

# **KSOM Anti-Racism Task Force**

Student National Medical Association (SNMA)

Social Justice in Medicine Coalition (SJMC)

Class of 2022 & 2023 Student Affairs & Curriculum Representatives

## MISSION STATEMENT

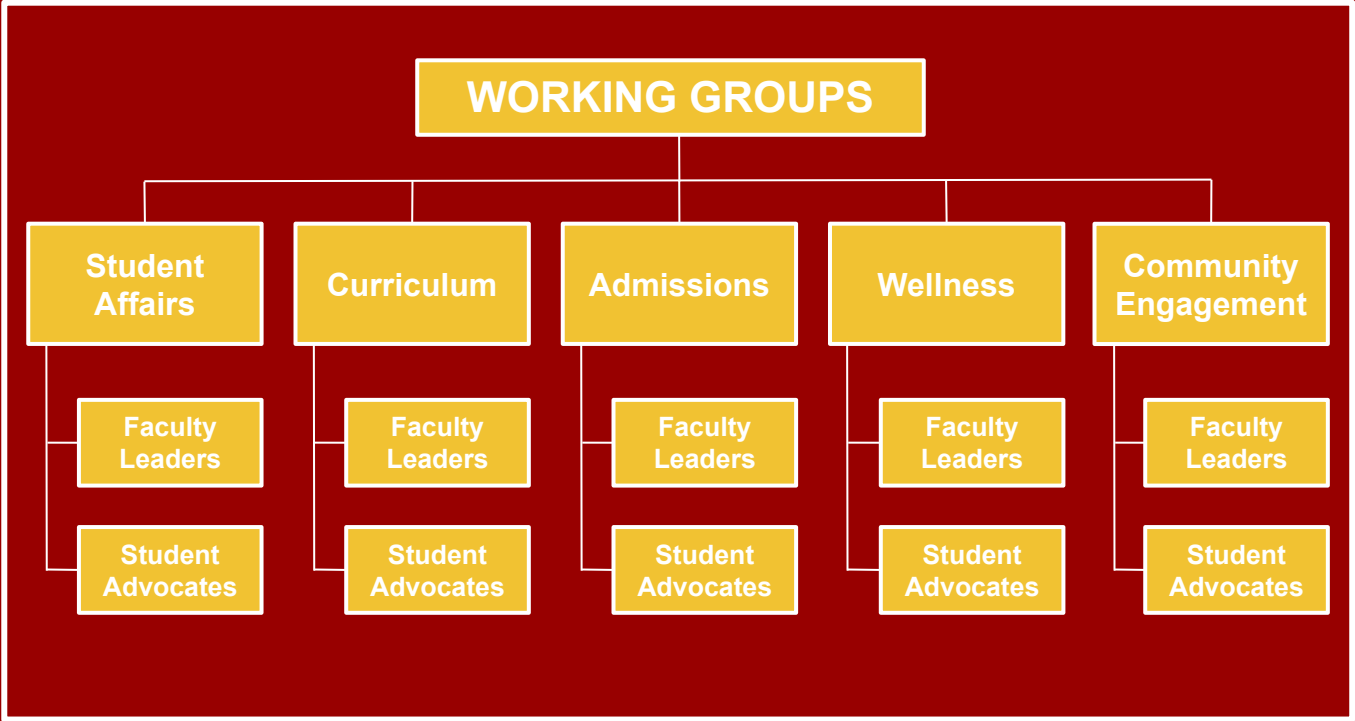
*To dismantle racial inequality and foster racial justice in KSOM administration, student affairs, curriculum and medical education, wellness, and the community we serve.*

# STRUCTURE

**MAIN TASK FORCE**

Student Representatives

Faculty Task Force Head



# STRUCTURE

## Proposal

- Review and confirm charges identified by student body
- Recruit students and faculty members for each working group
- Identify additional areas of change
- Send out spreadsheet with DRI for each charge to achieve accountability and transparency

## Action

- Student advocates working with faculty members to achieve working group goals
- Monthly task force meetings to address obstacles and issues and enable accountability

## Evaluation

- Working groups evaluate progress on charges based on monthly student feedback
- Task force annually evaluates progress and areas of weakness

## Improvement

- Task force annually sets new goals and tasks for working groups

# CHARGES: STUDENT AFFAIRS

- Open acknowledgement of the recent police killings of Black Americans and the systemic racism that exists in American society at large
- Rapid communication to students addressing instances of racial violence
- Protection and support for students facing physical or legal consequences as a result of protesting
- Immediate implementation of a robust system for reporting and collecting student and faculty reports of racism and discrimination
- Work with USC administration to reform police & DPS presence on both HSC and UPC with public health and safety framework in mind

# CHARGES: CURRICULUM

- Development of an inclusive and continuous curriculum on systemic racism and bias in healthcare led by BIPOC healthcare professionals
- Implement a system by which the curriculum office monitors ALL lecture and small group content in years 1-4 to ensure that any discussion of race is framed in contemporary anti-racist thought
- Implement a zero-tolerance policy for racism and establish mandated anti-racism training for all ICM and PPM instructors

# CHARGES: ADMISSIONS

- Design a pipeline program to get students from south and east LA to USC and then to Keck with K-12 wraparound support
  - GOAL: 10% of class at minimum should be comprised of south and east LA residents

## CHARGES: WELLNESS

- Continue to advocate for trauma-informed and culturally aware mental health and wellness resources for students, especially Black students, as they cope with the stress of current events surrounding police brutality
- Add component to Student Wellness Survey that evaluates student experiences with racism and reports aggregate results



## CHARGES: COMMUNITY ENGAGEMENT

- Facilitate discourse between public officials, local community leaders, and grassroots organizers such as Black Lives Matter LA and KSOM faculty and students on how to advocate for racial justice for our patients

# TODAY'S GOALS

1. Approve establishment of Anti-Racism Task Force
2. Review and approve charges of the task force
3. Establish structure and quality improvement framework for task force
  - a. Appoint Faculty Task Force Head
  - b. Assign faculty leaders to task force working groups (ongoing)

# WHAT'S NEXT

- Recruitment of students and faculty representative of the diversity of Keck to sit on primary task force and task force working groups
- Set up inaugural meeting of Anti-Racism Task Force for next month to agree upon and assign initiatives and tangible goals to task force working groups