended reading and timeless media resources including videos and podcasts.

[Race, racism and health disparities resource guide](#)

[Anti-racist resources](#)



Future and Going Forward



The Search Advocate Program

What is the Search Advocate Program?

Established in 2008, Oregon State University's Search Advocate program enhances equity, validity and diversity in university hiring. Search Advocates are faculty, staff and students who are trained as search and selection process advisors. Their preparation includes a 16-hour workshop series addressing current research about implicit bias, diversity, the changing legal landscape in hiring, inclusive employment principles, practical strategies for each stage of the search process and effective ways to be an advocate on a search committee.

Overview

The OHSU School of Medicine joined this training program to increase recruitment efforts for diverse faculty and staff by attending a three-day session in November 2019. Dr. Derick Du Vivier and Leslie Garcia were trained with the goal to bring the program to OHSU. In December 2020, the SOM led the first cohort to train 26 search advocates with the goal to support diversification of the workforce. Octaviano Mercecias from the Center for Diversity and Inclusion will lead the second cohort, which will launch to the rest of the campus.

The Role of Search Advocate

Each Search Advocate serves as a consultant who advances inclusive excellence by asking questions to help committee members test their thinking, identifying and promoting practices that advance diversity and social justice, and minimizing the impacts of cognitive and structural biases. As external committee members, Search Advocates are able to explore assumptions, norms and practices that an internal member might not question. The Search Advocate plays a vital role in position development, recruitment, screening, interviews, references, evaluation and integration of the new faculty or staff member into the institution. In partnership with the search chair, search committee members and hiring official, the Search Advocate affirms OSU's commitment to inclusive excellence.

Tools and Resources

Each Search Advocate receives tools, resources and ongoing support to ensure readiness for the next hiring opportunity.



Stepping In: Creating a Culture of Respect and Inclusion Collaborative Project

What is Stepping In?

The Stepping In: Creating a Culture of Respect and Inclusion Collaborative Project web portal serves as the primary resource, data collection and networking site for this two-year multi-institutional effort to improve the quality of the healthcare environment for patients, providers and healthcare teams.

“Stepping-In 4 Respect” Collaborative Partners

- University of Virginia Health System
- Duke University Health
- Indiana University Health
- Oakland University William Beaumont School of Medicine
- Johns Hopkins University Medical Center
- University of Michigan Medicine
- Oregon Health & Science University School of Medicine

The School of Medicine Office of the Dean was initially invited to join the collaborative partners (partners listed above), and Leslie D. Garcia and Dr. Derick Du Vivier ended up representing. The School of Medicine invested and joined a national collaborative to create an environment of respect and inclusion by starting a training and interactive workshop using filmed scenarios and role-playing exercises. The use of reader's theatre-script based readings on actual experiences revolving around disrespect in an academic setting were developed to raise awareness of bias and set expectations to step in and address bias. Participants of the workshops are provided an opportunity to discuss strategies to address institutional policies. Workshops also offer relevant reporting and support resources that can support efforts for inclusion and eliminate bias in clinical and education settings. Participants also explore how messaging can foster an environment of respect and inclusion and set expectations for patients, staff and trainees.

Benefits

- Mitigate bias in hiring and admissions process
- Access tools and resources to support organizational change in hiring to increase diversity
- Opportunity to increase diversity in workforce and admissions
- Engagement and participation of Search Advocates across OHSU campus
- School of Medicine signed contract to use OSU materials, tools and resources without modification or changes to materials

Back Drop

- Dr. Derick De Vivier and Leslie Garcia trained in person prior to COVID-19 and led first pilot with support of OSU
- Search Advocate and materials have been presented and been socialized in the School of Medicine
- Center for Diversity and Inclusion will be launching campus-wide after the initial pilot

