Action Plan Items

- **Maintain the Diversity Committee**
  - Assist the BEHN chair and administrator with department-led and/or SoM-led diversity initiatives and SoM-required Diversity Action Plan Assessment
  - Interact with other departmental committees and other aspects of departmental function to ensure the department is an inclusive environment
  - Provide a safe place for individuals to report claims of racial discrimination, harassment, and/or abuse and to encourage individuals to report violations to AAEO, with the understanding that faculty members will follow guidelines for reporting
  - Ensure the continuity of the Diversity Committee through the continued recruitment of faculty, post-doc and student members committed to DEI activities
  - Maintain web page that highlights DEI training, activities, and resources

- **Build a stronger more-inclusive departmental community**
  - Promote activities throughout the year to foster interactions between trainees and faculty in a relaxed setting (e.g., departmental lunches, happy hours)
  - Promote inclusion of trainees on departmental committees (e.g., curriculum, admissions, awards); encourage URM participation and solicit feedback for all departmental committees.
  - Maintain partnerships with organizations and other departments/programs (e.g., NGP, TIDES, AVDS, CDI) to bring in diverse seminar speakers and highlight ongoing seminars.
  - Increase transparency and accountability (e.g., inclusion of non-confidential minutes from committee meetings in the departmental monday memos; continue trainee representation at pertinent portions of faculty meetings)
  - Assess and regularly update the Exit Survey
  - Create a safe place for all trainees by adhering to ground rules for respectful communication, which are now included in all course syllabi
  - Work with graduate program director to create an annual diversity report from admissions and trainee data
  - Host department-wide discussion of progress and areas of improvement at annual retreat.

- **Anti-racism/anti-discrimination/mentorship training**
  - Coordinate the teaching of an inter-departmental anti-racism graduate class
  - Encourage laboratories to attend diversity trainings (unconscious bias, bystander, cultural competency, anti-racism) offered by the department, CDI or other OHSU units, and to discuss lab culture
  - Continue to promote URM representation in departmental-invited seminars and ensure opportunities for trainees to meet with speakers
  - Bring in seminar speakers with anti-racism expertise. Promote upcoming mentorship and anti-racism trainings, discussions, and seminars in Monday Memo

- **Increase recruitment/retention of URM trainees and faculty**
  - Provide resources and assistance to trainees about additional mentorship opportunities
  - Use exit survey data to implement changes to facilitate retention
  - Advocate for educational support mechanisms to ensure trainee academic success
  - Target graduate student recruitment efforts for URMs by increasing effective presence at URM conferences (e.g., ABRCMS, SACNAS), in coordination with other units at OHSU
  - Encourage departmental participation and support of training opportunities focusing on URMs (e.g., OHSU’s summer equity and Neuroscience post-bac programs)
  - Continue involvement in OFDIR program, to recruit talented URM post-doctoral fellows and to assist with career development, retention, and transition to faculty positions
  - Encourage mentorship training through SoM Mentorship Academy and the assignment of a faculty mentor to junior faculty
  - Circulate information in the Monday Memo to highlight DEI and other funding opportunities for trainees and faculty