

**Initiative 1. Pledge statement.** Draft a pledge statement that faculty, staff, and students sign on to in commitment to actively engage in anti-racism actions for the betterment of the UW School of Nursing; nursing education, research, and practice; and society at-large. Pledge statement should reflect nursing's social contract by addressing nursing's responsibility to provide just, equitable care for all, as well as the recognition that to do so requires self-education and reflection, exercising cultural humility; and participation in school, university, and community efforts to dismantle systems/structures of oppression; to name a few. Anticipated work group time frame: summer 2020 to autumn 2020.

Molly Altman

Rebecca O'Connor

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. Create UW SON specific anti-racism pledge statement for students, staff, and faculty →Y;/N, plan for hand-off to ODEI</p> <p>2. Elicit feedback on pledge statement from key stakeholder groups, including:</p> <ul style="list-style-type: none"> <li>a. Shared Leadership Council</li> <li>b. Student Leadership Board</li> <li>c. Staff Council</li> <li>d. Faculty Council</li> <li>e. SON Faculty</li> <li>f. SON Executive team</li> <li>g. Community stakeholders</li> </ul> <p>→How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>3. Determine implementation plan for pledge statement, including format, signing process, and visibility of commitment →How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>1. Completed (11/20)</p> <p>2. In process (within 6 months)</p> <p>3. Within 6 months (Winter quarter 2021)</p>	<p>Goal 3: Actively recruit a diverse faculty, staff, and student body to the SON</p> <ul style="list-style-type: none"> <li>- Strategy 3.3: have pledge statement as a way to promote a safe environment for URM communities</li> </ul> <p>Goal 4: Actively retain and promote a diverse faculty, staff, and student body within the SON</p> <ul style="list-style-type: none"> <li>- Strategy 4.3: have pledge statement as a way to promote a safe environment for URM communities</li> </ul> <p>Goal 5: Cultivate an institutional climate that promotes DEI within the SON</p> <ul style="list-style-type: none"> <li>- Strategy 5.1: include in orientation materials</li> <li>- Strategy 5.8: include pledge as part of APT or annual review</li> </ul> <p>Goal 6: Infuse the values of DEI throughout all teaching, learning, and service opportunities offered within SON</p> <ul style="list-style-type: none"> <li>- Strategy 6.4: include pledge statement as part of HEALS trainings?</li> </ul>

**Initiative 2. Training in anti-racism.** Work with SoN's Associate Dean for Diversity, Equity and Inclusion to identify and vet experts/consultants to provide anti-racism training for faculty and staff. Determine scheduling for multiple training session opportunities (starting in Fall 2020 through 20-21 academic year) and policy/procedures to facilitate attendance. Anticipated work group time frame: summer 2020.

Butch de Castro

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. Establish an online speaker series featuring lineup from SpeakOutNow.org conducted between January-June 2021. Focus and topics to be determined at January 2021 workgroup meeting; then schedule to be coordinated with speaker availability. Attendance will be communicated via Department Chairs, Faculty and Staff Councils,</p>	<p>1. 6 months (scheduled for 3/29/2021)</p>	<p>1. GOAL 5: Cultivate an institutional climate that promotes diversity, equity, and inclusion within the SoN. STRATEGY 5.3: Develop and coordinate annual seminars/workshops or community-engagement activities on equity, diversity,</p>

Student Leadership Body, and Marketing and Communication. The speaker series will be recorded digitally through Catalyst and Zoom platform (seek assistance from L&IT)  
 →Y/N, # attendees by role, plan for hand-off to ODEI

and inclusion for SoN faculty, staff, students, and community partners.

**Initiative 3. Anti-racism as essential qualification for employment.** Work with UW School of Nursing Human Resources to explore how to incorporate language into job descriptions that anti-racism is an essential aspect/qualification for working for the UW School of Nursing. Determine what is possible and what compliance issues arise with regard to university rules and policies. Anticipated work group time frame: summer 2020 to winter 2021.