Timeline

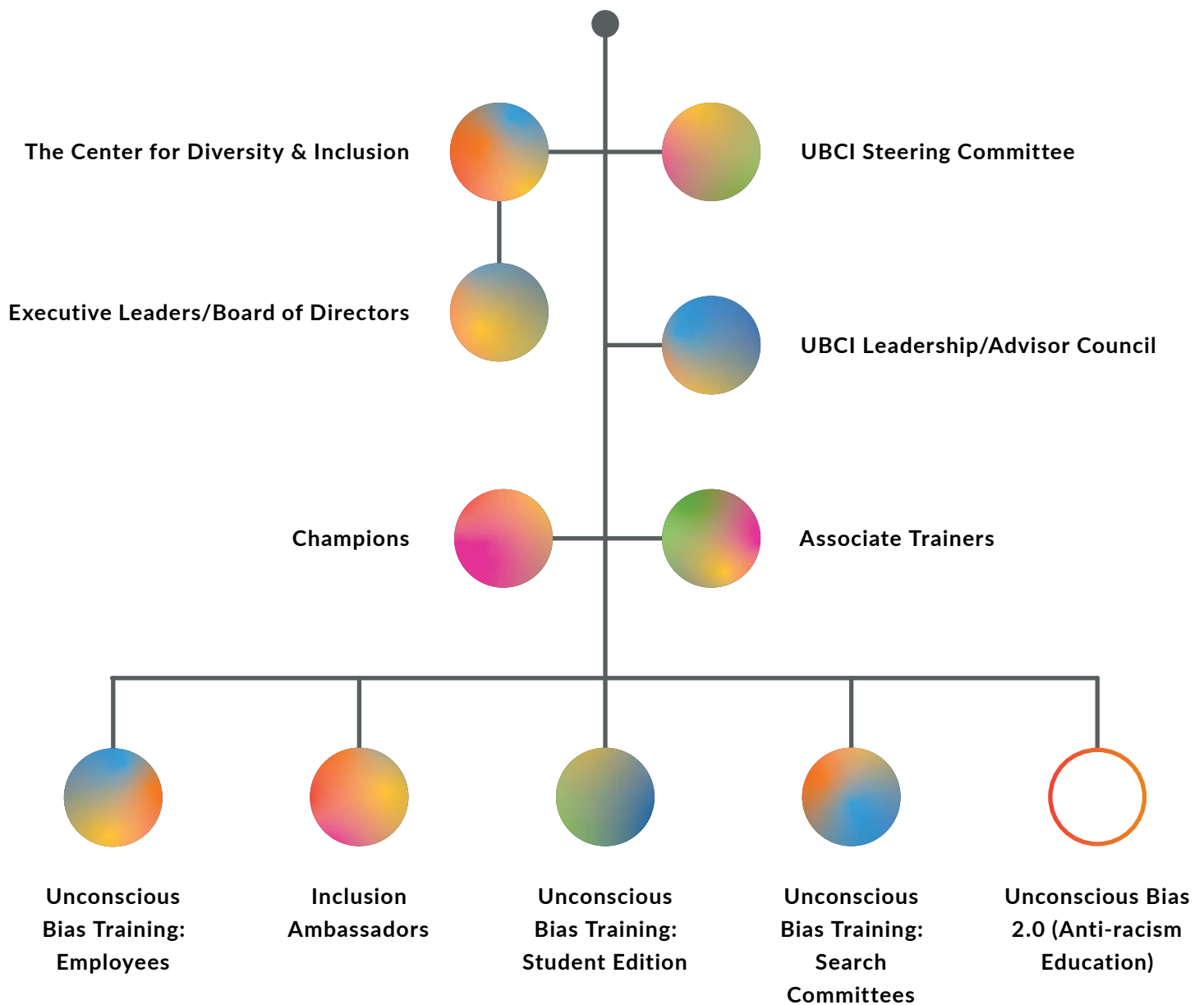
The OHSU Search Advocate Program will be formalized in 2021.



Benefits

- A two-year engagement in IRB-approved research with surveys to assess effectiveness of workshops (pre-post and six-month surveys) and an annual climate survey of trainees
- Access to the web portal for the Collaborative that includes research surveys, all planning materials, videos, reader's theatre, facilitator guides and resources to support organizational change
- Opportunity to engage in a community of learning and practice with other healthcare institutions on challenges in fostering respect and inclusion
- Opportunity to collaborate on publications and presentations by the Collaborative on topics of respect and inclusion
- Opportunity to track and present/publish single institution data
- Engagement and participation in the Train the Trainer Workshop
- Data management for the survey and climate data at institutions
- Opportunity to contribute ideas, solutions, planning and resource materials to the Collaborative web portal
- School of Medicine signed contract with UVH and will work with Center for Diversity and Inclusion to launch across campus
- Dr. Derick Du Vivier and Leslie Garcia trained in person prior to COVID-19 and will be leading first pilot and train others
- Stepping In Program and materials have been presented and been socialized in the School of Medicine
- Center for Diversity and Inclusion will be launching campus-wide after the initial pilot

Unconscious Bias Campus-wide Initiative





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Center for Diversity and Inclusion: Dr. Derick Du Vivier, Crystal Roberts, Andrew Justicia, Octaviano Merecias- Cuevas, Linzy Rodrigues, Wesley Studer, Rebecca Sutton-Kanyako, Holly Yoo

UBCI Steering Committee: Jessica Asai, Erin Hoover Barnett, Dr. Susan Bakewell-Sachs, Dr. Dana Braner, Dr. Dana Director, Dr. Derick Du Vivier, Christine Flores, Dr. Pamela Hughes, Dr. Richard Johnson, Dr. Kristin Lutz, Greg Moawad, Joe Ness, Scott Page, Dr. Mary Stenzel-Poore

UBCI Associate Trainers: Hope Asana, Ali Bruni, Jennifer Cai, Erin Hoover Barnett, Mary Lind, Clea McDow, Raj Shah, Tatiana Grabowski, Danielle Strom, Pa Vue, Trisha Wong, David Forero, Rachel Gribby, Tobin Cox, Min Lee Booth, Jwan Mohammadi, Lyndsey Clapier, Wilson Ta

2020 CDI Annual Report Committee: Linzy Rodrigues, Lisa Huynh, Rebecca Sutton-Kanyako and Rachael Penchoen-Lind

Additional support partners: Leslie Garcia, Jeffrey Martin, Daniel McClintick, other content reviewers and data support



Resources



Center for Diversity & Inclusion (CDI)

The Center for Diversity & Inclusion leads and supports the university-wide initiatives to create an environment of respect and inclusion for all people. CDI is dedicated to fostering partnerships to enhance OHSU's mission of healing, teaching, research and community services. With a range of resources and services, CDI supports and empowers students, faculty and staff from all walks of life, including historically underrepresented populations.

