



**Wexner Medical Center
and Health Science Colleges**

**ACTION
PLAN**

We will elevate the cause,
*making anti-racism efforts our
very foundation.*

We will engage
*our faculty, staff, students, patients
and communities with opportunities to
learn and participate in
anti-racism efforts.*

We will equip our team members
*with tools, resources and channels to
report issues, suggest ideas and
move us forward.*

We will empower
*our faculty, staff, students and
patients to address racism and to
understand that change does not
happen without all of us.*

We will evaluate
and review our efforts regularly.

**Elevate
the cause**

Institutional initiatives*

- Organize Roundtables on Actions Against Racism (ROAAR) with institutional and community leaders led by the Health Equity Steering Committee
- Develop and share medical center anti-racism statement and acknowledgement of racism as a social determinant of health and include as part of our Mission, Vision, Values statement
- Screen consistently for social determinants of health questions in EMR and community hub referral (Healthcare Collaborative of Central Ohio)
- Lead city/county/state/federal policy work for policies and laws that contribute to anti-racism efforts
- Develop institutional policies and framework on diversity and anti-racist efforts in hiring, promotion and search committees
- Create annual anti-racism report

**Engage
with opportunities**

Institutional initiatives*

- Develop series of anti-racism town halls and listening sessions
- Implement “Stop the Line” for racism initiative
- Develop a comprehensive mentoring pathway

Individual initiatives*

- Expand access to resources, dialogue, events and communication through HealthBeat HUB channel
- Create anti-racism section with resources and tools on medical center external website
- Partner with and support community organizations that have taken actions against racism

**Equip
with tools and resources**

Institutional initiatives*

- Develop manager guides and tool kits including template for listening sessions
- Invest additional money to scale long-standing initiatives and programs focused on equity such as Partners Achieving Community Transformation (PACT), Health Equity Steering Committee, implicit bias training and Diversity Council
- Create an anti-racist learning environment that embraces racism as a social determinant of health by enhancing curricula and racism mitigation, and fostering diversity, inclusion and equity
- Create and fund institute for Health Equity to lead and advise senior leaders
- Evaluate and review our efforts regularly

Individual initiatives*

- With the University, provide grant funding for Ohio State research on racism as a public health crisis

**Empower
people**

Institutional initiatives*

- Apply to use University Hospital and East Hospital as voting and polling stations
- Investigate innovation lab concept and possible collaboration with counties
- Conduct institutional review of all anti-discrimination policies, protocol and reporting
- Invest in the expansion of successful models for teaching health equity, such as the Family Medicine health equity curriculum

Individual initiatives*

- Develop a formal mechanism for medical students, residents and other trainees to provide direct input and feedback on learning climate and curriculum

*A complete list of action items is included in the comprehensive anti-racism action plan.