

B.E.R.G Leadership Requests and Responses:

Request 1: Declare that OHSU has a ZERO tolerance policy towards racism that includes accountability, utilizing current, and new policies to enforce said zero tolerance policy (Asked 9-12 months ago)

Response 1: N/A

Request 2: Put up signs across campus that Racism in any form will not be tolerated at OHSU and its affiliates. (Asked 6-12 months ago)

Response 2: N/A

Request 3: Put Black individuals with the credentials and background in positions of leadership to make decisions and lead the charge against racist behavior. Dr. Rosemarie Hemmings has been nominated several times. (Asked 9-12 months ago)

Response 3: OHSU: There are no plans to create specific, new positions for Black employees. This, despite OHSU floundering, and several leaders having admitted to not knowing where to even start.

Request 4: Examine the data and start hiring, and promoting with emphasis on increasing the black representation in positions of leadership as well as front level, middle tier and upper management. (Asked 9-12 months ago)

Response 4: Hire consultant to say the same thing and ultimately do nothing.

Request 5: Establish a department where Black employees and other under represented employees can go to report racist and bias behavior from employees and management and get actual RESOLUTIONS.

Response: OHSU appoints HR who has been the biggest obstacle black employees have faced when it comes to reporting racial discrimination, bias, and bad treatment to lead the anti-racist movement.