

OHSU leadership and board of directors received an email from BERG on 8/31/2020 detailing significant concerns regarding OHSU's long history of racist practices towards its Black employees. Despite this, OHSU did not respond or acknowledge the receipt of these concerns. Four days later on September 3rd 2020, OHSU responded to a report in the LUND, but not to the Black Employees Resource group. OHSU responded to the media within hours of a piece that was published in the LUND on 9/03/2020 but has yet to respond to BERG's concerns which was sent to OHSU on 8/31/2020. This act shows a clear disregard for their Black employees by OHSU leadership and board of directors. It is a startling confirmation that OHSU cares more about their public image than the mental, physical, and spiritual health of their Black employees.

There have been three nooses since now Senior VP Dr. Du Vivier stepped into the role of VP of CDI whereby OHSU's response was harmful to Black employees. How many Black employees and students have joined OHSU since Dr. Du Vivier assumed the VP of CDI position, versus the same period a year prior? What measureable changes has occurred since Dr. Du Vivier assumed the VP role ending of 2019 to warrant a promotion to Senior VP?

In the response to the media and not its own employees OHSU listed a long list of programs that have little to no substance and were put together in a rush to project an image that they are an inclusive university.

OHSU leadership in meetings as recently as this week, have frequently admitted that the organization routinely practiced discrimination and racism in the past. Recent reports of employees experiencing racist behavior that was unresolved by HR disagrees with the notion that this happened in the past.

The OHSU BERG has real questions that need real answers to their employees. It cannot be overstated that this organization responded to a media outlet, and not their employees.

1. What specifically is being done for Black employees, students, patients, visitors, contractors, and vendors to offset the damage caused by decades of systemic racism at OHSU?
2. What tangible steps have been taken to ensure black students, faculty, staff, patients, visitors, contractors, and vendors feel safe in the aftermath of 4 noose incidents? (Not what OHSU plans to do)
3. What tangible steps have been taken over the past two years to mitigate another noose incident from happening? Considering OHSU leadership has not implemented any changes, there's no reason to think there will not be more nooses, micro-aggressions and intimidation. Based on the numerous reports of harassment and discrimination, eloquent statements and unconscious bias training are not working.
4. Who is leading the anti-racist initiatives mentioned and what are their qualifications as it relates to diversity, equity, inclusion and anti-racism? Do those leading or being considered to lead an anti-racist transformation efforts including policy and program creation and implementation possess ...real world.... Real world direct experience addressing Black workers of all professions issues in a culture where they have not historically been treated fairly? Does their experience include direct social justice work and programs specifically for Black people? Was it successful? Can they quantify their success in an environment resistant to change?
5. What is OHSU doing with recent and ongoing reports of racism that are not being addressed by HR?
6. What is OHSU doing about unresolved HR related issues (including the noose incidents) and the distrust from Black employees??

7. Why did it take OHSU over 2 years and 4 nooses to determine that there was a need to change the language in their policy regarding symbols? Who is being held accountable for this harmful error?

8. Why has no one seen this updated HR policy when it has been months since Dr. Jacobs mentioned that it would be changing?

9. Why was the decision made to move AAEO under HR instead of the president considering that HR has been derelict in their job as it relates to recruitment and retention of Black employees, derelict in their job as it relates to addressing complaints regarding harassment and discrimination on all levels and a hindrance to AAEO being able to be effective in enforcing federal law (HR aligns with managers rather than enforce or support AAEO's recommendations during investigations)?

10. Where is the apology and the pledge of substantial redress for the pain and suffering that Black OHSU staff, students, faculty, patients, visitors, contractors, and vendors have had to face in the aftermath of these noose incidents, systemic racism and denial of advancements and opportunities?

11. Where is the additional new money going, and how much of it is going to leadership salaries/bonus? CDI budget – What portion of this budget was used to increase the diversity of faculty, students and staff? Why has the proportion of Black employees remained stagnant for over 10 years and what specific steps have been taken to identify contributing factors and address same?

12. Unconscious bias training – What metrics does OHSU have that shows that there has been behavior change as a result of the Unconscious Bias Training? Scholars have pointed out the Unconscious Bias Training does not work ([Fiarman 2016](#); [Noon, 2017](#)) but antiracism practices do ([Jones, 2018](#)).

13. OHSU states it dedicates \$14M to diversity, then why are the ERG's including the BERG given such a minuscule budget (approx. \$1,000) to plan events, celebrate cultural accomplishments and traditions? If there is really \$14M allocated to diversity, and the ERG's see almost none of it, if any, and the diversity situation at OHSU is nearly identical to when OHSU practiced racism and discrimination. Once again..... Where is that money going?

14. Real world direct experience addressing Black workers of all professions issues in a culture where they have not historically been treated fairly? Does their experience include direct social justice work and programs specifically for Black people? Was it successful? Can they quantify their success in an environment resistant to change?

15. Why is it OHSU, the #1 hospital that it calls itself, so far behind on HR best practices as it relates to Black employees? Why are these not a priority beyond statements, new committees and repackaging the same trainings?

16. Why is the research mission not including Black subjects, reaching out on EVERY trial and research project to the Black community? Why are they not already entrenched? Is OHSU giving back the money they were awarded to a group that WILL do this work in COVID-19 and include the groups most highly impacted? If not, OHSU is taking money from those communities.

17. And last but not least.... WHEN DID OHSU STOP PRACTICING DISCRIMINATION? The Black employees would love to know.