

Recommendations for the Future Anti-Racism Action Committee

December 21, 2017

At the last meeting of ARAC on December 13, 2017, the goal was to finalize recommendations for the committee as it moves forward in the areas of mission and vision, membership, structure, and accountability. Due to the recent protests in the SOM around racism, many of the students who have engaged in this work were not present for the meeting.

Mission, Values, Goals, and Community Agreements

Reporting Structure

This committee will report to Dr. Ramsey and will be charged to engage and collaborate with other leadership as it seems fit.

Mission Statement

ARAC aims to be an engine for continuous social change at UWSOM. We endeavor to educate ourselves, faculty and students about race, power, privilege and oppression, and strive to do justice to communities that have historically been harmed by medicine broadly and by UWSOM specifically. We strive to promote genuine and honest dialogue. We also aim to increase diversity at UWSOM through admitting, recruiting and retaining more minority students and faculty, and to make UWSOM a safe and welcoming place to work and learn for all individuals. Through all of our work, we will implement mechanisms of accountability and work to ensure the translatability of our work across various groups and departments across UWSOM, and to advocate that these efforts are funded and resourced appropriately.

Vision

We envision a UWSOM that actively works to redress injustice and seeks to center marginalized voices. We envision a UWSOM that acknowledges the ways that racism and other oppressions are historically and institutionally embedded, and takes seriously our ethical obligation to address and combat these oppressions in order to fully realize our the mission and values we have set forth as an institution. We envision a UWSOM that sees anti-oppression work as a process, not a destination.

Values

As a group, we strive to be:

- Anti-racist
- Anti-oppressive
- Community centered
- Historically rooted
- Intersectional
- Reflective and introspective
- Justice-focused
- Accountable to marginalized communities

Community Agreement

- Practice the gift of grace: we are all on a path of learning, and we should strive to do the best we can; given that anti-racist work is a process.
- Recognize power, privilege, and positionality: we all have harmful biases, which can be minimized through cultivating awareness. Know your history. Practice intersectionality.
- What is shared here stays here, what is learned here may be taken to the community
- If you are a very talkative person, practice giving the gift of listening; if you are usually quiet, practice giving the gift of your thoughts and words.
- Tell your own story, speak for yourself. Be careful to avoid generalizations and representing others without their knowledge or consent.
- Recognize the difference between safety and discomfort. Be aware of how privilege can be reinforced by silencing marginalized voices to spare privileged folk discomfort. Lean into learning.
- Recognize the unequal toll that this work takes on people depending on their identities. Recognize that this work began long before us by people we may never know.
- Risk taking and courage are needed to achieve sustainable change, since systems of power perpetuate themselves.
- Zoom: Start meetings on time. Speak loudly and clearly so that people joining from distance can hear. Remember to check in.

Leadership and Membership Recommendations

Leadership

- The leadership team should consist of three student (one MS1, MS2, and MS4 each) and two faculty co-chairs.
- Terms for student co-chairs should span the entire pre-clinical curriculum with an option to continue as a fourth year student.
- Student co-chairs should be paid at \$20/hr for an average of 5 hours a week, and should be students of color.
- Term limits for faculty co-chairs should be 3 years, with no limit for co-chairs/student leaders. FTE should be provided for this faculty role, at 0.1 FTE.
- Committee must have staff support and this person should participate in leadership meetings. It is recommended this be someone from CEDI.

General Membership

- Membership should be open to students, faculty, administration, staff, residents, and community members.
 - Consider clearly identifying what work this committee will be doing in order to clearly articulate what community member's role will be and what they will gain by participating in this committee.
- Membership should be open to community members interested in making UW an anti-racist learning environment.

- Meetings should be open to anyone but only members should have voting privileges, although there have not been significant issues requiring a vote.
- Residents at UW should be able to serve as members.
- There should be no limit on number of members in order to increase inclusivity.
- Another option is that the core group needs to be a set number of committee members. Based on discussion December 13, 2017, a good number might be 10-15 people.
- **This is an area that needs further review!**

Administration Membership

- Consider including the following members in the core group of the committee, and also be aware of the power dynamics with more deans as part of the committee:
 - One of the curriculum deans
 - One of the student affairs deans
 - One of the Ecology of Health & Medicine course chairs
 - The director of admissions
 - Block leader(s)
- Regardless of the number of deans and leaders involved with this committee, there needs to be intentionality in incorporating community building activities and creating a safe space for student voices and for faculty and staff of color.

