

ARAC Meeting Minutes

April 18, 2019

Committee Members Present: Heidi Combs, Janelle Clauser, Lee McKoin, Liz Stein, Mark Snowden

Committee Members Absent: Cicely White, Daniel Cabrera, Eliza Slater, Jacqueline Wilson, Jordan Lewis, Joshua Jauregui, Lauren Marcell, Laurie Bazan, Rachel Clark, Sheridan Joseph, Suzanne Allen

Community Members Attending: Amanda Kost, Bopha Cheng, Brenda Martinez, Edwin Niabbles(sp), Leo Morales, Prescott Chang(sp), Raye Maestas, Trish Kritek,

1. Announcements

- We do not have approval to provide video recordings of the meetings.

2. Orientation Book Update

This is a follow-up to a previous discussion about encouraging Orientation to require or strongly recommend books, either *Medical Apartheid* or *So You Want to Talk About Race?*

- The group reviewed an email draft to strongly recommend the book, *Medical Apartheid*, to the Ecology of Health and Medicine (EHM) asking that all medical students read this prior to starting Medical School this year. It was noted that the book, *So You Want to Talk About Race?*, was selected as the Health Sciences common book this year which is why *Medical Apartheid* would make sense.
- There was discussion about how to encourage people to read the book, it was suggested to ask the alumni committee to purchase the books for students. Leo will find out the contact at the alumni committee.
- There was discussion on the process and parameters of adding text/material to a course.
- This year will be a pilot program within Orientation, for Seattle there will be lunch to encourage participation and for the regional sites there will be questions available.

3. Dr. Trish Kritek on Faculty Development

Dr. Kritek shared updates on the work around Faculty Development and highlighted that faculty development opportunities is also being done by Center for Leadership in Medical Education (CLIME) amongst other opportunities.

- In response to the ARAC Report 2017, there are efforts and commitment to begin work on the complete list of Curriculum Recommendations found at the bottom of page 8 and page 9 of the ARAC Report. The hope is to align trainings for all faculty which is roughly 8000 faculty, in Seattle and across the WWAMI region.
- These are three areas that are being worked on: 1) a working group has been established and committed to meeting on a monthly basis starting May. They will develop a framework around faculty development trainings on diversity and inclusion 2) the group has identified that a leadership charge from Dr. Paul Ramsey is necessary, and 3) the group has identified that a tracking/accountability system will need to be in place.

- There was discussion on adopting a Learning Management System (LMS) to track faculty who have completed competency trainings. The trainings will begin regardless if the LMS is ready.
- There was discussion on how the faculty training recommendations came about; the key point is that the trainings must be worthwhile and there should be a distinction of which faculty will be required to do basic modules and/or additional trainings (specifically for faculty who have a large number of students). Examples was used on how certain mandated training modules ie. asbestos, bloodborne pathogens, etc are currently in place and that these trainings are equally as important.
- There was discussion on the goals on faculty development training. Goals are evolving. One goal is to build capacity to engage in these topics. Another goal is to help change perception of learning environment. The scope is broader than environment students but multiple climates ie. patients, faculty.
- There was discussion on the importance of external trainers may provide a different perspective and shared understanding. Dr. Morales will look into funding for trainings in response to the Health Equity Faculty Fellowship, on the report on page 9, bullet C. It was also noted that other factors are having release time for these trainings.
- There was discussion on the committee at large identifying other trainings for faculty (in addition to People's Institute). There is a challenge in sending all faculty to the Undoing Institutional Racism workshop; however sending selective number might be more feasible. It will be ideal to build capacity within UWSOM and adopt a train the trainer model.
- ARAC supports the work around LMS development and can help recommend/advocate for release time to attend trainings.
- There was discussion on developing a Faculty Working Group (page 9 of the ARAC 2017 Report).
- Lastly, the recommendation on page 21 on Faculty of Color Recruitment, Retention and Career Development belongs to CEDI and Dr. Morales would be happy to review the report again and meet to discuss updates.

4. Town Hall

Since time was running out, the group was not able to breakout and mirror the Town Hall sessions. Instead, sub-committees were selected and the sub-committees will meet to discuss and prepare a list of what has happened in the form of FAQs. The subcommittee facilitator assignments are:

Admissions: Mark Snowden, Edwin, LeeAnna Muzquiz?

Faculty Development: Leo Morales, Prescott Chang

Student Support/PreMat: Raye Maestas, Janelle Clauser, Lee McKoin, Michelle Terry?, Danielle Ishem?

Curriculum: Heidi Combs, Liz Stein

- The subcommittees are tasked with getting a head start by answering questions 1 & 2 on the worksheet: 1) What has been accomplished? Any surveillance of this progress

- needed? 2) What has not been done? What are the barriers to these items? And then facilitate discussion on new ideas during the break out session at the town hall.
- The breakout session facilitators will report out what has been accomplished since end of 2017, from the last town hall. We will communicate ahead of time to look at the FAQs and to select a topic.
 - Separate Zoom Links assigned ahead of time for each breakout.

Next Steps

- Subcommittees will connect to develop FAQs by May 1st and send to co-chairs for review.
- Bopha to forward save the date to Dr. Morales to be sent to select smaller group of faculty, chairs and ask chairs to distribute out to department, community was invited CMFA, African American roundtable,
- Lee will make a facebook invite
- Send out a notice that May 16th is the last meeting of the year.
- Preparation for Town Hall, half page agenda with room for notes on bottom, survey and name tags for everyone. With pronouns.

Follow-up/Action items:

- Book update response from EHM (Lee)
- Alumni Committee contact/update regarding book purchases for medical students (Leo)
- Funding for Faculty Development trainings (Leo)
- Come up with a list of other external trainings to recommend? (All)
- Invite CLIME to an ARAC meeting (???)