

KSOM Anti-Racism Task Force: Admissions and Pipeline Programs Working Group Report

Mission: To dismantle racial inequality and foster racial justice in KSOM administration, student affairs, curriculum and medical education, wellness and the community we serve.

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Charge/Description:	Findings and Recommendations:	Target Completion Date:
A. Work with Keck and the Office of Diversity and Inclusion (ODI) to make existing pipeline programs supporting Black and Latinx students from East and South Central LA more robust and known throughout campus.	<ol style="list-style-type: none"> 1. Increase awareness and inform incoming medical students about Keck pipeline programs during Orientation. 2. Send a reminder to all medical students at the beginning of each academic year about Keck pipeline programs and how to get involved. 3. Update and improve “Pipeline Programs” section of the ODI website. 4. ODI to participate in Keck involvement fairs to highlight pipeline programs, with the help of medical students. 5. ODI to develop a student interest/volunteer form, to be published on the ODI website, where students can sign-up to become regular volunteers for various ODI-sponsored outreach and pipeline activities. 	<p>8/2021</p> <p>8/2021</p> <p>7/2021</p> <p>TBD</p> <p>7/2021</p>
B. Determine how to strengthen the connection between the existing pipeline programs at KSOM and at USC to support admission of URM students to medical school.	<ol style="list-style-type: none"> 1. Work with ODI to develop a new pipeline program focused on Community College students (including the creation of a student committee and outreach to community colleges). 2. Promote ongoing/long-term mentorship of students in Keck’s pipeline programs. 	<p>8/2021</p> <p>In-progress and on-going</p>

<p>C. Set a target admission rate of students from URM groups and students from East and South Central LA to KSOM and develop recommendations to reach those goals</p>	<ol style="list-style-type: none"> 1. Identify and define geographical boundaries that encompass East and South Los Angeles, focusing on neighborhoods that are predominantly Black and Latinx, and have a median household income of \$55,000 or less. 2. Work with the Office of Admissions to gather application, acceptance and matriculation data for students from East and South LA. 3. (a) Propose a target of 50% increase of matriculants based on 2020 admission data. (b) The goal is to matriculate 12 students from East and South LA by Fall 2023. 4. We recommend at least four (4) recruitment scholarships be reserved for East and South LA admitted students each year. 5. We recommend for the Office of Admissions to assess and review the current make-up of the admissions committee and work to diversify both its pool of volunteer interviewers and the official members of the admissions committee. 6. We recommend including USC affiliated community leaders as official members of the Keck School of Medicine Admissions Committee. 7. We recommend yearly implicit bias training for interviewers and admissions committee members. 	<p>4/2021</p> <p>4/2021</p> <p>(a) 4/2021; (b) 5/2023</p> <p>8/2022</p> <p>8/2021</p> <p>8/2021</p> <p>8/2021</p>
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