Student Recruitment

- Students should be invited to participate in ARAC during orientation and throughout the first quarter via tabling, email, in-class speakers, etc.
- The annual cut-off for official membership for all members should be the middle of winter quarter.
- If an interested individual wants to join the committee after this deadline, they should be able to become a voting member once they attend three meetings.

Community Member Recruitment:

- Consider reaching out to community members that attended the 2016 Call to Action as they have an investment on improving UWSOM climate.
 - In the event the committee is ready to invite community members, it will be helpful to compile a list of community members or other partners that have worked with UWSOM (e.g. Somali Health Board, Ingersoll).
- Consider reaching out to other individuals from other health professions (e.g. School of Nursing, School of Public Health, etc.).
- Members involved with the African American Roundtable may be interested in being committee members also.

Committee Structure Recommendations

Meeting Frequency

- Meet once per month
- Every third or fourth meeting should focus on community building and anti-racism education
- An education sub-committee could organize continued education efforts with guest speakers which could be held once per month or every other month and be open to all
- Quarterly listening sessions should occur and be open to community members and others
- Provide light snacks and refreshments for core group meetings open and events open to the community to encourage participation

Standing Subcommittees

Each should include at a minimum two students and two faculty and/or staff members

- Admissions
- Pre-clinical curriculum
- Clinical curriculum
- Student support
- Continued education
 - Sponsor events
 - Anti-racism trainings
 - Speakers

Connection to Other Areas of the SOM

- Interview Support
 - Have one or more ARAC members be a part of search committees for director positions and higher, including all assistant dean or higher positions)
 - Consider having students available to participate in other interview committees as requested.
- ARAC members should participate in the following committees:
 - Learning Environment Committee
 - Admissions Committee
- ARAC should include members who have positions in the following areas:
 - Learning Environment Committee
 - Admissions Committee
 - Pre-clinical block leadership (block leaders, curriculum leaders, EHM leaders, block partners)
 - WWAMI region

Accountability

Develop accountability mechanisms for the work ARAC has done (e.g. recommendations) and future work.

- How will success be measured for the recommendations around Admissions, Student Support, Curriculum, Faculty and Staff of color Hiring/Recruitment/Retention, and Pre-matriculation?

Some Suggestions for Accountability

- Updates regarding recommendations need to be provided twice per year. Once at the start of the year and the second update should be around mid-point to anticipate future changes in the coming year.
- The source of these reports should include be from the deans of these areas, and from the Chief Diversity Officer. These meetings should be interactive and should include updates on steps taken, and steps not yet taken.

Measuring Success

- Student surveys should be conducted, including both quantifiable and free text.
- Focus groups should occur with pre-clinical and clinical students, focused on URiM students.
- Emphasis should be on sustainable solutions such as structures, recurring events, and policies over one-time events or efforts that are unlikely to be repeated or sustained.

Specific Reporting Sources

- Admissions
 - Assistant Dean for Admissions and/or Executive Committee members
 - Students on Admissions Committee
- Student Support
 - Associate and Assistant Dean of Student Affairs
 - New Learning environment dean
- CEDI Leadership
- Curriculum
 - Associate and Assistant Dean for Curriculum
 - Students from all four years
 - Separate out by student-identified ethnicity to privilege voices of URM students
 - Block leader(s)
 - Clerkship directors
- Faculty and staff of color hiring/recruitment/retention
 - Dean and Chief Diversity Officer
 - Pre-matriculation
 - Pre-mat committee lead
 - Student participants in Pre-mat (during the fall following the program)

Follow-Up Recommendations

- ARAC will provide annual (or every two years?) recommendations in the main areas
- Follow-up recommendations will note:

- Steps already taken and recommendations completed since previous recommendation cycle
 - Helps to maintain institutional memory so that previous recommendations aren't dropped sometime in the future
- Previous recommendations that have not been fulfilled yet
 - May introduce more specific or refined steps about how to follow the recommendation
- New recommendations
 - To address areas not previously covered in the previous set of recs