UC DAVIS HEALTH | SCHOOL OF MEDICINE

2020 Administrative Action Plan to Address Racial Justice Report Card Metrics & Further Promote Racial Justice

RJRC Metric	Grade	RJRC Recommendation	Proposed Action	Contact	Due Date	Comments
Metric 1: URM Student Representation	A	● No specific recommendations.	● OME and Admissions will continue their work to continue to ensure a diverse student body.	OME	Ongoing	
Metric 2: URM Faculty Representation	C	● Collect un-collapsed demographic data for URM faculty. ● Continue and increase external recruitment and retention of faculty of color, as well internal evaluation of bias against promotion and compensation of faculty of color. ● Recognize the additional labor provided by faculty of color and provide compensation for efforts towards anti-racism education, mentorship, and clinical training.	● Identification and outreach to URM preclinical faculty for interest in IOR and direct teaching roles in pre-clerkship curriculum. ● Present proposal to UC Regents for UC-wide initiatives to support recruitment and retention of URM faculty, residents and students.	Academic Personnel & SOM Depts. UC Davis Health Office of Health Equity, Diversity and Inclusion (HEDI)	Ongoing/5-year goal of achieving faculty & leadership representative of student & community diversity Ongoing	All faculty demographic data is collected and made publicly available for UCDH as a whole and at the level of individual departments posted here. Additional UCDH resources allotted for expanded trainings and recruitments in FY2020/21 budget.

SNMA comments and recommendations: "Black preclinical IORs are necessary. We are well aware of the profound impact physicians of color have on the patients that look like them. This ideology must be adopted in our educational system as well. Moreover, this is a necessity for the students of color who want to become faculty and medical education leaders in the future. We know too well the difficulty of trying to be what you cannot see."	● UC Davis Health will provide resources for faculty to lead DEI and Anti-Racism taskforces at the departments under HEDI oversight.	HEDI	Fall/Winter 2020 anticipated date of submission	Funding support committed by the Vice Chancellor's office to increase the number of ladder-ranked URM faculty, resulting in the hiring of 26 additional ladder-ranked faculty with URM backgrounds to date, with more URM hires in development.

The UC Davis Office of Diversity, Equity and Inclusion has integrated the Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) for enhanced support.

CAMPOS provides funding, mentorship, and academic support for promising URM faculty. |
	● HEDI has expanded funding to two designated faculty members to provide diversity, equity and inclusion & anti-racism training.	HEDI	In progress	
	● OME providing funding to URM faculty in Health Equity Course, Academic Coaches, and new Anti-Racism course in pre-clerkship curriculum.	SOM/OME	Completed	
	● Outreach to URM preclinical faculty for interest in IOR and direct teaching roles in pre-clerkship curriculum.	SOM/OME	In progress	

			● SEED Training is now required for all IORs, members of OME, and Program Directors by end of 20/21 academic year, by direction of the Dean.	SOM Dean's Office	End of 2020/21 academic year	
Metric 3: URM Recognition	A	● More explicit and constant, permanent, established celebration of diverse URM/PoC individuals in medicine to culture a community of inclusion and support.	● Work with HEDI and the Office of Student and Resident Diversity to incorporate celebration of URM/PoC individuals into the Annual Principles of Community Week of Celebration and identify other opportunities to establish celebrations.	SOM/OME in partnership with HEDI	Ongoing OME/HEDI collaboration; March 2021 deadline for Principles of Community Week of Celebration	
			● Work with art procurement to develop a policy and practice to increase procurement of art by artists representative of the diversity of both our community and student populations. (Wide Open Walls murals developed on campus in Fall 2020 are both from diverse URM/PoC artists.)	SOM/OME/ HEDI	Fall/Winter 2020	

12/22/20

			● Celebrate notable accomplishments in the School of Medicine Dean's newsletter, diversify voices in the UCDH weekly leadership messages & Friday Update and other sources.	SOM Dean's Office; UCDH Public Affairs & Marketing	Ongoing	
Metric 4: URM Recruitment	B	● Clear support for undocumented student applications on medical student applicant websites, including specific application information and resources. ● Continued investment in designated financial support for students from disadvantaged backgrounds. ***SNMA comments and recommendations:*** "We must create strong pipeline programs and continue to diversify the medical field. The class of 2023 is the most diverse class UCDSOM has seen. It must not stop there. Black men comprise one of the smallest percentages of practicing physicians in the nation, and the	● OME has added a statement of support on its admissions website that undocumented students can apply. ● Recruit new Office of Student and Resident Diversity (OSRD) Associate Dean for Education who will oversee and examine OSRD pipelines programs to identify gaps and opportunities to enhance outreach to URM and diverse student groups. ● Will continue to support/expand UC Davis Health full tuition "Vice Chancellor's March Scholar" scholarships supporting medical students with strong	SOM/OME SOM/OME SOM/UCDH	Completed Winter 2020 Ongoing	 UC Davis Health added 8 more scholarships in Summer 2020 for a total of 16 scholarships with plans to add 8 more

