



# Covington Investigation – Implementation Framework

OHSU Board Presentation

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DATE: January 27, 2022

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# 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.”*

# Covington Investigation – Implementation Framework

## 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.

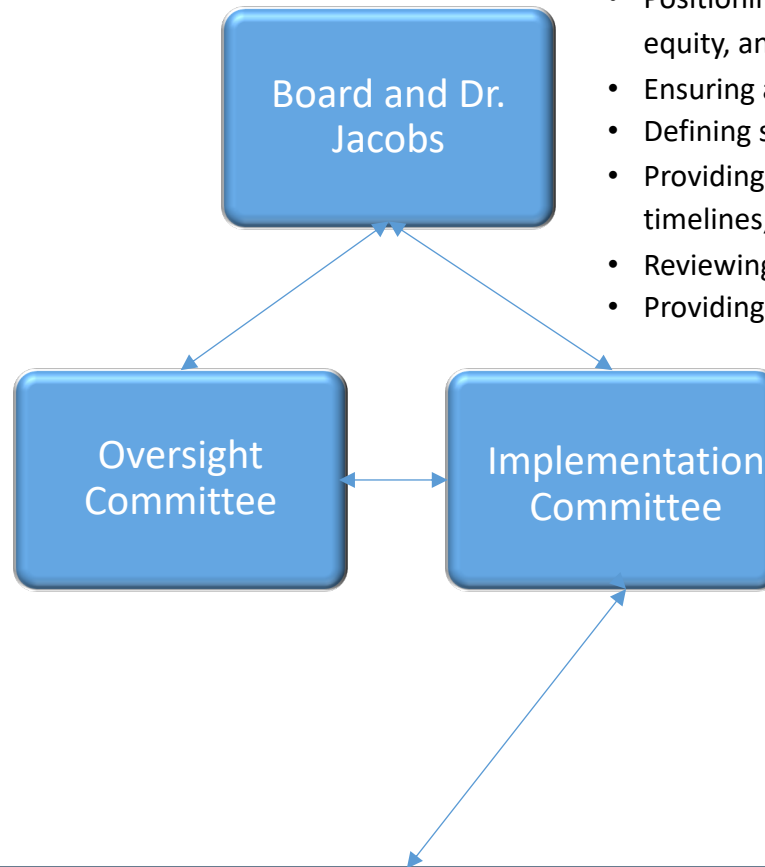
# Covington Investigation – Implementation Framework

## 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

# Covington Investigation – Implementation Framework

## Program Governance



- 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

- 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

- 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”



# Covington Investigation – Implementation Framework

## Program Governance – Oversight Committee Membership

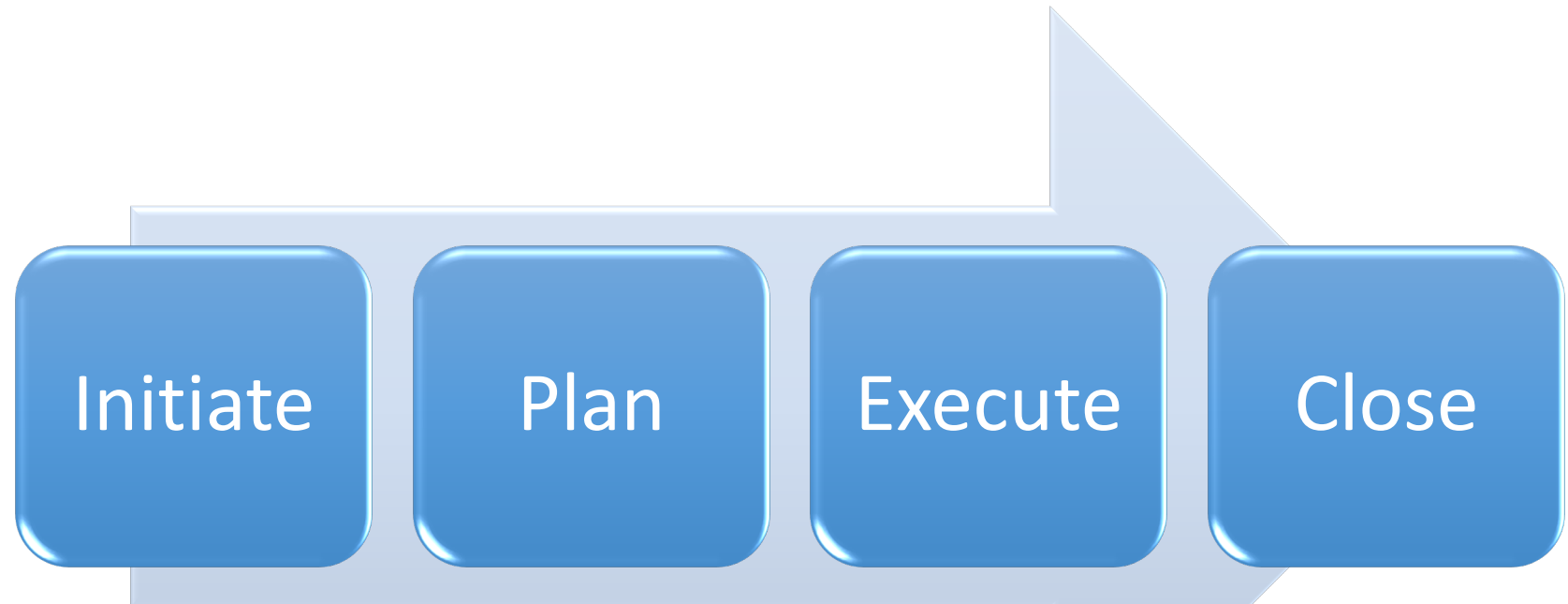
### Oversight Committee

- 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 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
- One research-ranked employee
- Six members from the community at large



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## Preliminary Timeline



### January 2022

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

### Feb - Mar 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

### April 2022 - TBD

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

### TBD

- Close the Program
- Operationalize Activities
- Archive Project Collateral





Thank You