

# 2021-2025 SOM DEI & Anti-Racism Plan

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(on behalf of the Diversity Affairs Committee)



**OHSU School of Medicine  
Diversity, Equity, Inclusion and  
Anti-Racism Strategic Action Plan  
2021 - 2025**



**BELONG | INCLUDE | EMPOWER**

# Overall Organization

- SOM DAP
  - Single plan for the School of Medicine that aligns with university-wide efforts to become an anti-racist, multicultural organization
  - Three Goals (i.e., Timeless Aspirations) -- *direction*
  - Nine Objectives (Three for each Goal) -- *distance*
  - Total of 79 Tactics -- *method*
- Department, Center and Institute Unit-level Plans

# Overview of the 2021-2025 SOM Diversity, Equity, Inclusion and Anti-Racism Action Plan (SOM DAP)

## Belong

- Education and Training
- Engagement
- Enrichment

## Include

- Recruitment
- Retention
- Resources and Related Support

## Empower

- Enablement
- Extension to the Community
- Evaluation

- **Goal 1: BELONG** – The School of Medicine will create and foster a learning and working environment that welcomes, celebrates and supports all learners, staff, faculty, leaders and community members, especially persons from marginalized groups who historically are under-represented in medicine and the biomedical sciences.
- **Goal 2: INCLUDE** – The School of Medicine will recruit, admit, hire, mentor, support, retain, graduate, advance and promote individuals who are representative of the increasingly diverse population of Oregon and the nation.
- **Goal 3: EMPOWER** – The School of Medicine will commit to achieving a more just and equitable world by embracing a social mission that leverages its resources and expertise to aid underserved populations and reduce health disparities.

# Goal 1 - Belong

- ***Objective 1.1 – Education and Training (eight tactics)***
  - The School of Medicine will work with knowledgeable experts and leverage its expertise in education and faculty development to educate and train students, residents and fellows, post-docs, staff, faculty, administrative leaders and community members on topics and issues related to diversity, equity, inclusion, anti-racism and social justice.
- ***Objective 1.2 – Engagement (six tactics)***
  - The School of Medicine will commit to ongoing engagement and support of diverse students, residents and fellows, post-docs, staff and faculty to address inequities, enhance the climate and amplify the collective voice of representatives from historically under-represented groups and underserved communities.
- ***Objective 1.3 – Enrichment (five tactics)***
  - The School of Medicine will lead efforts to enrich the experience of all our members and stakeholders by celebrating, communicating and prioritizing events and opportunities that focus on DEI and anti-racism.

# Goal 2 - Include

- ***Objective 2.1 – Recruitment (20 tactics)***
  - The School of Medicine will increase the recruitment of diverse students, residents and fellows, post-docs, staff, faculty and administrative leaders so that the School of Medicine better reflects and responds to the communities we serve in Oregon and the nation.
- ***Objective 2.2 – Retention (11 tactics)***
  - The School of Medicine will build and grow effective initiatives that promote inclusion and that equitably advance the careers and professional endeavors of our diverse students, house officers, post-docs, staff and faculty.
- ***Objective 2.3 – Resources and Related Support (five tactics)***
  - The School of Medicine will supply the necessary resources to achieve the goals and objectives outlined in this plan.

# Goal 3 - Empower

- ***Objective 3.1 – Enablement (six tactics)***
  - The School of Medicine will enable this plan by creating systems and structures that aid in meeting the plan’s objectives. This will include a clearly defined organizational structure with levels of reporting and accountability as well as a well-identified system of priorities and distinct details on implementation of tactics.
- ***Objective 3.2 – Extension to the Community (nine tactics)***
  - The School of Medicine will serve the public good by collaborating with internal and external stakeholders on DEI and anti-racism initiatives that extend our reach across the region and that help reduce health disparities.
- ***Objective 3.3 – Evaluation (nine tactics)***
  - The School of Medicine will evaluate the impact and outcomes of this plan, monitor progress towards achieving the plan’s goals and objectives and utilize that information to refine future DEI and anti-racism initiatives.

# Approval & Next Steps

- Approval Process
  - Diversity Affairs Committee endorsed plan on 9/14/21
  - Faculty Council Adopted on 11/4/21
  - Approval by Dr. Jacoby as Interim Dean 11/4/2021
- Implementation Process
  - Create Diversity Alignment Team to coordinate and implement plan
  - Add specifics (e.g., tools, responsible parties, specific methods, metrics, etc.)
  - Socialize, disseminate, and communicate
  - Create dashboard to show and track progress
  - Departments, Centers, and Institutes to create unit-level plans

# Current Efforts SOM...

- SOM DEI Website (Updates, Resources, Events, Presentations, etc.,)
- SOM DEI email [SOMDiversity@ohsu.edu](mailto:SOMDiversity@ohsu.edu)
- Consultation, Collaboration, and Alignment
- Meetings, Presentations & Partnership
- SOM, Central Services, Diversity & Anti-Racism Committees
  - Departments, Centers, Institutes & Programs
  - DEI Vice Deans, Directors, & Dept. Administrators
  - UME, GS, GME, FA, CPD, P&T, Diversity Navigators, and others



Questions?