Metric					Timeline	
		applicants of Black men to medical school have been trending downward. We need to increase the presence of black men on this campus and in the field. Doing so would require understanding the roadblocks of Black male success in early education and creating robust interventions to overcome them."	promise for caring for underserved communities. ● Launched SOM Health Equity, Diversity and Inclusion speaker series with breakout sessions for students, faculty and leadership about ways to enhance pipeline program opportunities, leadership development and advance health equity.	SOM Dean's Office	Launched October 11, 2020 - Ongoing	scholarships next year.
Metric 5: Anti-Racism Training & Curriculum	B	● Include sessions during orientation week that describes how UCD will commit to anti-racism principles and practices, specifically in regards to daily student life (e.g. how race should be discussed in the context of disease and health, support/resources for URM students, mechanisms for curriculum inclusivity and mistreatment incident reporting, etc.). ● Following the example of University of Washington (UW) School of Medicine,	● Broaden Health Equity course to include recommended topics and continue support to Summer Institute and elective courses as recommended. ● Add new two-day course focused on anti-racism to MS1 curriculum for fall 2020. ● Institute anti-racism training for managers in UCDH Patient Care Services based on the	SOM/OME/ HEDI SOM/OME/ HEDI HEDI & UCDH Patient Care Services	Spring 2021 Completed Spring 2021	Will incorporate recommended content into the Systems Science thread of the new curriculum when implemented; Nursing Department is scheduled to be trained starting September 2020. OME is discussing the best approach to implement a pre-matriculation summer reading

implement an anti-racist summer reading program prior to matriculation. ● *Source:* https://docs.google.com/document/d/1c_2rUYXqSlsPffy8sylRET3AZHus9dkEWaSXNU8d7o8/edit ● Create a continuity "thread" of anti-racism throughout the curriculum for all 4 years. ● Implement mandatory anti-racist training for all faculty that interface with students, including guest lecturers, active learning session facilitators, etc. ● Create a standard metric to make sure that every lecture, clinical skills session, and group learning session is in line with anti-racism goals and require IORs to uphold these standards. ● Require IORs to review lecture slides of all course lecturers to ensure compliance with anti-racism curriculum standards, e.g. race is not described as a biological risk factor for disease.	Race and Health Summer Institute. ● Incorporate anti-racism content into the SEED curriculum training; Work with HEDI to further extend SEED training to include anti-racism training for all teaching faculty. ● All orientations now include anti-racism content. ● OME will continue to work with Academic Personnel (faculty development), CME and HEDI to help improve anti-racism and health equity trainings and require all faculty to take these trainings. ● Since July 10, 2020 HEDI has started campus-wide anti-racism trainings through its "Growing as a Community" monthly webinar (averaging 150 participants per session, comprised of staff,	SOM/OME/ HEDI SOM/OME/ HEDI SOM/ Academic Personnel & OME HEDI	Ongoing Complete Ongoing Ongoing	program for incoming students. The new I-EXPLORE curriculum will address some of the curriculum concerns. Review of Potential Online Curriculum September 2020.

		• Streamline the process for students to report racism and microaggressions in lectures through the Learning Climate Committee (LCC) and have a clear system to ensure that perpetrators of racial microaggressions are required to complete corrective action. • Formally integrate community member voices in planning and deliverance of curriculum regarding racial health inequities and compensate them for their time. **SNMA comments and recommendations:** "Revise and reform the curriculum. Racism is a public health issue, and as physicians-in-training, our curriculum should effectively prepare all medical students to address it. Our curriculum should have the aim to understand the systemic racism that produces health disparities. We request that our new curriculum fully integrate antiracism discourse. We ask to adopt the framework including – but not limited to –	faculty, trainees, community members). • UC Davis Office of Diversity Equity and Inclusion is working with the Compliance Office to pilot an online antiracism training that can be broadly applied to the UCD/UCDH community.	UC Davis Office of Diversity Equity and Inclusion	Training is currently being pilot tested by UC Davis Office of Diversity, Equity and Inclusion	