Helaina Sorey

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1.. Establish language articulating that commitment to anti-racism that is consistent w/Pledge language and is a expectation for all UW SoN employees</p> <ul style="list-style-type: none"> <li>o Confirm with UW HR and AHR</li> <li>o Elicit feedback from SoN Community</li> </ul> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>2. Identify events and communication channels (both internal and external to SoN) where SoN’s anti-racism expectation of employees can be communicated/reinforced to reach prospective, new, and current employees</p> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>3. Add anti-racism expectation language to SoN HR/AHR templates and processes, including: position announcements, job descriptions, offer letters, annual performance evaluations.</p> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>4. Leverage UW diversity resources and/or develop our own tools for staff supervisors on interview and performance management questions/criteria, etc. related to individual’s anti-racism efforts &amp; review prior efforts to integrate DEI language between ODEI &amp; SONHR</p> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>Curious what language other schools have? (Question/consideration for Helaina)</p>	<p>1. Winter Qtr 2021</p> <p>2. Winter Qtr 2021- Ongoing</p> <p>3. Spring Qtr 2021</p> <p>4. Spring Qtr 2021- Ongoing</p>	<p>Goal 3: Actively recruit a diverse faculty, staff, and student body to the SON</p> <p>GOAL 5: Cultivate an institutional climate that promotes diversity, equity, and inclusion within the SoN.</p> <p>STRATEGY 5.1: Modify faculty, staff, and student orientation materials, procedures, and processes to include expectations of and training in equity, diversity, and inclusion.</p> <p>STRATEGY 5.8: Modify existing appointment, promotion, tenure, and annual review criteria to include evaluation of conduct and participation in activities related to equity, diversity, and inclusion for faculty and staff.</p>

**Initiative 4. Increasing diversity recruitment for staff, faculty, and TA/RA positions.** Work with SoN’s Associate Dean for Diversity, Equity and Inclusion to become trained as a diversity monitor with knowledge in best practices, strategies, and rules to assure diverse applicant pools when recruiting/interviewing for faculty, staff, and TA/RA positions. Diversity monitors will serve on search committees (like a Graduate School Representative for doctoral student committees) and have responsibility to advise and guide search procedures and/actions, as well as have authority to pause or adjust a search if best practices and strategies are not followed or if diversity in applicant pool is not achieved. Anticipated training opportunities quarterly starting summer 2020 through spring 2021.

**Modified from original charge after discussion with Dr. Chadwick Allen, Associate Vice Provost for Faculty Advancement explaining extent of details to organize a true Equity Advisor (alternative term to Diversity Monitor) program.**

Butch de Castro

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. Convene and conduct a diversity and equity best practices training open to all faculty and staff, and search committees each fall. Schedule training every autumn for school-wide participation.</p> <p>1a. Consolidate existing SoN/UW resources to target recruitment of BIPOC students, staff/faculty (e.g. link to Chad's links) →Y/N, # of attendees by role for training, plan for hand-off to ODEI</p> <p>2. Initiate discussions with Chad Allen, Butch, and coordinate with Diversity Leads from other Health Sciences Schools to plan a Health Sciences Schools wide Equity Advisor pilot program →How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>1. 6 months: Training conducted on October 2, 2020.</p> <p>2. 12 months: Discussions planned for Spring 2021</p>	<p>1. GOAL 3: Actively recruit diverse faculty, staff, and student body to the SoN. STRATEGY 3.1: Develop and execute comprehensive and sustainable plans to recruit a diverse faculty, staff, and student body to the SON.</p> <p>2. GOAL 3: Actively recruit diverse faculty, staff, and student body to the SoN. STRATEGY 3.1: Develop and execute comprehensive and sustainable plans to recruit a diverse faculty, staff, and student body to the SON.</p>

**Initiative 5. Incorporate anti-racism content and teaching methods into curricula/courses for degree/certificate programs.** Assist faculty in curricular oversight roles (i.e., Graduate Program Director, Undergraduate Program Director, Coordinating Committees, DNP Track Leads, Graduate Certificate Directors) to develop an anti-racism educational competency or learning expectation; and assess, develop, locate, and monitor anti-racism training content material throughout curriculum and coursework. Consider seeking consultation and perspective from community based organizations and students for review of content, teaching strategies/tips, and design of assignments. Some of this work has been initiated for some academic degree programs. Coordinated discussions with UW Bothell and UW Tacoma faculty with oversight of academic degree programs at those campuses is essential. Participation will be coordinated in curricular governance structure. Anticipated work group time frame: autumn 2020 through spring 2021.

