

OHSU-[Covington Recommendations and Implementation] Oversight Committee Charter

Introduction

In March 2021, OHSU retained Covington and Burling LLP (Covington) to lead an independent and thorough investigation regarding “inequitable treatment, discrimination, harassment, bullying, or intimidation [at OHSU] based on race, color, religion, national origin, disability, age, marital status, sex (including pregnancy), sexual orientation, gender, gender identity or gender expression”, principally by assessing whether OHSU’s current policies, procedures, and practices were optimally-designed to ensure that individuals are treated equitably, to prevent misconduct, and to ensure best practices. OHSU also asked Covington to address “how OHSU has handled, and how it should handle in the future, reports of inequitable treatment, discrimination, or harassment based on these protected characteristics, or based on other differences due to power dynamics, or retaliation for reporting these types of improper conduct,” including whether community members feel comfortable reporting these issues and whether they are appropriately investigated and addressed; whether existing data suggests disparities in reporting or outcomes; and whether OHSU acts in accord with best practices regarding communication of reports, investigations, and outcomes.

In December 2021, Covington completed its comprehensive investigation and issued its investigative findings and recommendations to address institutional cultural challenges. Shortly after sharing Covington’s findings with its members, OHSU also pledged to: (1) convene an implementation committee for Covington’s recommendations focused on planning and adoption with metrics and milestones for measuring progress that will be regularly shared with our members; and (2) ensure accountability by creating an oversight committee that will report to the OHSU President and OHSU Board of Directors.

This charter specifies the purposes, responsibilities and authority of the oversight committee.

Section 1. OHSU-Covington Recommendations and Implementation Oversight Committee. The OHSU President will establish the OHSU-Covington Recommendations and Implementation Oversight Committee (Committee). The Oversight Committee will review, monitor and provide input to the implementation committee. The implementation committee is tasked with implementing the Recommendations found in Covington’s December 9, 2021, “*Report to the Board of Directors of Oregon Health and Science University*” (Report). The Committee will independently ensure the recommendations suggested in Covington’s Report are evaluated and adopted as appropriate, by and through an implementation committee the OHSU President will concurrently enable and activate, to achieve institutional change(s) needed to effectively address the Report’s Findings.

Section 2. Membership. Committee members shall include:

1. One representative from the All-Hill Student Council;
2. One representative from the Faculty Senate;
3. One representative from the Oregon Nurses Association (ONA);
4. One representative from the American Federation of State, County and Municipal Employees (AFSCME);
5. One representative from OHSU Police Association;
6. One representative from the Confidential Advocacy Program (CAP);

7. One representative from each OHSU Employee Resource Group;
8. One representative from Gender Equity in Academic Health and Medicine Committee (GEAHM) (formerly Women in Academic Health and Medicine);
9. One representative from the House Officer Union;
10. One representative from the Graduate Researchers United (GRU) Union;
11. One representative from a Professional Board;
12. One representative from Unclassified Administrative (UA) employees;
13. One research-ranked employee;
14. One representative from the Alliance for Visible Diversity in Science;
15. One representative from the OHSU Equity & Justice Council;
16. One representative from the School of Dentistry;
17. One representative from the School of Medicine;
18. One representative from the School of Nursing;
19. One representative from the School of Public Health;
20. One representative from the OHSU Foundation.

Each of the listed groups shall appoint their own representative to the Committee. In addition to the list of Committee members above, the Committee will also include six at-large positions to be selected by the Committee or appointed directly by the OHSU President. The OHSU President shall ensure the Committee's membership includes those from diverse communities and with diverse lived experiences, and as such, may appoint others to attain this important objective. Dr. Alisha Moreland-Capuia and Michael Alexander will each serve as Committee Co-Chairs, with Dr. Moreland-Capuia also serving as moderator for the Committee.

The charge of the Oversight Committee, as well as Committee membership and leadership, will be re-evaluated and adjusted every six months to ensure alignment with the ongoing needs of the program.

Section 2.1. Committee Chair Responsibilities.

The Committee Chair(s) shall:

1. Set meeting agendas in consultation with other Committee members;
2. Chair committee meetings;
3. Act as a liaison between the Committee and implementation committee and as a liaison between Committee and OHSU President and OHSU Board;
4. Provide the Committee's regular reports to the OHSU Board.

Section 2.2. Compensation.

Each Committee member not serving as a Chair or Co-Chair, will receive a \$300 stipend per month for meeting attendance beginning the month in which the first Committee meeting is held and ending the month in which the Committee submits its final report to the OHSU President and OHSU Board.

Section 3. Restriction on Committee Membership. Neither the OHSU President, nor any OHSU Executive Vice President or OHSU Vice President, shall be a member of the Committee. The OHSU President, or his designee, may attend meetings of the Committee.

Section 4. Term. Each member will serve on the Committee until OHSU's Board of Directors determines the functions of the implementation committee have been achieved.

Section 5. Removal of Committee Members. The OHSU Board of Directors or OHSU President may remove a Committee member for violations of OHSU's code of conduct or OHSU policy. Any Committee member who is also an OHSU Member that is terminated, separates or otherwise ceases to be an OHSU Member after joining the Committee, shall be removed from the Committee as of the date of their termination, separation or departure.

Section 6. Powers of the Committee. The Committee will have the following defined authorities:

1. Request that the implementation committee provide information reasonably required for the Committee's function in a timely and transparent manner;
2. Hold monthly meetings for 90 minutes on every 2nd Thursday of the month for a 6-month period concluding in July 2022. Meetings shall include at least one co-chair of the implementation committee;
3. Keep appropriate records of Committee activities;
4. Report monthly on the implementation committee's activities and progress to the OHSU President and OHSU Board of Directors;
5. Provide monthly updates to the larger OHSU community with complete access to meeting minutes;
6. Create a final report at the conclusion of the implementation committee's work to be communicated in writing or in person to the OHSU President and OHSU Board.