the UC Davis Race and Health Summer Institute, led by Dr. Jann Murray-García, and discourse recommendations from the SNMA. We also ask that our educators increase the representation of Black people and people of color in clinical cases and standardized patients to supplement this new curriculum." "Training in diversity and inclusion should be expanded and longitudinal. We recognize the efforts of implemented training through the Supporting Educational Excellence in Diversity (SEED) module. Let us remember the need for inclusion as well. This learning opportunity should be extended to all staff in roles that intersect with student education, including auxiliary staff. Furthermore, uprooting the stems of racism, including bias and microaggressions in education, is an ongoing pursuit. We request that training be thorough and implemented within each block (i.e., biannually) to reach the depths of this issue. Moreover, the UC Davis Health should institute annual antiracism training for all employees. Similar to requirements such as HIPPA, Safety and Security, and Sexual

		Harassment that focus on prevention, this should be a priority as well."			
Metric 6: Discrimination Reporting	B	• Publicize the discrimination reporting process and have a designated reporting mechanism for racial microaggressions within the curriculum. • Ensure that student feedback regarding microaggressions leads to tangible change in the curriculum.	• These recommendations are being implemented and will mainly be operationalized by the Learning Climate Committee. • Learning Climate Committee has developed new reporting mechanisms for microaggressions and curricular inclusivity to ensure that reports lead to change. Feedback on reports and actions to be provided quarterly to entire student body.	SOM/OME SOM/OME	Fall/Winter 2020 Fall/Winter 2020	
Metric 7: URM Grade Disparity	C	• Collect data on grade disparities for faculty review annually; all disparities should be discussed and addressed.	• New OME Director of Evaluation and Assessment to conduct and provide analysis of data to investigate grade disparities. Two SNMA students were recruited to assist with this analysis.	OME Director of Evaluation & Assessment	Winter 2021	
Metric 8: URM Support/ Resources	B	• We need long-term investments in wellness interventions. Our mental	OME expanded wellness intervention resources by hiring a clinical	OME/ Office of Student Wellness	Completed	OME will continue to monitor student

health has a direct impact on our ability to thrive as medical students. An understanding of historical racial traumas and how they affect our academic performance and community engagement is imperative. Now is the time to rely on the expertise of Black therapists equipped to help black students process traumatic experiences and heal from them. We request this individual as a permanent addition to our wellness team."	psychologist with expertise in racial trauma, as part of the Office of Student Wellness team.			usage and expand as necessary.
	● Two OSRD Associate Dean positions are in active recruitment.	HEDI/OSRD	Anticipated identification of finalist candidates by 11/2020	

"The hiring of the Dean of the Office of Student and Resident Diversity (OSRD) is long overdue. Black students need a designated person to turn to when injustices take place within the classroom and beyond. We look forward to the OSRD dean not only listening to our grievances, but also amplifying them and implementing policies that will provide continued support to aid in our success. At a time when police are unjustly weaponized against Black medical students on

		campus and the larger issues of systemic racism inciting uprisings around the country, now is a critical time for the Dean of OSRD position to be filled. Additionally, within medical education leadership, there is not one single Black or African American Faculty member. Representation is an important part of change. We truly need an advocate who has a voice, positionality, authority, and a shared identity to speak for us."				
Metric 9: Campus Policing	C	• Publish data on stops and arrests for patients, community members, and students and address any findings of disproportionately higher police contact among PoC. • Restructure police trainings to include explicit anti-racism practices with strict focus on de-escalation tactics. • Publicly denounces using race as an identifier and descriptor for reports.	• See comments column • Agreement reached with UCPD at UCD Health to participate in anti-racism training.	UC Davis Police Department/ Next Generation Reforms to Advance Campus Safety Task Force	December 2020 Estimated start in Fall-Winter 2020	Chancellor May has charged the Next Generation Reforms to Advance Campus Safety Task Force to provide recommendations for campus safety and UCD community policing by 12/2020. Dean Brashear is a member of the task force. In compliance with Racial and Identity Profiling Act (RIPA), the UCDPD began collecting stop data on January 1, 2020. They are determining how to make this

