

ANTI-RACISM ACTION COMMITTEE ARAC



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ARAC ORIGINS AND INITIAL 16 MONTHS

Date	Event
May 2016	“Call-to-Action To End Institutional Racism, ”organized by Students for an Anti-Racist UW School of Medicine (SARU)
June 2016	Paul Ramsey letter in Insight e-magazine stating institutional commitment to counteract racism & work toward tolerance and unity
Summer 2016	Workshops with Robin DiAngelo for senior leaders on “Whiteness in Daily Life”
August 2016	Workshop for curriculum faculty leaders on Social Inequities and Bias
August 2016	Paul Ramsey’s charge to form the Anti-Racism Action Committee (ARAC) and commitment to anti-racism training for all UW Medicine senior leaders
Sept 2016	First ARAC committee meeting followed by monthly meetings
Nov 2016	National election results email exchange among SOM students
Jan 2017	Conversations in Health Equity sponsored by CEDI (On Inauguration Day)
Feb 2017	Paul Ramsey’s letter acknowledging institutional racism at UW Medicine
April 2017	Clerkship grading webinar about racial bias
Spring 2017	Release of implicit bias modules for all UWSOM faculty teachers
Oct 2017	Implementation of Ecology of Health and Medicine four-year course for medical students (E-17)
Nov 2017	Planning for new pre-matriculation program for URM & disadvantaged students (E-18)
December 6-15, 2017	Seattle Health Science Lobby sit-in, Seattle Clinical Transition Ceremony protest, student editorial in “South Seattle Emerald”
December 13, 2017	Final ARAC meeting of CY 2017

COMMUNITY AGREEMENT

- Practice the gift of grace: we are all on a path of learning, and we should strive to do the best we can; given that anti-racist work is a process.
- Recognize power, privilege, and positionality: we all have harmful biases, which can be minimized through cultivating awareness. Know your history. Practice intersectionality.
- What is shared here stays here, what is learned here may be taken to the community
- If you are a very talkative person, practice giving the gift of listening; if you are usually quiet, practice giving the gift of your thoughts and words.
- Tell your own story, speak for yourself. Be careful to avoid generalizations and representing others without their knowledge or consent.
- Recognize the difference between safety and discomfort.

COMMUNITY AGREEMENT, #2

- Be aware of how privilege can be reinforced by silencing marginalized voices to spare privileged folk discomfort. Lean into learning.
- Recognize the unequal toll that this work takes on people depending on their identities. Recognize that this work began long before us by people we may never know.
- Risk taking and courage are needed to achieve sustainable change, since systems of power perpetuate themselves.
- Zoom: Start meetings on time. Speak loudly and clearly so that people joining from distance can hear. Remember to check in.

ARAC MISSION STATEMENT

ARAC aims to be an engine for continuous social change at UWSOM. We endeavor to educate ourselves, faculty and students about race, power, privilege and oppression, and strive to do justice to communities that have historically been harmed by medicine broadly and by UWSOM specifically. We strive to promote genuine and honest dialogue. We also aim to increase diversity at UWSOM through admitting, recruiting and retaining more minority students and faculty, and to make UWSOM a safe and welcoming place to work and learn for all individuals. Through all of our work, we will implement mechanisms of accountability and work to ensure the translatability of our work across various groups and departments across UWSOM, and to advocate that these efforts are funded and resourced appropriately.

ARAC VISION

We envision a UWSOM that actively works to redress injustice and seeks to center voices of people who come from disadvantaged backgrounds and people of color.

We envision a UWSOM that acknowledges the ways that racism and other oppressions are historically and institutionally embedded, and takes seriously our ethical obligation to address and combat these oppressions in order to fully realize the mission and values we have set forth as an institution.

We envision a UWSOM that sees anti-oppression work as a process, not a destination.



ANTI-RACISM ACTION COMMITTEE

- Committee of students, faculty, staff
 - Sept 2016: First ARAC mtg
 - Oct 2016: Committee approves adding student co-chairs
 - Dec 2016: Admissions presentation
 - Feb 2017: Student Affairs presentation
 - April 2017: Curriculum presentation
 - May-Nov:2017: Recommendation subcommittees
 - Voting to Prioritize, not to exclude
 - Dec 2017: Committee Drafts recommendation on Future of ARAC
 - Feb 2018 UW SOM Town Hall



ANTI-RACISM ACTION COMMITTEE

- ❖ Committee Process
 - ❖ Monthly meetings
 - ❖ Periodic Zoom facilitated subcommittee meetings
 - ❖ Voting to Prioritize, not to exclude
 - ❖ Shared Experience/Small Groups



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UNDOING INSTITUTIONAL RACISM

- Work of all faculty, staff, residents, students
- No quick fix: requires long-term commitment and engagement with our communities of students, residents, patients, & public
- Critical to understand intersectionality of race with gender identity, sexual orientation, socio-economic status, religion, disability status, veteran status, and membership in other groups
- **We are all leaders and life long learners, and it is important to appreciate our position & privilege, and to listen**