

## **Oversight Committee**

**August 2022**

### **Update from Implementation Committee (from Dean Bakewell-Sachs)**

- Acknowledgement of the six-month milestone and all of the work that has been accomplished
- Feedback from OC is appreciated
- Chief EVP Officer search is progressing

### **General discussion**

- Dr. Jacobs' letter to OC supervisors to protect participation time in this process was noted
- Meetings extended to two hours – 9-11 a.m. – on trial basis
- Trauma-informed principles continue to have value
- Taking care in how we communicate – NO CAPS was an example, but the point was being able to see intent vs. impact
- One example of feedback from constituents was a sense of being overwhelmed by the amount of content to review – are “elevator speeches” the solution?
- Another discussion about how traumatized people shouldn't have to bear the burden of fixing problems that a) can be retraumatizing and b) should be handled by leadership
- Culture change belongs to everyone

### **Specific SBAR discussion/feedback**

- An appreciation for the legal definitions that were broad and inclusive, which is apparently rare
- Members who work directly with members who have been traumatized suggested reaching out on a one-to-one basis to solicit feedback
- Transparency has been lauded in this process, particularly when members have been unable to attend meetings
- One member's team has created a Wiki (!) that features her summaries of the work and provides links
- It was pointed out that OHSU reached this point because of the institutional racism that exists in policies, so while reviewing these proposals can seem boring and tedious, it's nonetheless essential to foster real, meaningful change
- Committee members are sharing their personal “why” surrounding this work when communicating with their stakeholders
- Don't want to retraumatize
- Need to engage with the work, and need to engage others with the work as well
- The members of the committee have the opportunity to shift the narrative