						data publicly available on the UCDPD website. Additional information: [Police Accountability Board (PAB) Website](#) [PAB FY 18-19 Annual Report](#) [UCD Campus Police Training Outline](#) [UCD Campus Police "Safe Rides"](#)
Metric 10: Marginalized Patient Population	C	• Require feedback and data collection from third year students to investigate site-specific discrepancies in student supervision and patient care standards. • Ensure that site-specific differences in supervision are not correlated with patient demographics or insurance type. • Fully fund and support Student-Run Clinics.	• Conduct analysis of the level of supervision provided to students for different patient populations on clerkships based on the student survey. • PPE being provided by OME with SRC restart. New pilot SRC at Shifa Clinic to provide in-person patient care with students.	OME Director of Evaluation & Assessment SOM/OME	Winter 2021 Winter 2021	
Metric 11: Equal Access for All Patients	C	• Have U.C. Davis Health accept all Medi-Cal patients for primary care.	• This is not legal or possible under California state law.	See comments	See comments	Under California law, Medi-Cal managed care operates very much like any other HMO in California: a patient is first

enrolled with a health insurance plan and then assigned to a medical group contracted with that health plan. The medical group then assigns the patient to a primary care physician who is responsible for providing the patient's primary care. The PCP, along with the medical group and the health plan, manages all of the patient's care, including which providers the patient will see for specialty care.

UCDH, like all other health care providers, does not have a contract with every Commercial or Medi-Cal health plan in our region, even though we try to do so. *This inevitably means that some people (Medi-Cal and Commercial) will*

have chosen to enroll in health plans that do not allow them to access UCDH for primary care.

However, we do have contracts in place with almost all of the Medi-Cal health plans in Sacramento County, as well as large medical groups, so that PCPs can refer their patients to us for care they are not able to provide.

To work around this situation, we have contracts with many of the FQHCs across the region, so that our PCP's are able to see Medi-Cal beneficiaries in these other locations, which research shows are often are more convenient for patients and ultimately improve their access to care.

					We have also set up our own FQHC in partnership with Sacramento County to work around this barrier, and also to serve not just Medi-Cal primary care, but provide primary care to those *without any* health insurance.
Metric 12: Immigrant Patient Protection	C	• Implement institution-wide, public, multilingual signage demonstrating a commitment to and protection of all patients regardless of immigration status. • Create, implement, and publicly disseminate a UC Davis Health System policy for referral of immigration authorities to hospital attorneys prior to any cooperation by hospital staff.	• Develop and post new signage displaying support for immigrant patients utilizing guidelines issued by Attorney General Becerra's Office. • UCDH Legal Affairs is developing a policy to respond to immigration enforcement authorities.	UCDH Public Affairs & Marketing; UCDH Legal affairs UCDH Legal affairs	Winter of 2020 The Policy is currently being reviewed by the Policy Committee. Date of completion TBA.	[University of California Statement of Principles in Support of Undocumented Members of the UC Community](#)
Metric 13: Staff Compensation & Insurance	A	No specific recommendations.	• See comments column	Human Resources	See comments	UC Davis implemented the UC Fair Wage/Fair Work Plan program in 2015 which guarantees UC employees working

						at least 20 hours per week be paid $15 per hour. The plan also requires that contractors doing business with UC guarantee a minimum $15 minimum hourly wage. These salary ranges are designed to meet the CA minimum wage and local living wage standards (City of Sacramento's 2019 Living Wage Rates are $13.72 with benefits). All employees are eligible for health, vision and dental benefits, which includes access to UC Davis physicians. Additional information: UC Fair Wage/Fair Work Plan
Metric 14: Anti-Racist IRB Policies	C	● Include people of color among their listed "vulnerable populations," thereby requiring	● SOM will work with IRB to explore potential policy changes and to	Office of Research/ SOM	Ongoing	UCD IRB policies include special scrutiny of research involving subjects

		additional scrutiny of research that specifically recruits PoC.			
		● Require that all research submissions in which the project involves race have a written definition of race and a description of how race will be used in the research study.	address recognition of historical contexts.		from a "vulnerable population" (e.g. children, pregnant women/fetuses, prisoners, cognitively impaired adults) but does not include people of color in this definition. There are no specific guidelines on treatment of race in research and no specific review process that addresses responsible treatment of race by a qualified faculty members. Additional information can be found here:
		● Reject any proposed study that will explicitly or tacitly reinforce biological definitions of race.			• UCD IRB Investigator Manual • UCD IRB Definition of Vulnerable Populations