OHSU Diversity Action Plan

The Diversity Action Plan (DAP) is intended as a roadmap to guide the efforts of all OHSU community members and campus units. Individual units and departments are invited to enhance the goals, strategies and metrics to achieve the objectives within their groups.

OHSU Cultural Awareness Guide

The Cultural Awareness Guide has been created to enhance awareness pertaining to faith-based practices and events. The guide serves as an educational resource for myriad religions and beliefs. The guide offers crucial information about dates and practices that will be helpful to those planning activities, events, meetings and co-curricular events that impact OHSU students, employees and patients.

Center for Diversity & Inclusion (CDI) Employee Resource Groups

Employee Resource Groups are OHSU-sponsored and employee-managed groups. They are comprised of people from underrepresented backgrounds or who share a common background or similar interest, and include their allies. ERGs provide opportunities for career development, social support, networking, mentoring and community participation, and help promote cultural awareness and employee engagement.

Center for Diversity & Inclusion (CDI) Student Interest Groups

To ensure that OHSU recruits and retains diverse students, faculty and staff, efforts must be intentional and focused. The Center for Diversity and Inclusion works with OHSU schools, academic programs and units to provide support for all departments to strengthen retention of diverse faculty, residents and research fellows.

Center for Diversity & Inclusion (CDI) Diversity Resource Guide

The Diversity Resource Guide serves as a resource for OHSU students, staff, faculty, and residents to connect with diverse and multicultural organizations and businesses in Portland, and beyond.

Center for Diversity & Inclusion (CDI) Event Calendar

The CDI event calendar provides opportunities for professional development, as well as promote cultural awareness and employee engagement to further enhance the community of inclusion at OHSU.

Center for Diversity & Inclusion – follow us on:

- Facebook: OHSU Center for Diversity & Inclusion
- Instagram: ohsu.cdi
- Twitter: @OHSU_CDI



OHSU Library

The OHSU library is the largest health science library in Oregon, serves the faculty, staff and students of OHSU, as well as health professionals and residents of the State of Oregon. The Center for Diversity & Inclusion has partnered with the library to also create resources on Race, Racism and Health Disparities.

OHSU Ombuds

The OHSU Ombuds services are available to all faculty, staff, administrators, students, post-doctoral fellows, trainees and volunteers, offering a safe, confidential place to discuss campus-related issues and explore possibilities for informally addressing concerns.

Student Life

The Office of Student Life sponsors a variety of services, programs, and events to educate, advocate, entertain and challenge students. Please see this page for more information regarding Academic Accommodations for Disabilities, Get Involved, Student Health and Wellness Center, Living in Portland and the Student Center.

Affirmative Action & Equal Opportunity (AAEO)

Affirmative Action & Equal Opportunity (AAEO) leads development and awareness of diversity, accessibility, and respect within OHSU and the wider community. AAEO is proactive, solving problems university-wide through collaboration.

Title IX

Title IX of the Education Amendments of 1972 protects individuals from discrimination on the basis of sex in any educational program or activity operated by recipients of federal aid. OHSU complies with Title IX and 34 CFR Part 106 by prohibiting sex and gender discrimination in education programs, activities, employment, and admissions. For more information, contact titleix@ohsu.edu or the U.S. Department of Education Office for Civil Rights, 1-800-421-3481.

Transgender Health Program

The OHSU Transgender Health Program provides safe, comprehensive, affirming health care for the transgender and gender-nonconforming communities. Email the Transgender Health Program Coordinator, transhealth@ohsu.edu or call 503-494-7970.



Lactation Services

OHSU has designated several locations throughout its campuses where women can either breastfeed their babies or pump breast milk for later use. Any private space within or near an employee's department or unit may also be appropriate.

Language Services

Interpreting services at OHSU serves a diverse population and is committed to providing culturally competent medical care for all patients and their families. OHSU provides free interpreter services for all of our deaf, hard of hearing, deaf-blind and limited English proficient patients and their families.

Translation services at OHSU ensures that you understand your medical treatment plan even after your visit is complete. If you need any of your written care plans in a language other than English, Translation services can help.

OHSU Global

OHSU seeks to centralize its global footprint in Southeast Asia by establishing a campus in Bangkok, Thailand, where education, research and clinical initiatives can be leveraged and sustained over time to improve human health globally. A partnership with Bangkok Hospital and Mahidol University links OHSU with the largest private hospital system in Southeast Asia.

OHSU International

The Office of International Affairs (OIA) supports OHSU's international community, programs and activities. The OIA consists of two departments: Department of Immigration Services and Department of Export Controls.

OHSU Fact Book

The OHSU Fact Book provides data about academic programs, students, faculty and staff, and other basic information in a user-friendly format for the OHSU community and public.

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