Covington Investigation – Implementation Framework

OHSU Board Presentation

DATE: January 27, 2022
By: Susan Bakewell-Sachs and Alice Cuprill Comas
Covington Investigation – Implementation Framework

Agenda

• The “Charge” to Covington and Burling LLP
• Guiding Principles
• Immediate Opportunities
• Program Governance
• Program Governance – Oversight Committee Membership
• Preliminary Timeline
Covington Investigation – Implementation Framework
The “Charge” to Covington and Burling LLP

Covington & Burling LLP was asked to conduct a “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.”
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Guiding Principles

• The Covington Report provides the framework for our initial scope of work. Any changes to scope should require Board approval.

• Apply trauma informed principles to the governance, management, and communication of the program of work.

• Foster transparency throughout the program.
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Immediate Opportunities

• Allow external recruitments with a focus on diversity hires
• Start recruitment for head of Human Resources
• Streamline and reduce the number of incident reporting channels
• Transition AAEO staff (including Title IX) from Human Resources to Integrity
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Program Governance

- Representing the voices of the community
- Tracking performance against identified metrics
- Reviewing the status of the Program and the associated issues and risks
- Providing advice and guidance to “course correct”

- Positioning OHSU as an org that prioritizes diversity, equity, and inclusion
- Ensuring alignment with the goals and vision
- Defining success for the program
- Providing final approval of the vision, scope of work, timelines, and projected costs
- Reviewing program status, issues, and risks
- Providing advice and guidance to the team

Board and Dr. Jacobs

Oversight Committee

Implementation Committee

- Defining the “vision statement” for the program
- Overseeing implementation activities
- Defining key performance indicators
- Approving scope, schedule, budget
- Listening to and adapting approach based on input from community voices
- Reconciling differences in approach
- Providing guidance on issues and risks
- Serving as program champions

Project Teams

- Communicate Role of CDI
- Restructure HR
- Realign AAEO
- Incident Reporting and Mgmt
- Workforce Diversity
- Objectives for Leaders
- Metrics Tracking

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Program Governance – Oversight Committee Membership

**Oversight Committee**

- Dr. Alisha Moreland-Capuia (Co-Chair / Moderator)
- Michael Alexander (Co-Chair)
- One representative from the All-Hill Student Council
- One representative from the Faculty Senate
- One representative from the Oregon Nurses Association (ONA)
- One representative from the American Federation of State, County and Municipal Employees (AFSCME)
- One representative from OHSU Police Association
- One representative from the Confidential Advocate Program (CAP)
- One representative from Alliance for Visible Diversity in Science
- One research-ranked employee
- Six members from the community at large
- One representative from each OHSU Employee Resource Group
- One representative from the Gender Equity in Academic Health and Medicine Committee (GEAHM)
- One representative from the House Officer Union
- One representative from the Graduate Researchers United (GRU) Union
- One representative from the Professional Board
- One representative from Unclassified Administrative (UA) employees
- Six members from the community at large
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Preliminary Timeline

Initiate
- Develop Program Charter
- Identify Stakeholders
- Staff Governance Groups
- Start Recruitments
- Issue Initial Comms

February - March 2022
- Finalize Projects / Initiatives
- Develop Project Charters
- Develop Project SoW’s
- Develop Project Plans
- Develop Staffing Plans
- Develop Project Budgets
- Develop Program Comms Plan
- Hire Staff
- Kickoff Governance Groups

Execute
- Execute against Plans
- Start Monitoring and Control Process
- Start Reporting against Metrics
- Manage Issues and Risks

April 2022 - TBD

Close
- Close the Program
- Operationalize Activities
- Archive Project Collateral

January 2022
TBD
Thank You