Students and Colleagues,

We extend our thanks and appreciation to all of you for our conversation Wednesday evening. We were inspired by your passion, questions, comments and commitment to action. We are committed to working together to make our medical school a more equitable environment for everyone.

As we discussed, reflection and conversations are important, but they need to lead to meaningful and impactful actions. To that end, here are the initial action items we discussed:

- The University of Utah School of Medicine (SOM) will create a $1 million-dollar scholarship fund—and will ask for a challenge match from our supporters—to be used for 4-year full tuition scholarships for students underrepresented in medicine. Funding has already been set aside to begin with the class matriculating in August 2021, and our fundraising team will begin work immediately on the matching funds so that the number of scholarships can be further increased.

- The University of Utah School of Medicine will create an Anti-Racism Commission, which will identify practices, policies, and structures which perpetuate systemic racism or are perceived to perpetuate systemic racism in our school, and recommend practices, policies, and structures to replace them, creating a culture and environment of active anti-racism, equity, diversity, and inclusion. The Commission will initially organize its work around the four areas identified by White Coats for Black Lives students:
  - Law enforcement
  - Admissions
  - Support for Black, Indigenous, and People of Color
  - Curriculum.

The Commission’s charge may expand as reviews of systems reveal other areas that need to be addressed. The Anti-Racism Commission will report directly to Dr. Good, with a steering committee led by Drs. Satoshi Minoshima, Kola Okuyemi, Jose Rodriguez and Paloma Cariello. Each working group will consist of three faculty members (one from the SOM Executive Committee, one from the SOM College Council and one from University and SOM EDI leadership) and three students (one member of student government and two representatives of White Coats for Black Lives). These groups will be a safe space, where students and faculty are free to express themselves without fear of retribution.

The Steering Committee will hold its first meeting before the end of June, and each of the four workgroups will be appointed and hold their first meeting during the month of July. We will ask these work groups for a status report no later than September 15, and to present specific recommendations, work plans and deadlines for completion of work no later than the end of November.
During our conversation, we heard your concerns about involving students of color in this process, and we will all work together to ensure this happens. In addition, we will consider incorporating the other recommendations that were raised as we move forward, including:

- Compensation for students who work on these efforts
- Examine our mission, vision and values statement and look to our PA program as a model
- The need for written responses and timelines for items outlined in the student letter

This is an important time in our country, state, community, and profession. We are honored to work together with you and our medical school students, staff, faculty, and leaders on this most important journey.

Sincerely,

Michael L. Good, MD
CEO, University of Utah Health
Senior Vice President, Health Sciences
Dean, University of Utah School of Medicine

Wayne M. Samuelson, MD
Vice Dean, Education, University of Utah School of Medicine