



## Joint Statement from AMS Affinity Groups United

**To: Dean Jack Elias, Dean Allan Tunkel, Dean Michele Cyr, Dean Roxanne Vrees, Dean Joseph Diaz, Dean Kimberly Galligan, Dean Edward Hawrot, Dean Sharon Rounds, Dean Luba Dumenco, Dr. Dana Chofay, Dr. Steven Rougas, Dr. Gowri Anandarajah, Dean Sarita Warrier, Dean Thomas Chun, Dean Michelle Forcier, Dr. Paul George**

We, the AMS chapter representatives of major student affinity groups (Student National Medical Association (SNMA), Latino Medical Student Association (LMSA), Asian Pacific American Medical Student Association (APAMSA), American Medical Women's Association (AMWA), & Spectrum), call upon the administration to take firm, decisive, and explicit action against the persistent and growing threat of racism and anti-Black violence in the United States and abroad, and commit to protecting the students of the Brown University community.

In recognition of your stated commitment to racial justice and the privilege and power of your station, we demand your formal commitment to protecting and standing in solidarity with your students and colleagues of color in opposition to the oppressive forces of white supremacy and systemic injustices. We ask that you make public to all Alpert Medical School (AMS)-associated digital and social media platforms your statement addressing and denouncing the police brutality that killed George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, and many others listed [here](#). Furthermore, we ask that you invoke other medical education institutions and the USMLE to take similar action.

In grappling with the current sociopolitical climate, we must look inward into our own communities, and reflect upon the ways our own shortcomings and failures have contributed to the problem. Both the Warren Alpert Medical School and Brown University are predominantly white institutions. Several of Brown University's founders and early benefactors were heavily involved in and profited from the transatlantic slave trade. The University itself has displaced the Narragansett and Wampanoag peoples and long-standing communities of color in Providence. As such, AMS profits from and perpetuates systems of oppression that have been in place since the creation of this country. Black students, other students of color, queer students, and all underrepresented students have felt unheard by the administration long before the tragic murders of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery and the countless unnamed Black people who lost their lives at the hands of police.

We are proud of the fact that AMS has consistently sought to be at the forefront of social justice leadership in medicine and medical education, and of the students who have driven the initiatives in pursuit of that shared ideal. Prospective students aspire to attend AMS and Brown University because of this legacy, seeking to join a community of outspoken advocates who have a deep understanding of the interplay between systemic racism and the health of our communities. We



seek to continue building on the progress that AMS has made in the hopes of continuing to set the standard for structurally competent care that is catered to the unique needs of our patients.

**As leaders of an educational institution, you have a moral, ethical, and professional responsibility to act on the statement that AMS released on May 30th. Each of the student affinity groups at AMS has been working hard to correct these same inequalities at the community level, but the onus of correcting injustice should not fall on the shoulders of the oppressed. We invite you to leverage your privilege and power and join us in our shared objective of bettering the health and well-being of the most marginalized among us. We have united to create the following list of demands for the administration.**

**We request your immediate response to each of the following demands:**

- 1. Fund Anti-Racism Training** — We call for AMS to commit to annual funding explicitly allocated for mandatory anti-racism training led by POC for all medical students, faculty, and administration to attend, including passing a competency evaluation following course completion.
  - a. Bolster and broaden required anti-racism training for Doctoring faculty to be held more than once a year. Doctoring faculty who are unable to attend must be held accountable for their absence and required to complete an alternate assignment. This training must be in addition to, and not in place of, the broader anti-racism training for all AMS community members.
- 2. Publish Disaggregated Demographic Admissions Data** — Publish, on an annual basis and in a timely manner, publicly available demographic information of admitted students and matriculants, disaggregated by race/ethnicity.
- 3. Increase Admission of Black and other URiM Students through the Standard Admissions Route** — Commit to admitting more Black and underrepresented in Medicine (URiM) students to AMS through the standard admissions route, while maintaining and expanding the pipeline programs (i.e. the Program in Liberal Medical Education and the Early Identification Program in Medicine at Tougaloo College), and draft a tangible plan to accomplish this goal. Provide annual progress reports on strategies implemented for this goal.
  - a. Provide a space for URiM applicants to speak specifically with URiM medical students on interview day, an action that has been taken by other medical schools such as the University of Texas Health Science Center at San Antonio, Northwestern University Feinberg School of Medicine, and Case Western Reserve University School of Medicine.
  - b. Create a contemporary definition of URiM for the purpose of admissions that is based on available, up-to-date regional and state demographic information.



4. **Diversify Faculty and Administration** — Commit to hiring and promoting more Black, POC, queer, and trans\* faculty and administration to increase the availability of mentors for students of color, independent of, or in partnership with, Lifespan and other affiliates, and draft a tangible plan to accomplish this goal utilizing feedback from URiM students at AMS.
5. **Investigate Disparities in Remediation** — Investigate why Black and POC students across all class years are more likely to remediate than their white peers. Commit resources to correcting the institutional policies and lack of support that perpetuate this trend.
6. **Overhaul Anti-Racist Education** — In line with the administration's efforts to redesign Ability VII, commit to integrating and expanding education on race/racism in medicine throughout preclinical and clinical training beyond the already existing non-comprehensive curriculum.
  - a. Health Systems Sciences (HSS) material **must** be considered as essential to the curriculum as the biomedical science components and not be overly simplified to ease consumption. Students should be held to the same high expectations for mastery of HSS material as they are for biological sciences material.
  - b. Incorporate longitudinal small group discussions on the intersections of racism, healthcare, and the social/structural determinants of health.
  - c. Create a mandatory active learning module on basics of public health and health systems sciences, including an anti-racism component, to be completed by all incoming first years prior to the start of the fall semester.
  - d. Create a committee dedicated to completing a regular and thorough review of existing curriculum materials, including all lecture handouts and presentations, to correct or remove information that perpetuates the inaccurate and harmful myth of biological differences in race and ethnicity.
7. **Organize URiM Focus Groups** — Hold focus groups that bring together underrepresented minority students and AMS faculty and administration twice a semester to promote ongoing dialogue.
8. **Divest from Safariland** — Join the Department of Sociology and others at Brown urging the university to cut all ties with Safariland, the producer of teargas – a chemical agent that has deleterious effects on the respiratory system and can further propagate the COVID-19 pandemic – that has been dangerously deployed on protesters by police here in the United States, Palestine, Puerto Rico, and other areas of the world.
9. **Protect Student Advocacy** — Commit to protecting student advocates who bravely speak out against AMS, Brown University, and affiliated institutions in situations of injustice that impact students, patients, or other parties. Policy should be formally written and adopted that creates programs for anonymous reporting, and for protecting students from retribution by individuals who are higher on the healthcare hierarchy.



**10. Publicly recognize this list of demands and your plan to address them and encourage other medical institutions to do the same.**

In solidarity,

**Student National Medical Association (SNMA)**

**Latino Medical Student Association (LMSA)**

**Asian Pacific American Medical Student Association (APAMSA)**

**American Medical Women's Association (AMWA)**

**Spectrum**