The Anti-Racism Taskforce has five subcommittees. Their current areas of focus for the next few months are:

**Assessment & Evaluation Subcommittee**
- Create recommendations for improving transparency of racial/demographic data for faculty, students, and staff and as well as creating recommendations for regular reporting and access
- Complete racial justice report card OR equivalent self-assessment for progress in equity/anti-racism work for each health professions program
  - A modified racial justice report card is appropriate if needed
- Create recommendations for data on climate/culture for current URM learners and sharing results (best practices for assessing environment, i.e. survey, focus groups in addition to frequency of assessment and reporting of results)
- Create recommendations for best practices for student/peer, course, instructor, advisor, and educational leader assessment with focus on bias in underrepresented instructor evaluations as well as peer evaluations

**Health Professions Curricula Subcommittee**
- Create recommendations on best practice for inclusion of anti-racism content across health professions programs (preclinical and clinical) and specific topics to include (i.e. what should be taught about race and racism and how should it be taught?)
- Create recommendations on best practices for inclusive and equity minded educational content (cases, images, slides, oral presentations) across courses and clerkships and reduction of biased language in content and examination
- Create program specific recommendations for content delivery (frequency, timing, method, length, assessment)
- Create recommendations for student facilitator development and education

**Health Professions Faculty Training Subcommittee**
- Create recommendations for Educational Faculty (i.e. faculty involved in health professions education across programs) Development and logistics (positions needed, support structures and resources needed including technology, staff, databases and funding specifics (FTE/effort/cost) to support education in bias and anti-racism.
- Create recommendations for novel methods of communication and coordination of opportunities (i.e. recommendations on best practices for faculty to access trainings and opportunities across SOM) for faculty
- Create recommendations for best practices for anti-racism and anti-bias training for adult learners at multiple levels (i.e. staff, faculty, leaders) and specifics /logistics on frequency, delivery method, length, and evaluation

**Micro-Macro Aggressions & Professionalism Subcommittee**
- Create/collate educational materials about micro and macro aggressions and how to recognize and respond (bystander vs. victim)
Create recommendations on communication of these resources

- Collate current reporting systems at Duke Health (what are they, where are they, what is assessed among various problems)
- Create recommendations on the development and deployment of a novel user friendly reporting system (best practices and specifics on technology, with goal towards enhanced transparency)
- Create recommendations on consequences (i.e. education, remediation or removal/dismissal)

Student Affairs Subcommittee

- Create recommendations for best practices for support and advising of BIPOC and other underrepresented in medicine groups/identities (beyond current advising structures)
- Create recommendations for development of a real-time/immediate national and local event/crisis response team, BOTH
  - Re: communication recommendations (logistics, what to say/when, how/who?)
  - Re: support, debrief, discussion when needed/desired
- Create recommendations for pre- and post matriculation academic support for admitted students (best practices) from underrepresented backgrounds
- Create recommendations for best practices regarding environments of learning/studying (physical spaces, photos, pictures)