



# Developing and Executing an Institutional Anti-Racism Action Strategic Plan (ARAP)

## The Ohio State University Wexner Medical Center



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### BACKGROUND

Academic medical centers (AMCs) and health sciences schools are struggling with their response to high-profile cases of systemic, anti-Black racism.

### PROBLEM

AMCs are experiencing frustration from underrepresented minority (URM) faculty feeling alienated, isolated, marginalized, tokenized, or overburdened with the “minority tax” or “culture tax.”

Solutions for diversity, equity, and inclusion are often shouldered by URM faculty and staff, yielding a gap between what is desired and what is completed.

### PROJECT GOALS

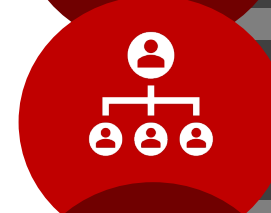
The anti-racism action plan (ARAP) aims to build a well-established infrastructure for understanding, identifying, mitigating, and eliminating racism.

ARAP will utilize engaged action groups and an evaluative component to track progress by making anti-racism a core value.

### METHODS



Strategic plan for ARAP created. Oversight committee assembled and engaged. Structure for ongoing participation approved.



Creation and empowerment of focus areas with action teams and workgroups committed to activity.



Keep the initiative on the forefront of the senior leadership agenda and utilize communications channels to for awareness.



Align efforts with Office of Diversity and Inclusion, Health Equity Steering Committee, and Women in Medicine and Science Committee.



## OBJECTIVES



### INSTITUTIONAL AIM

OSUWMC will have a well-established infrastructure for understanding, identifying, mitigating, and eliminating racism in the environment.



### PERSONAL AIM

I will lead the institution to develop an actionable anti-racism strategy, mission and accountability framework.

### The Action Plan Oversight Committee

**Anti Racism Action Plan Oversight Committee**




# Deeper Dive: Developing an Institutional Anti-Racism Action Strategic Plan (ARAP)



## ACTION GROUP COMMITTEES

### FACULTY & STAFF TRAINING

To bridge, enhance, and expand anti-racism training and development programs

### DATA ANALYTICS & EVALUATION

To analyze, evaluate, and disseminate real-time data that informs efforts

### POLICY & ADVOCACY

To improve research, care, and education for minority populations

### COMMUNICATIONS

To richly communicate anti-racism efforts across the enterprise

### POPULATION HEALTH & COMMUNITY ENGAGEMENT

To foster engagement with diverse stakeholders and develop/promote strategies to overcome racism

### RESOURCES & EXTERNAL PARTNERSHIPS

To form deep and meaningful partnerships to establish sustainable funding

### EDUCATION & TRAINING

To incorporate anti-racism/bias education throughout curricula and develop mentoring programs

### EMPLOYEE ENGAGEMENT & ADVANCEMENT

To increase recruitment, retention, development, and mentoring of URM employees

### PATIENT EXPERIENCE & CLINICAL SERVICES

To establish an exemplar practice of patient care, free from racism and implicit bias

## THE MODEL

**Elevate**  
the cause

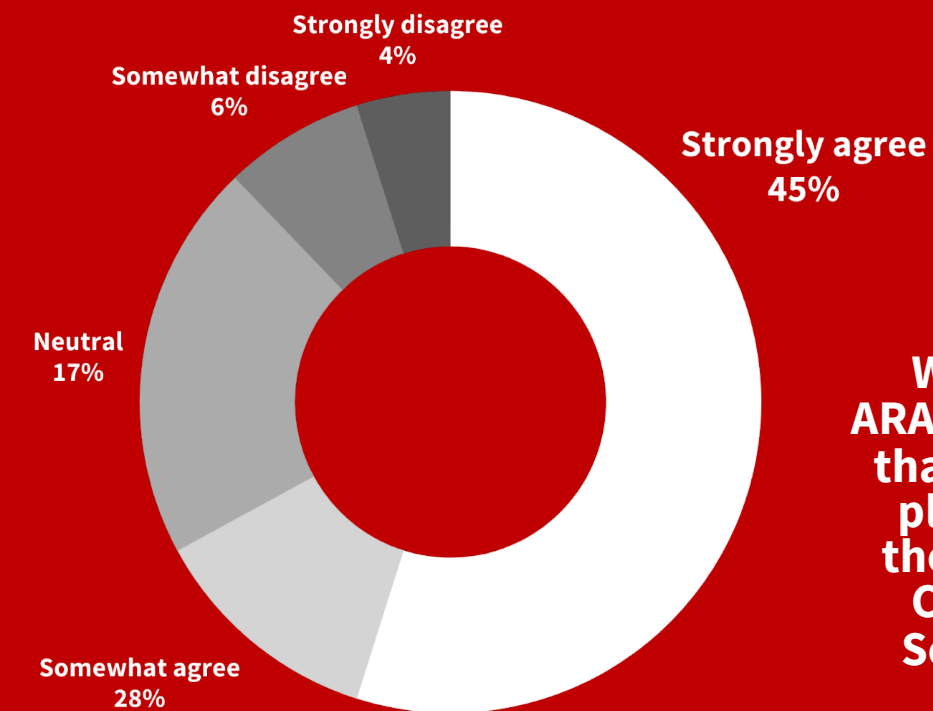
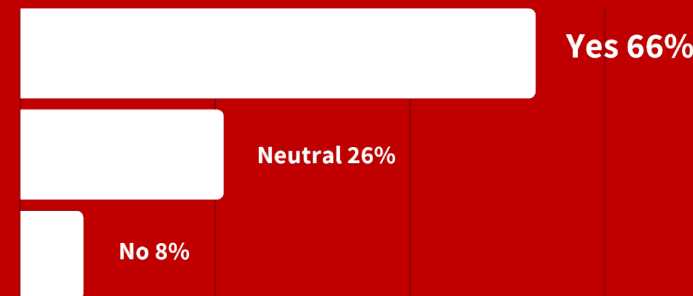
**Engage**  
with opportunities

**Equip**  
with tools and  
resources

**Empower**  
people

## THE RESULTS

In the last six months, have you taken action to demonstrate a commitment to supporting an anti-racism culture?



With the launch of ARAP, do you believe that the anti-racism plan is a priority of the Wexner Medical Center and Health Sciences Colleges?

## THE NEXT STEPS

1. Transition ARAP from a stand-alone committee into a formal operating body.
2. Refine medical center strategic plan with tangible anti-racism goals and measures.
3. Install permanent leadership to execute ARAP goals.