Butch de Castro

Outcome	Timeframe	Alignment w/DEI Strategic Plan
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1. <<ADD>> Integrate CRT and other theories of justice into curricula throughout

1. Dissemination of UCSF anti-racism primer & toolkit to coordinating committees, connected teaching groups, Undergraduate and Graduate Program Directors, and Curricula Committee Chairs and their respective teams and 2020 DEI Teaching Institute attendees. departments.

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

2. Commitment to identify and hire external consultant to assist Coordinating Committees determine anti-racism content and placement within curricula/courses.

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

3. Plan to conduct faculty workshops on use and application UCSF anti-racism primer & toolkit; possibly coordinate in connection with DEI brown-bags organized by Rebecca O'Connor.

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

4. Develop and submit faculty motion to add anti-racism end of program learning goal for all academic degree programs.

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

5. Develop and submit faculty motion to add anti-racism student essential behavior for all academic degree programs.

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

6. Consider development of anti-racism (bias) response team initiative

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

1. 6 months; Conducted in Autumn 2020.

2. 12 months

3. 12 months; plan for Winter 2021 and Spring 2021, and include again as part of DEI Teaching Institute anticipated for September 2021.

4. 6 months; development completed in Autumn 2020, disseminated to coordinating committees, and UWB and UWT for preliminary review/endorsement consideration in Autumn 2020, submit for all faculty vote in Winter 2021.

5. 6 months; same as prior.

6. 12 months; develop preliminary model in Autumn 2020, seek input/review from Chairs/Vice-Chairs for

ALIGNMENT WITH DEI STRATEGIC ACTION PLAN:

1. GOAL 6: Infuse the values of diversity, equity, and inclusion throughout all teaching, learning, and service opportunities offered within the SoN. STRATEGY 6.1 Develop, identify or adapt conceptual models/frameworks that guide teaching and learning of individuals from diverse backgrounds for the development, implementation, and evaluation of all learning opportunities within the SoN.

2. STRATEGY 6.6: Map and integrate frameworks, content, and examples related to equity, diversity, and inclusion in all SON courses. & 6.3?

3. STRATEGY 6.2: Synthesize and disseminate strategies to guide educators in incorporating the values of diversity, equity, and inclusion within curricula.

4. None.

5. None.

6. GOAL 5: Cultivate an institutional climate that promotes diversity, equity, and inclusion within the SoN. STRATEGY 5.6: Establish safe procedures for faculty, staff, and students to document experiences occurring within the SON or affiliated clinical sites that do not reflect the values of equity, diversity, and inclusion.

7. GOAL 5: Cultivate an institutional climate that promotes diversity, equity, and inclusion within the SoN. STRATEGY 5.1: Modify faculty, staff, and student orientation materials, procedures, and processes to include expectations of and training in equity, diversity, and inclusion.

<p>7. Construct DEI “employee orientation” online resource that provides fundamental resources that all new and current faculty and employees should view/complete; design completion documentation feature by working with L&amp;IT. → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>8. Identify &amp; pay community partners to review curriculum on regular basis, help crowd source case studies/sims??????</p> <p>9. Establish what accountability looks like for 'repeat offenders'???</p> <p>--1) how to identify 20 what are consequences (based on role?)</p>	<p>Education in Autumn 2020 or Winter 2021, if approved, anticipate implementation in Autumn 2021.</p> <p>7. 12 months; explore possible online platforms with L&amp;IT in Autumn 2020, initiate curation of resources to include in Autumn 2020, complete selection of resources to include in Spring 2021.</p>
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**Initiative 6. Anti-racism awareness in clinical practicum sites.** Explore ways to address racial discrimination and microaggressions that students experience in clinical practicum sites throughout health/healthcare systems, organizations, and agencies; including assessing their policies and procedures regarding anti-racism. Determine ways to provide anti-racism awareness and education to site preceptors and communicate UW School of Nursing expectations for student safety and assurance for full opportunity to learn. Anticipated work group time frame: summer 2020 to spring 2021.

