COMBATING STRUCTURAL RACISM REQUIRES STRUCTURAL CHANGE

What are we doing immediately to kick-start change?

Effective August 2020

IMMEDIATE ACTIONS

ACTION-1

We are expanding and providing increased resources to the DGSOM Office of Equity and Diversity Inclusion (EDI):

- A nationwide search for a new Vice Dean position (at 100%) will be initiated by September 1, 2020. The VD in EDI will report to the Dean and be solely dedicated to delivering a culture of inclusion and anti-racism at DGSOM, and to eradicating structural racism at the school.

- The scope of this Office will be expanded to serve all staff, faculty and trainees. Expansion of EDI will include additional leadership positions for the DGSOM in research and research training, GME, UME, faculty, health equity and community engagement. As a first step, we are immediately completing an internal search for an EDI Assistant Dean (at 50% support) to replace former EDI Assistant Dean Valencia Walker and an Assistant Designated Institutional Official (DIO) in GME to focus on EDI (at 25% support).
ACTION- 2

We have appointed Vice Dean for Education Clarence Braddock as Executive Director of the DGSOM Anti-racism Roadmap, charging him to immediately engage the DGSOM community (faculty, staff and trainees) in refining and acting on the Anti-racism Roadmap, establishing initiative-specific timelines in collaboration with existing formal groups (e.g., Faculty EDI Committee, the DGSOM CAO Racial Justice Task Force), emerging coalitions (e.g., BLNA DGSOM Faculty Collective, Students for an Anti-racist Curriculum), our broader DGSOM community and the Dean’s Office.

- We have launched a search for a Program Manager to oversee the Roadmap and ensure on-time execution of each project’s deliverables while addressing any issues or concerns that may affect success.

ACTION- 3

We are requiring all departments to develop an EDI committee (as recommended through the 2019-2020 EDI departmental reviews) and to provide appropriate support for this service.

- A faculty member of the departmental EDI committee will serve on every departmental academic search committee in order to provide diversity and equity oversight.

- In collaboration with the DGSOM EDI Office, we will provide broad EDI training, including “train the trainers” training, across the school to faculty, staff, and students.

ACTION- 4

We are immediately changing the medical student curriculum in these specific ways:

- Complete the search for a UME Structural Racism Theme Chair; review and modify all educational components of the HB&D Blocks and Threads through lens of anti-racism.

- The “Introduction to the Profession” week for the incoming medical students has been changed to focus on health equity and racial justice.

- Implement a formal Common Book Program, How to be an Anti-Racist, with structured book conversations in each HB&D block, led by trained and compensated medical student facilitators.
• Incorporate Common Book themes, into relevant HB&D lectures, PBL, and Doctoring 1.

• Provide Common Book to all MS2s, education faculty and staff, engaging them in ongoing, structured book discussions.

• Provide formal anti-racism training for new “Educators for Excellence.” (Faculty who will facilitate Doctoring 1 sessions and many PBL sessions.)

ACTION- 5

We are committing an additional $5 million over the next three years to new initiatives, programs and interventions dedicated to anti-racism, racial justice, healthy equity, diversity and inclusion. We view this as only a starting contribution and commitment.

• This investment will also aid in addressing the minority tax that falls on Black, Indigenous and People of Color (BIPOC) faculty, trainees and staff by including compensation for positions and contributions.

• A portion of these funds will also be set aside for BIPOC students, trainees, staff and faculty at the DGSOM to determine allocation and priority funding needs. (This process will be outlined in further detail later this year.)

ACTION- 6

We will partner with UCLA Health Sciences Development to establish multiyear fundraising goals focused on issues related to health equity and anti-racism in science and medicine.

ACTION- 7

We are changing rules for search committee composition. Currently, 25% of all search committee members for academic positions are required to be women or BIPOC. DGSOM will immediately increase this requirement to 33%, with at least 25% BIPOC representation, and will revisit the impact of this in the next 6-12 months. As above, a faculty member of the departmental EDI committee will serve on every departmental academic search committee. We are also requiring all search committees to interview at least two BIPOC candidates and one candidate who is a woman. We
will continue to evolve the expectations for search committees to advance equity based on evidence and best practices.

**ACTION- 8**

We are increasing availability of clinicians of color with experience in trauma-informed care within the DGSOM Behavioral Wellness Center (BWC) team, starting, but not ending, with increasing the allocation of an existing clinician to 50% time, effective immediately.

**ACTION- 9**

We are establishing a new 7th Research Theme focused on Health Equity, with annual funding for activities and seed grants.

**ACTION- 10**

We have made the Health Equity Hub in CHS available as a 24/7 dedicated space for student organizers to enhance equity, effective immediately. We will modify the space to add frosting (or equivalent) to the glass to promote a better sense of safety in the space.

**ACTION- 11**

We are establishing a regular and recurring “Leadership Dialogue” series, open to all DGSOM staff, faculty and trainees. These sessions will be solution oriented and designed to engage in generative co-creation of the details, deliverables and milestones for the Roadmap.