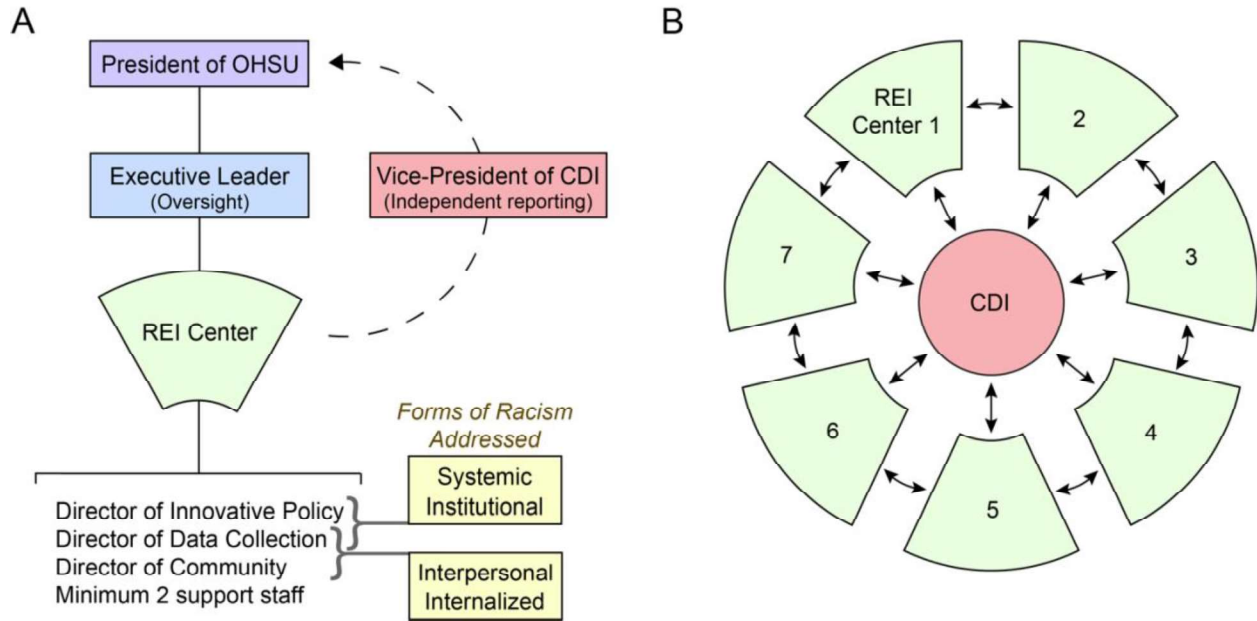


Summary

The Alliance for Visible Diversity in Science (AVDS) proposes decentralizing racial equity and inclusion (REI) work by creating multiple REI Centers to serve different populations of OHSU. The REI centers will work to dismantle systemic racism through community building, data collection, and policy improvement. This decentralization creates a structural foundation to move OHSU towards becoming an anti-racist institution and demonstrates their core values of [transparency, diversity, quality, and service excellence](#).

The Racial Equity and Inclusion (REI) Center Model



Current OHSU Model	REI Center Model
Lumps race/ethnicity in with other forms of diversity, which downplays systemic racism	Recognizes that systemic racism is a unique challenge that requires special focus
CDI is responsible for all DEI work at all OHSU campuses, for >22,000 people	Multiple REI Centers, each with a minimum of 5 full-time employees devoted to REI work
No standards or enforcement for data collection and transparency	Data collection is standardized, shared with the community, and drives decision-making
No one is accountable for completion or efficacy of racial equity work	REI Centers and their programs/departments can be held accountable for their REI work
Tries to build one community across all OHSU campuses, a virtually impossible task	Builds local communities with the people we work with and see day-to-day
Volunteers, mostly BIPOC, carry the burden of REI work with little to no recognition or pay	Gives adequate pay and recognition for REI work, and compensates volunteers