Kristine Takamiya

Rebecca Wood

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p><b>Overall outcome 1: Our clinical partners/organizations have or are developing antiracism policies and procedures and are willing to partner with UWSO to promote clinical experiences for our students and faculty/staff that are free from racial discrimination and microaggressions</b></p> <p>1: Collect organizations’ antiracism policies, prioritized by site utilization and numbers of students → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>2: For those organizations that do not have an anti-racism policy, assess their desire to partner to develop a policy and its implementation</p>	<p>1. 6-12 months</p> <p>2. 12-18 months</p> <p>3. 18-24 months</p> <p>4. Immediate &amp; ongoing</p> <p>5. 6 months</p> <p>6. Quarterly, ongoing</p> <p>7. 6-12 months</p>	<p>Goal 3 does not align w/specific charge</p> <p>Goal 4, strategy 4.3 aligns w/overall outcome 1</p> <p>Goal 5, strategies 5.1, 5.2, 5.3, 5.4, 5.7 align w/overall outcome 2</p> <p>Goal 6, strategies 6.2, 6.4, 6.7 aligns w/overall outcome 2</p>

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

3: Develop anti-racism wording and reporting procedures to include in our current and new AAs

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

4: As new clinical sites are being recruited, the outreach will include an inquiry about organizational policies, procedures, and practices that promote a learning environment and approach to patient/client care reflecting diversity, equity, and inclusion

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

5: Utilize Consortium meetings to ask clinical partners to collaborate on DEI initiatives in clinical practicum sites

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

**Overall outcome 2: Our preceptors will partner with UWSON to promote a clinical learning environment that is free from racial discrimination and microaggression through anti-racism awareness and education**

6: Circulate a letter from the Associate Dean of Diversity, Equity, Inclusion and Associate Dean for Academic Affairs to graduate and undergraduate preceptors (DNP, PhD, BSN)

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

7: Include a DEI statement or letter in our Preceptor Packets and course syllabi

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

8. 6-12 months, 12-18 months

9. 6-12 months

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8: Preceptors will have access to the UWSON DEI Resource Page to include training modules (literature), CNE event on antiracism, formal training (if possible)

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

9: Quarterly student survey on site/preceptor will include standardized antiracism questions across all programs (DNP, BSN, PhD) (Note: how do we include DNP Project placements?)

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

**Initiative 7. Support and retention of students of color.** Create routine, periodic opportunities (at least quarterly) for students, staff, and faculty of color to gather for community building and social support (e.g., like UW Graduate School Power Hour for students). Consider needs of those new to the U.S. and unfamiliar with history and context of racism; providing awareness and education about the U.S. experience of racism and to discuss their own questions and encounters of discrimination. Anticipated work group time frame: summer 2020 through spring 2021 and beyond to following academic years.

Cher Espina

Jenny Tsai

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. To decrease BIPOC students' sense of isolation by providing a safe space for BIPOC students to meet and share experiences or other challenges they may be facing as a student of color → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>2. To develop new or identify existing resources, internal and external, for self-care and academic success → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>3. To become aware of or connected with WA state ethnic nursing organizations → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>4. To understand what needs our BIPOC students may need from the school via survey</p>	<p>1-4. 12 months</p>	<p>Goals 4, 5, 6</p> <p>Strategies 4.1, 4.3, 4.4, 5.1, 5.3, 6.3</p>

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

**Initiative 8. Marketing and Communications.** Work with SoN Marketing and Communications team and the Associate Dean for Diversity, Equity and Inclusion to plan and create a DEI dashboard that publicly communicates the status of DEI initiatives (e.g., demographics of faculty, staff, and students; completion/progress on DEI strategic action plan; pulling together relevant news items of DEI accomplishments and opportunities). In collaboration with Student and Academic Services, review current recruitment marketing materials (for both students and faculty), web content and marketing campaigns through a diversity and anti-racist lens.. . Anticipated work group time frame: summer 2020 to spring 2021

