

**Kaiser Permanente Bernard J. Tyson School of Medicine
Anti-Racism and Equity, Inclusion, and Diversity Plan
Updated August 14, 2020**

We are so grateful to the many members of our community who have engaged in dialogue and provided suggestions for how we can move forward with our continued commitment to anti-racism and fostering equity, inclusion, and diversity. While there are many opportunities for new, intentional efforts, we are starting from an enviable position as a new school established with a deep commitment to equity, inclusion, and diversity and free of challenging historic legacies. Among the many approaches we have taken to-date are:

- **Establishment and commitment to the Office of Equity, Inclusion, and Diversity:** With an Associate Dean, Director, Coordinator, and Executive Assistant, the Office of Equity, Inclusion and Diversity (EID) has staff and financial resources to support our EID efforts in all spheres of the school.
- **Intentional and equitable board, leadership team, faculty, and staff recruitment:** For all recruitment at our school, whether by search firms, HR professionals, or faculty committees, we have been intentional in our goal to hire and appoint individuals from a diversity of backgrounds and experiences.
- **Holistic admissions:** Our approach to student admissions is to evaluate the full experience of each individual, including academic, personal, and other characteristics that contribute to defining the whole person. Holistic admissions approaches have been shown to increase the likelihood of admitting students of diverse backgrounds. To view the statistics regarding our inaugural class, click [here](#).
- **Universal unconscious bias and bystander/upstander training for faculty, staff, and students:** The Office of EID provides training on topics such as unconscious bias mitigation and bystander/upstander training. Information about upcoming trainings are available on the School's anti-racism resource site.
- **Continued review of the student curriculum:** The EID Curriculum Thread Workgroup has reviewed and will continue to review the entire curriculum and seek to make it as free of bias as we can.
- **Development of an anti-racism curriculum for students:** The EID Curriculum Thread Workgroup has also developed a longitudinal anti-racism learning arc for our students. Some topics that will be covered include social identity, intersectionality, power, and privilege; cognitive bias mitigation; history of race and racism in medicine and science; and media bias and literacy.
- **Anti-racism and EID resources for everyone:** The Office of EID and the EID Workgroup have created a collection of resources that can be accessed on the School's anti-racism resources site. The school librarian will continue to help the school acquire and curate books, articles, and videos to support our education regarding anti-racism and EID.
- **Health Systems Science:** By creating the first Department of Health Systems Science (HSS) in the country, alongside our Departments of Biomedical and Clinical Science, the school has committed to a robust curricular focus on health disparities, social determinants of health, structural inequities, and the leadership and advocacy skills to tackle these issues. Many faculty in HSS as well as faculty in the other departments will continue to contribute to the national conversation on EID through their scholarly activities. Finally, the **HSS Anti-racism**

Workgroup is reviewing evidence-based practices that might help to inform future initiatives within the school.

- **Academic recognition of diversity efforts:** Our faculty appointment [criteria](#) explicitly include service in support of equity, inclusion, and diversity as a factor to be recognized during the appointment and promotion process.
- **Multiple groups focused on EID:** Several groups already exist, including the EID Community Forum and EID Workgroups. The Equity, Inclusion, and Diversity Advisory (EIDA) Committee, a standing committee of the School, will soon be seated to advise the Dean and school regarding diversity efforts.
- **School's art selection:** Conscious choices of art that reflect our anti-racist and EID values are an integral part of our new education building. Going forward, the KPSOM Art Committee and the narrative medicine program will host a series of discussions with our community about the art and its significance.

In addition to continuing the work above, we will pursue the following activities in the coming weeks in hopes of strengthening our efforts to becoming an inclusive and actively anti-racist organization:

- **Anti-racism discussion groups:** The Office of EID will convene monthly discussion groups on issues related to anti-racism, with suggested resources to prepare for discussions.
- **Staff and faculty affinity groups:** As the students begin to form affinity groups based on the identities that are important to them, we will invite interested staff and faculty to form parallel groups in an effort to create communities that meet each other's needs and interests. The Office of EID will be writing in the coming weeks to ascertain interest and schedule initial meetings.
- **Support for faculty underrepresented in medicine:** The Office of EID will manage a pool of annual funds to support career development training for URiM faculty, such as the AAMC Minority Faculty Development seminar.
- **Opportunities to participate in pathway/pipeline programs in the community:** The Pathway/Pipeline Program Workgroup has investigated opportunities for engagement with KP's extensive network of pre-existing programs. This group has made a series of recommendations for specific programs to support and develop. Once commitments are finalized, opportunities to volunteer will be offered to the larger school community.
- **Culture and climate survey:** Multiple offices are currently reviewing the school's approach to assessing the climate and culture, with plans to develop/adapt and launch a periodic survey.
- **Incorporating EID into performance management:** Human resources, faculty affairs, and others are currently reviewing the school's approach to performance management and investigating opportunities to incorporate EID into this system.

We welcome your feedback on the plans above as well as suggestions for additional approaches. We are on a journey together to create a school that is true to its mission of an "unwavering commitment to improve the health and well-being of patients and communities." We know this goal can only be achieved through vigilance and dedication to the excellence that results from genuine equity, inclusion, and diversity. We are firmly committed to anti-racism and addressing bias and discrimination for all communities underrepresented in medicine and other marginalized groups.