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Anne Eacker, M.D. (co-chair)  
Associate Dean for Student Affairs  
Associate Professor, Internal Medicine  
University of Washington

Frederica Overstreet, M.D., M.P.H. (co-chair)  
Assistant Professor, Family Medicine  
University of Washington

Benjamin S. Danielson, M.D.  
Clinical Professor, Pediatrics  
University of Washington

Jason Deen, M.D.  
Assistant Professor, Pediatrics  
University of Washington

Gail Gray  
Director of Human Relations Policy,  
Dean's Office, School of Medicine,  
University of Washington

Danielle Ishem, M.A.  
Director, Workforce Development, Center  
for Equity, Diversity and Inclusion,  
University of Washington

Byron Joyner, M.D.  
Vice Dean for Graduate Medical  
Education and DIO, Dean's Office  
Professor, Urology  
University of Washington

Kim O'Connor, M.D.  
Associate Professor, Internal Medicine  
University of Washington

Norma Alicia Pino  
Program Director,  
Multicultural Education, Center for Equity,  
Diversity and Inclusion  
University of Washington

Melissa Rangel  
Second Year Medical Student  
University of Washington

Jane Shelby, Ph.D.  
Director, Assistant Dean  
Alaska WWAMI Medical Education Program  
University of Washington

Ashley Smith  
Third Year Medical Student  
University of Washington

Mark Snowden, M.D, M.P.H.  
Associate Professor, Psychiatry &  
Behavioral Sciences  
University of Washington

Kimeshia Thomas  
Fourth Year Medical Student  
University of Washington

Dear Colleagues:

We write to ask your participation in a new UW School of Medicine (UWSOM) committee. This committee will address important areas raised by UW School of Medicine students in the Call to Action: Undoing Institutional Racism at UWSOM meeting on May 24, 2016. At that meeting, students, staff, faculty and alumni presented their personal stories about experiences of racism—many of them at our institution. The students who organized the meeting presented four “asks” (attached) and we agreed to each of these.

We write to ask you to serve as a member of the UW School of Medicine Anti-Racism Action Committee (ARAC). Anne Eacker, associate dean for student affairs, and Frederica Overstreet, assistant professor of family medicine, have agreed to co-chair the committee. Committee members will include students, faculty, staff, and community members.

The committee will assume primary responsibility for addressing the areas raised by the students, as follows:

1) *Acknowledgement of institutional racism at the UWSOM*

We have prepared a draft of that statement (attached). For its first activity, we ask the action committee to review and critique this draft and provide us with recommendations for improving it.

2) *Race, Equity and Justice Initiative at UWSOM, grounded in transparency and accountability and creating a culture at UWSOM that acknowledges the histories and experiences of people of color, teaches about health inequalities and social determinants of health, and enables marginalized people to thrive at the UWSOM framed in a model of Truth, Reconciliation, and Reparations.*

We ask the action committee to review and assume responsibility for leading improvement of these important areas (including advocacy training) in the existing medical school curriculum, admissions processes and student support services to meet these needs.

3) *Anti-Racist Education Training, within a year for the UWSOM deans to complete intensive anti-racism education training.*

We ask the action committee to assume responsibility for selecting, screening and ensuring the best possible training occurs for our leaders (including department chairs) and as many of our faculty and staff as possible. One option is to bring trainers in to UWSOM for sessions here.

4) *Coalition for an Anti-Racist UWSOM, work with interested students, faculty, staff and community members to build an inclusive community to add to and improve upon the*

*list of demands developed by the Students for an Anti-Racist UWSOM (SARU) and take active steps to creating an anti-racist medical institution.*

We ask the action committee to closely examine and respond to the items in the list of demands developed by SARU, including making recommendations to us for an achievable and ambitious action plan to accomplish these and other identified items.

To align with what is presented in the list of student action items, the work of the UW School of Medicine Anti-Racism Action Committee will focus on curriculum, admissions and student support services for medical students.

Addressing anti-racism and associated health inequities and health disparities must be a UW Medicine-wide priority. We have made some progress as an institution in recent years in addressing inequities in a variety of areas, including recruiting more diverse leaders and faculty, building pipeline programs and increasing services and support for underrepresented minorities. But there is significant work to do and our progress to date has been insufficient. Therefore, addressing racism, health disparities and health equity are primary focus areas for upcoming strategic planning and priority-setting for UW Medicine. A statement to that effect will soon be issued to the entire UW Medicine community.

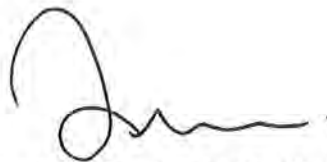
We will attend the first committee meeting to discuss further the charge. We ask for quarterly progress reports in the four areas provided above.

Progress is imperative. Thank you for your willingness to participate in this vitally important work.

Sincerely,



Paul G. Ramsey, M.D.  
CEO, UW Medicine  
Executive Vice President for Medical Affairs and  
Dean of the School of Medicine,  
University of Washington



Leo S. Morales, M.D., Ph.D., M.P.H.  
Chief Diversity Officer and Director,  
Center for Equity, Diversity and Inclusion  
University of Washington

PGR/LSM:VS

Enclosure: Acknowledgement