Introduction

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Introduction

- **25+ medical schools** utilize the RJRC evaluation as of 2020
- Offers tangible ways for medical schools to **augment their efforts in becoming more anti-racist and for community to be involved**
- **Themes** (at medical school, residency, and hospital level) to evaluate:
  - Policing and prison abolition
  - Redistribution of wealth, health and education to BIPOC communities
  - BIPOC community control and self determination
### Review of Timeline

<table>
<thead>
<tr>
<th>July-November 2021</th>
<th>October-March 2022</th>
<th>March-July 2022</th>
<th>July-Current</th>
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</thead>
<tbody>
<tr>
<td><strong>Process Building</strong></td>
<td><strong>Data Gathering</strong></td>
<td><strong>Compiling Report</strong></td>
<td><strong>Presenting Findings</strong></td>
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<td>Students drafted proposal of RJRC and formed leadership team to assemble report. Presented the RJRC to stakeholders Nov 2021.</td>
<td>Students divided into three teams: a Medical School Team, a Residency Team, and a Hospital Team. Each team reached out to various departments via email for the required data.</td>
<td>Each team took charge of compiling their respective section of the RJRC including JEDI recommendations for DGSOM. Students were advised by faculty champions.</td>
<td>Students continued to refine report and recommendations in preparation to present to stakeholders and executive leadership</td>
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**Medical School Evaluation**

- 19 of 42 metrics fulfilled
- **Strength**: Student Affairs
- **Area of Improvement**: Physical Space
  - Establish a vetting system for the naming of future medical school-affiliated buildings
  - Increase visibility of BIPOC individuals throughout physical spaces

**Residency Evaluation**

- 2 of 15 metrics fulfilled
- **Strength**: Treatment of Workers
- **Area of Improvement**: Recruitment
  - Compensate residents who participate in BIPOC outreach and recruitment efforts
  - Increase recruitment of BIPOC faculty

**Hospital Evaluation**

- 16 of 28 metrics fulfilled
- **Strength**: Research
- **Area of Improvement**: Physical Space
  - Establish the Social Justice Research Hub
  - Increase Medi-Cal representation and equality of access across service lines.
## Goals

### Short Term
- Publicize UCLA Health policies regarding patient care regardless of background
- Incorporate community speakers within Structural Racism and Health Equity didactics
- Establish annual report on merit-based financial aid recipient demographics

### Medium Term
- Establish vetting system for hospital and medical school building names
- Compensate residents who participate in BIPOC outreach efforts
- Track data relevant to the use of patient restraints

### Long Term
- Establish Social Justice Research Hub
- Increase Medi-Cal representation and access
- Standardize practice of oversight for trainees in county clinics/hospitals
- Amend gaps in MIRF follow up
Next Steps

**Sustainability**
Appoint administrator to monitor/oversee implementation of RJRC recommendations and further data acquisition. Begin implementation of short term metrics.

**Improvement**
Reflect on process and the needs of DGSOM. Evaluation of what long term goals are still outstanding. Finalize data for 2023-2024 RJRC.

**Continuity**
Follow plans to implement short and medium term recommendations and set stage for gathering data for 2023-2024 RJRC to be completed early 2025.
Future Directions

Create
Create an RJRC specific to the needs of DGSOM utilizing previous RJRC and input from community stakeholders.

Assign
Assign a coordinator to touch base with departments on behalf of RJRC for both accountability and data collection.

Recruit
Recruit student leaders who will collect, interpret, and present data and generate recommendations for the RJRC.

Sustain
Collect data biannually and publicize results through DGSOM/UCLA online mediums.