Shari Ireton

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. Implement DEI dashboard components on SoN DEI website:</p> <ul style="list-style-type: none"> <li>a. Student demographics</li> <li>b. Faculty demographics</li> <li>c. Staff demographics</li> <li>d. Course evaluations (by DEI)</li> <li>e. Climate Survey</li> <li>f. DEI Strategic Plan</li> </ul> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>2. Review all SoN web content, as well as any other recruitment marketing materials, and make changes/recommendations to ensure it is inclusive and meets with the UW's "<a href="#">Communicating with an Equity Lens</a>" best practices</p> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>3. Utilize marketing and communications strategies and tactics (social media, news stories, web content, etc.), to publicize SoN anti-racism and related health/health care events, fundraising efforts, and research</p> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<ul style="list-style-type: none"> <li>1. A-D - 12 months; E by 2/1/2021; F has been completed</li> <li>2. 9 months</li> <li>3. Ongoing</li> </ul>	<p>Supports Goals 1, 2, 3, and 4</p>

**Initiative 9. Advancement.** Assist SoN Advancement Team to explore and develop possibilities for donor support for efforts to recruit and assist students of color (e.g., scholarships, expansion of Nurse Camp), teaching and research initiatives focused on anti-racism and health, use of Othello-UW Commons space, and organizing a recognition/remembrance event of victims/deaths of racial violence. Anticipated work group time frame: summer 2020 to spring 2021.

Abbey Norris

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. <b>INFORM:</b> Within the workgroup, build a foundation of understanding about Advancement practices, including tools and processes, with a focus on increasing philanthropic support for DEI initiatives.            → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>2. <b>PLAN:</b> Create a prospectus with a “menu of initiatives” focused on diversity, equity and inclusion for the UW SoN. The prospectus, which will primarily be a tool for Advancement to utilize externally with donors, will include descriptions of impact and funding opportunities.            → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>3. <b>ACT:</b> Determine a specific DEI initiative to fundraise for as a workgroup. Collectively, we will set a fundraising goal and develop a strategy, which could include:</p> <ul style="list-style-type: none"> <li>a. Creating a “90-second commercial” as a tool for messaging with donors;</li> <li>b. Identifying individual donors who may have an interest and determining strategies to ask for their support;</li> <li>c. Inviting community support for the initiative through UW’s Husky Giving Day (date: April 8<sup>th</sup>).</li> </ul> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI; should workgroup add a more specific outcomes (e.g. how many donors? How many contacted, etc.)</p>	<p>1. In progress; 12 mos.</p> <p>2. 6-12 mos.</p> <p>3. 12 mos. (may extend beyond, depending on goal)</p>	<p>1. N/A</p> <p>2. Strategy 3.3, 3.4</p> <p>3. Strategy 3.4</p>

**Initiative 10. Research.** Work with SoN Office of Nursing Research to organize resources, workshops, and seminars on topics related to health equity research and working with underrepresented, marginalized populations; promote and assist with submission of NIH diversity supplements and other diversity support

funding; strengthen DEI supplement program for RIFP; and explore other ways to recruit and support student/junior researchers of color. Anticipated work group time frame: summer 2020 to spring 2021.

