

### **KSOM Anti-Racism Task Force: Curriculum Work Group Report**

*Mission: To dismantle racial inequality and foster racial justice in the Keck School of Medicine (KSOM) curriculum and medical education.*

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<b>Charge/Description:</b>	<b>Findings and Recommendations:</b>	<b>Target Completion Date:</b>
Development of an inclusive and continuous curriculum on systemic racism and bias in healthcare led by paid Black Indigenous People of Color (BIPOC) healthcare professionals.	<ol style="list-style-type: none"> <li>1. The Health Justice and Systems of Care Curriculum will include the topics of systemic racism and bias in healthcare.</li> <li>2. Dr. Elliott serves as a key lead faculty in the development and defining the delivery of the curriculum. A diverse cohort of expert faculty are being recruited for session development and teaching. A diverse advisory group to include students and faculty is being planned.</li> </ol>	5/2021
Implement a system by which the curriculum office monitors ALL lecture and small group content in years 1-4 to ensure that any discussion of race is framed in contemporary anti-racist thought.	<ol style="list-style-type: none"> <li>1. Dr. Elbuluk was recruited to lead a student and faculty committee to finalize the development/adoption of a content review guide informed by work already done at other institutions and recommended by the ARTF on curriculum. Faculty will use this same guide when developing a new session and when updating sessions that have already been delivered.</li> <li>2. The curriculum office will disseminate the completed guide and track its use.</li> <li>3. A process/group for reviewing the outcomes of the faculty content review guide needs to be determined.</li> <li>4. Dr. Ben-Ari will work with Dr. Elliott to establish an anti-racist faculty development work group. ICM and</li> </ol>	<p>4/2021</p> <p>5/2021</p> <p>6/2021</p> <p>5/2021</p>

	<p>EPIC coaches will be targeted to receive faculty development on culturally responsive content and teaching strategies with the ultimate intent of more broad dissemination of the faculty development.</p> <ol style="list-style-type: none"> <li>5. The curriculum office will work with the evaluation unit and possibly an advisory group to determine if evaluations of faculty by students or others should be modified to capture information regarding inclusivity as an instructor and effectiveness on diversity and inclusion issues.</li> <li>6. The curriculum office will work with the Office of Equity Equal Opportunity and Title IX, student affairs, the evaluation unit and appropriate groups or committees to establish a method that enables students to report concerns about racist or culturally inappropriate content or instruction in real time and for appropriate interventions to be implemented.</li> <li>7. The curriculum office and likely an advisory group will recommend when and how to train medical students in the use of interpreter services. The training will continue in ICM and Transition to Residency and may also be delivered through other courses.</li> </ol>	<p>7/2021</p> <p>7/2021</p> <p>7/2021</p>
<p>Implement a restorative justice policy for racism and establish mandated anti-racism training for all ICM and PPM instructors.</p>	<ol style="list-style-type: none"> <li>1. Dr. Ben-Ari will work with Dr. Elliott to establish an anti-racist faculty development work group. ICM and EPIC coaches will be targeted to receive faculty development on culturally responsive content and teaching strategies with the ultimate intent of more broad dissemination of the faculty development.</li> <li>2. Policy development is beyond the scope of the ARTF curriculum work group.</li> </ol>	<p>5/2021</p>