

# CALL TO ACTION: UNDOING INSTITUTIONAL RACISM AT UWSOM

*The goal of this Call to Action is to share with you stories and truths surrounding institutional racism by those who are most impacted – stories and truths that are usually kept behind closed doors, disregarded by societies and institutions that most need to hear them. The purpose of this Call to Action is not to spend hours presenting you with data and numbers on institutional racism, or to pique that stereotypical research-oriented academic fancy that exists in all of us. There can be no true reconciliation, no true justice, without consciously and perpetually centering and honoring the truths of those who have been most marginalized by this system. We share with you a very small fraction of these stories so we can all begin to develop a shared understanding of how racism operates at this institution. We ask you to come as a learner, to listen deeply, to humble yourselves to the truths that are being shared, and to reflect on the role you play or could play in these truths. This is the first step towards racial justice and reconciliation, and we thank you for taking these steps with us.*

## ASKS FOR PAUL RAMSEY

1. **WWAMI-Wide Acknowledgement of Institutional Racism at UWSOM:** we ask that the school, headed by Paul Ramsey, work with interested members in the school and community to release a statement acknowledging the presence of institutional racism at UWSOM and a commitment to taking steps to undo such a system.
2. **Race, Equity, and Justice Initiative at UWSOM framed in a model of Truth, Reconciliation, and Reparations:** we ask that UWSOM, headed by Paul Ramsey, adopt and implement such an initiative, grounded in transparency and accountability. This is to create 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 folks to thrive at this institution.
3. **Anti-Racist Education Training:** we ask that within a year, the deans of UWSOM, headed by Paul Ramsey, complete an intensive anti-racism education training session as modeled by the People's Institute for Survival and Beyond.
4. **Coalition for an Anti-Racist UWSOM:** we ask that UWSOM, headed by Paul Ramsey, 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 Students for an Anti-Racist UWSOM (SARU) and to take active steps to creating an anti-racist medical institution. We ask that you meet with SARU by the end of summer quarter to start working on this step.

6:00

Introduction

6:20

Speakers

7:30

Audience Reflections

7:45

Asks for Paul Ramsey

7:55

Final Reflections

UNIVERSITY OF WASHINGTON SCHOOL OF MEDICINE

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Organized by Students for an Anti-Racist UWSOM (uwsomantracism@gmail.com)