

KSOM Anti-Racism Task Force: Student Affairs Working Group Report

Mission: To dismantle racial inequality and foster racial justice in KSOM administration, student affairs, curriculum and medical education, wellness and the community we serve.

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Student Members: Julianna Paul (juliannp@usc.edu), Brandon Fields, Brandon Yoshida, Sohee Ki, Brian Chung, Justin Chan, Grace Manchala, Catherine Potin, Eduardo Alvarez, Scotti Smith

Charge/Description:	Findings and Recommendations:	Target Completion Date:
A. Evaluation of existing system for reporting mistreatment, and if necessary, immediate implementation of a visible system for reporting and collecting student and faculty reports of racism and discrimination.	1. Remove Keck Professionalism Program mistreatment reporting link	2/2021
	2. Upload/Provide a visual flow chart of mistreatment reporting process	3/2021
	3. Create a unique, anonymous ID and pin number for each mistreatment report submission whereby the individual filing the report can follow up on the “status” of the report	8/2021
	4. Create a drop-down menu on the reporting form to help individuals distinguish types of reports filed	8/2021
	5. Disseminate mistreatment reporting system (flow process, timeline, categories, modes, etc) to students (at minimum) yearly via email	Aug/Jan each year
B. Rapid acknowledgement to students addressing instances of racial violence at USC and at the local and national levels.	1. Consider surveying students on their thoughts regarding: frequency, source, speed of statements responding to instances of racial violence, as well as what incidences “rise” to the level warranting response	8/2021
	2. Utilization of IDEA chairs and student government leaders, as appropriate, to gauge each class’ sentiments to events and work with Vice Dean/ODI/Student Affairs.	3/2021
	3. Enhance/identify the internal KSOM faculty information	

	flow process (ODI, Student Affairs, etc)	5/2021
C. Provide information and support for students facing physical or legal consequences as a result of protesting	<ol style="list-style-type: none"> 1. (a) Review and (b) post student guide on civic advocacy by medical students and prospective applicants 2. Determine source/location to post student guide 	(a) 3/2021 (b) 8/2021
D. Immediate implementation of a visible system for reporting and collecting student and faculty reports of DPS altercations related to racism and discrimination.	<ol style="list-style-type: none"> 1. Involvement/Collaboration of HSC-based students with DPS community advisory board 2. Consider establishing DPS-HSC Council to address specific needs or concerns specific to HSC students 3. Disseminate information regarding DPS feedback form (https://dps.usc.edu/contact/dps-feedback/) and Anonymous Employee Complaint Forms (https://dps.usc.edu/feedback/anonymous-employee-complaint-form/) 	6/2021 12/2021 2/2021