

**Kaiser Permanente Bernard J. Tyson School of Medicine
Anti-Racism and Equity, Inclusion, and Diversity Plan
Updated December 10, 2021**

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 a Senior Associate Dean, Assistant Dean (recruitment in progress), 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. The Office of Faculty Affairs tracks demographics of faculty hires, and the Office of Human Resources tracks demographics of staff hires in accordance with our goals for continuous quality improvement.
- **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 demographics of our first two classes, click [here](#).
- **Universal equity, inclusion, and diversity training for faculty, staff, and students:** The Office of EID provides guidance on required trainings for all staff and faculty. *Belong@KP* Modules 1, 2, and 3 within *KP Learn* are required for all employees at the school along with a fourth workshop focused on applying *Belong@KP* principles within *KPSOM* for staff and faculty.
- **Continued review of the student curriculum:** The EID Curriculum Workgroup has reviewed and will continue to review the curriculum and seek to make it as free of bias as we can. The EID Curriculum Workgroup is led by a Faculty Director of Inclusive Curriculum in the Office of Medical Education in collaboration with the Office of Equity, Inclusion, and Diversity.
- **Development of an anti-racism curriculum for students:** The EID Curriculum 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 Curriculum Workgroup have created a collection of resources that can be accessed on the school's anti-racism resources site embedded within the *KPSOM* Team [Sharepoint](#). 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.

- **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:** These groups include the EID Community Forum, EID Curriculum Workgroup, the Equity, Inclusion, and Diversity Advisory (EIDA) Committee (a standing committee of the school that advises the Dean and school regarding diversity efforts), and the EID Committee of the Student Council (which advises student government on equity, inclusion, and diversity on behalf of the student body).
- **School's art selection:** Conscious choices of art that reflect our anti-racist and EID values are an integral part of our new Medical Education Building. Going forward, the narrative medicine program, and potentially the KPSOM speakers series, will host a series of discussions with our community about the art and its significance.
- **Staff and faculty affinity groups:** As the students form affinity groups based on the identities that are important to them, interested staff and faculty are encouraged to form parallel groups in an effort to create communities that meet their collective needs and interests.
- **Support for faculty underrepresented in medicine:** The Office of EID will manage a pool of annual funds in collaboration with the Office of Faculty Affairs to support career development training for faculty underrepresented and underincluded in medicine (URiM), 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 in 2022.
- **Incorporating EID into performance management:** Human Resources, the Office of Faculty Affairs, and others are currently reviewing the school's approach to performance management and investigating opportunities to incorporate EID into this system in more meaningful ways.

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 affecting all communities underrepresented in medicine and other marginalized groups.