

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