

## Faculty of Medicine & Dentistry

### Anti-Racism Commitment To Change (ARCTC) Task Force Strategic Initiatives

In the summer of 2020, with the awakening of global societal awareness of racism, the Assistant Dean Equity, Diversity and Inclusion (EDI), Faculty of Medicine and Dentistry, University of Alberta, was asked to strike a task force in order to develop a substantive, action-oriented strategy focusing on racism in our academic medicine environment. The purpose of this task force was to provide resources, identify gaps, and make recommendations to inform the Dean and Dean's Executive Committee to encourage awareness of, combat, and eliminate racism.

The Anti Racism Commitment to Change (ARCTC) Task Force includes 24 members of FoMD faculty, staff, clinical academic colleagues, trainees and researchers. The task force started its work in late July 2020.

The strategic framework was designed around the three pillars aligning with the mandate of academic medicine: Education, Research and Service.

We prepared an inventory of existing resources on anti-racism at the levels of our Faculty, the University of Alberta, and Canadian Faculties of Medicine. We surveyed our faculty, staff and learners related to their experience of individual and systemic racism. We created educational and faculty development anti-racism resources, and concluded the first phase with recommendations for the immediate and long-term implementation for our leadership to consider.

Our progress was documented on a monthly basis and reported to leadership.

In the Phase 1 report ([Jan. 2021](#)), we summarized the work by highlighting strengths and opportunities and made recommendations reflecting the work done by our working groups: Education, Research and Graduate Studies, and Services. The work was based on literature, local, national and international resources and experiences. The comprehensive document was shared with the members of the Dean's Executive Committee for further feedback.

An Anti-Racism Policy was identified as an immediate priority and authored by the Vice Dean Faculty Affairs who initiated a broad faculty consultative process.

The Assistant Dean EDI worked with the Vice Dean Faculty Affairs, the Dean, and the ARCTC membership to align with the Faculty's vision and mission in the creation of additional priorities and a pragmatic anti-racism framework.

As our daily praxis spans over different areas of relevance, and for pragmatic considerations and feasibility for implementation, the suggested recommendations were grouped under the following four areas of focus:

**Awareness      Recognition      Reporting      Management & Remediation**

For each rubric a future plan and designated offices/groups of responsibility were assigned. This framework was further reviewed in great detail by the ARCTC members, shared with members of the Faculty Affairs, Faculty Learning and Faculty Research committees for input and consultation. Longitudinal quality improvement and assessment of the future execution of this plan will be associated with the FoMD Social Accountability EDI strategic framework ([SA-EDI; June 2020](#)). The feedback was implemented and incorporated in the document.

We feel that this is just the beginning of this work and all members would like to see it continue and are committed to serving the greater good of the Faculty with moving anti-racism initiatives forward. We want the ARCTC task force to continue its work and to play a part in stemming the tide of perceived and experienced racism in the FoMD.

See membership list below.

## Members of the Committee

<b>FoMD ARCTC Committee Members</b>	
	March 29, 2021
<b>Name</b>	<b>Department/Area of Affiliation</b>
Helly Goez (Chair)	Assistant Dean Diversity
Ramona Kearney	Professor Emerita
Penny Smyth	Associate Dean Professionalism
Manjula Gowrishankar	Associate Dean Faculty Dev
Michael Van Manen	Director, John Dossetor Centre
Rick Lightning	Elder in Residence for the FoMD, UME & IHIP
Sue Chandra	Obstetrics & Gynecology
Tom Churchill	Surgery
Adee Adeleye	BMSA (student)
Elizabeth Hillier	IDMSA (student)
Wendy Brown	Administrator, Office of Education
Vincent Agyapong	Psychiatry
Nazia Sharfuddin	PGY5 Chief Resident, General Internal Medicine & Executive Board of Director for PARA
Lisa Purdy	Assistant Dean Grad Student Affairs
Nonso Ezenwa	Grad Program Advisor, Office of Research
Sita Gourishankar	Assistant Dean Admissions UME
Ayanna Rocke	FoMD Alumni, Physiology
Evelyn Asiedu	Graduate Student, Med Lab Pathology
Kimberley Kelly	Medical Representative, Diversity and Wellness, North Sector, AHS
Wayne Clark	Executive Director, Indigenous Health Initiatives Program
Eniola Salami	Black Health Lead in the MD program
Aurielee Volk	IMDSA President
Janis Miyasaki	EDI Director, DoM
Mariette Seed	Administrative Assistant, FoMD