

Welcome! Thank you for joining us for today's event –
Community conversation between GIP & GDI: Building a shared commitment when creating anti-racist institutions

Please note:

- The program will begin shortly.
- You will not hear the audio until we begin.
- If you have technical questions, please email



Tomorrow's Doctors, Tomorrow's Cures

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Association of
American Medical Colleges

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What is Racism?

"Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources."

-- APHA Past-President, Camara Phyllis Jones, MD, MPH, PhD

What is Anti-Racism?

"Anti-Racism is a system of structuring opportunity and assigning value equitably, regardless of how one looks (which is what we call "race") and strengthens the whole society through the celebration of all humans."

-- Ibram Xolani Kendi, PhD

Polling Question

Do you think your institution is currently doing the necessary work towards becoming an anti-racist organization?

- a) Yes
- b) No
- c) I don't know

Polling Question

Where would you say your organization's commitment falls on becoming an anti-racist organization?

- a) Demonstrated and committed
- b) Beginning commitment
- c) On the threshold (awareness)
- d) No demonstrated commitment

Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL

Racial and Cultural Differences Seen as Deficits ==> Tolerant of Racial and Cultural Differences ==> Racial and Cultural Differences Seen as Assets

| Exclusive An Exclusionary Institution | 2. Passive A "Club" Institution | 3. Symbolic Change A Compliance Organization | 4. Identity Change An Affirming Institution | 5. Structural Change A Transforming Institution | 6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society |
|---|--|--|--|---|--|
| <ul style="list-style-type: none"> Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans Intentionally and publicly enforces the racist status quo throughout institution Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. Openly maintains the dominant group's power and privilege | <ul style="list-style-type: none"> Tolerant of a limited number of "token" People of Color and members from other social identity groups allowed in with "proper" perspective and credentials. May still secretly limit or exclude People of Color in contradiction to public policies Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life Often declares, "We don't have a problem." Monocultural norms, policies and procedures of dominant culture viewed as the "right way" business as usual" Engages issues of diversity and social justice only on club member's terms and within their comfort zone. | <ul style="list-style-type: none"> Makes official policy pronouncements regarding multicultural diversity Sees itself as "non-racist" institution with open doors to People of Color Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff Expanding view of diversity includes other socially oppressed groups <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> "Not those who make waves" Little or no contextual change in culture, policies, and decision making Is still relatively unaware of continuing patterns of privilege, paternalism and control Token placements in staff positions: must assimilate into organizational culture | <ul style="list-style-type: none"> Growing understanding of racism as barrier to effective diversity Develops analysis of systemic racism Sponsors programs of anti-racism training New consciousness of institutionalized white power and privilege Develops intentional identity as an "anti-racist" institution Begins to develop accountability to racially oppressed communities Increasing commitment to dismantle racism and eliminate inherent white advantage Actively recruits and promotes members of groups have been historically denied access and opportunity <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> Institutional structures and culture that maintain white power and privilege still intact and relatively untouched | <ul style="list-style-type: none"> Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities Anti-racist multicultural diversity becomes an institutionalized asset Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments | <ul style="list-style-type: none"> Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest A sense of restored community and mutual caring Allies with others in combating all forms of social oppression Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations. |

Save the Date

Group on Business Affairs (GBA) and Group
on Institutional Planning (GIP) Joint Spring
Meeting

April 29-30, 2021

Group on Diversity and Inclusion (GDI) &
Health Workforce Research Joint Conference

May 5-7, 2021

**please note these conferences will be virtual*



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