Joie Whitney – new ADR

Sarah Zangrillo

Colie Pilling

Outcome	Timeframe	Alignment w/DEI Strategic Plan
<p>1. Deliver Equitable Best Practices in Research foundational workshop (Lead: Rebecca) → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>1. Completed [10/29/2020]</p>	<p>1. 5.3: Develop and coordinate annual seminars/workshops or community-engagement activities on equity, diversity, and inclusion for SON faculty, staff, students, and community partners. 7.2: Synthesize and disseminate best-practices to guide institutions and researchers in conducting community-engaged research among diverse communities</p>
<p>2. Develop online learning/tracking module (Equitable Best Practices in Research) (Lead: Sarah, Colie) → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>2. 6 months</p>	<p>2. 5.1: Modify faculty, staff, and student orientation materials, procedures, and processes to include expectations of and training in equity, diversity, and inclusion. 7.2: Synthesize and disseminate best-practices to guide institutions and researchers in conducting community-engaged research among diverse communities.</p>
<p>3. Host/facilitate 1-hour discussion series for deep dive concepts (Equitable Best Practices in Research) (Lead: TBD) → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>3. 1 year [6-10 sessions over the year]</p>	<p>3. 5.3: Develop and coordinate annual seminars/workshops or community-engagement activities on equity, diversity, and inclusion for SON faculty, staff, students, and community partners. 7.2: Synthesize and disseminate best-practices to guide institutions and researchers in conducting community-engaged research among diverse communities.</p>
<p>4. Integrate into Connected Teaching/PhDCC (Lead: Hilaire) → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>4. 1 year</p>	<p>4. 6.2: Synthesize and disseminate strategies to guide educators in incorporating the values of diversity, equity, and inclusion within curricula.</p>
<p>5. Develop resource to make tools available to researchers who are learning about/wanting to incorporate DEI into research (e.g., Create a landing page on intranet with list of resources, Community Partnership Guide) (Lead: TBD) → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>5. 6 months</p>	<p>5. 6.3: Synthesize and disseminate strategies to guide faculty, staff, and students in partnering with diverse populations. 7.1: Develop, identify, or adapt conceptual</p>
<p>6. Design RIFP Call for DEI Pilot or Supplement (Goal: Spring Call; April 5th) (Lead: Molly, Monica) → How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>6. 6 months- 1 year</p>	
	<p>7. 1 -2 years</p>	
	<p>8. 3 months</p>	

7. Identify structures that support anti-racism in research (e.g. CAB in ONR; ARCH in SPH); create timeline for evaluating feasibility of structures, funding requests, and implementation

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

8. Schedule presentation from David Banks (NINR) on F/K award mechanism (to include Diversity awards); Link SPH Diversity Supplement Materials to the SON ONR page (Leads: Hilaire, Colie);  
→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

Could you please address specifically Strategy 7.7/engagement w/CGHN? E.g. what does equitable research look like when research occurs in low resources countries & w/local communities/orgs in those countries?

→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI

models/frameworks to guide academic engagement of diverse communities in research opportunities within the SON.

6. 3.4: Establish fundraising initiatives for SON-administered research pilot funds, scholarships and fellowships for recruitment and retention of faculty and students from underrepresented groups\* 7.3: Support faculty and student efforts to collaborate with diverse communities to advance research inclusion of diverse communities.

7. 6.3: Synthesize and disseminate strategies to guide faculty, staff, and students in partnering with diverse populations

8. 3.4: Establish fundraising initiatives for SON-administered research pilot funds, scholarships and fellowships for recruitment and retention of faculty and students from underrepresented groups\*. 7.6: Promote use of NIH “Supplements to Promote Diversity in Health-Related Research” among SON principal investigators to support research opportunities for underrepresented\* undergraduate and graduate students and faculty.

**Initiative 11. Evaluate execution and outcomes of anti-racism actions above.** Develop procedures and methods to assess processes taken and outcomes achieved from anti-racism actions pursued. Anticipated work group time frame: summer 2020 to spring 2021.

Molly Altman

Rebecca O'Connor

Outcome

Timeframe

Alignment w/DEI Strategic Plan

<p>1. Obtain &amp; review outcomes, timeframes, &amp; alignment w/DEI Strategic Plan from Workgroups 1-10</p> <ul style="list-style-type: none"> <li>a. Ensure outcomes &amp; alignment w/DEI Strategic Plan clear</li> <li>b. Identify potential overlap of outcomes between workgroups</li> </ul> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>2. Identify methods to evaluate each outcome</p> <p>d</p> <p>3. Identify any necessary changes to the DEI Strategic Plan based on workgroup outcomes.</p> <ul style="list-style-type: none"> <li>a. Develop plan for ssociate Dean of DEI and DEI Advocates to review antiracism work with DEI Strategic plan and revise as necessary.</li> </ul> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p> <p>4. Create internal and external dissemination plan for Workgroup ongoing progress reports and final outcomes in conjunction with SoN Leadership</p> <p>→ How to measure success of outcome? Y/N completed, plan for hand-off to ODEI</p>	<p>1. 6 months</p> <p>2. 6 months</p> <p>3. 12 months</p> <p>4. 3-12 months</p>	<p>1-3. Directly related to Goal 2, indirectly related to all Goals, and Strategies 2.1, 2.3</p>
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