



# Alliance for Visible Diversity in Science 2019-2020 Annual Report Summary

(SEE THE FULL REPORT [HERE](#))

## General Information

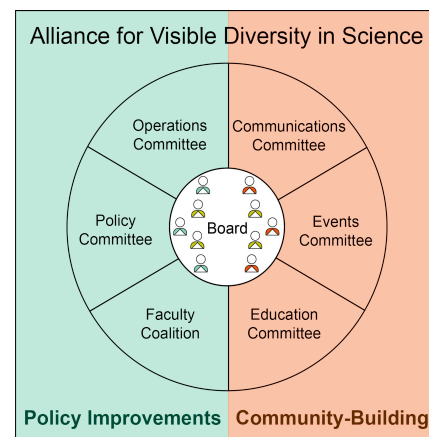
The mission of AVDS is to increase **racial and ethnic equity** within the research programs at Oregon Health and Science University (OHSU) by recruiting, retaining, and most importantly supporting graduate students, postdoctoral scholars, staff, and faculty members from underrepresented backgrounds.

### Main highlights from the year:

- We **restructured our group** (see image to right) from a classic hierarchical structure with a president at the top to a more decentralized power structure
- We formed 2 new committees, the **Policy Committee** and **Faculty Coalition**
- Huge growth, with a doubling in the number of committee members

We carry out our mission through **community building** and **policy change**. The achievements of our committees in these 2 areas is highlighted below.

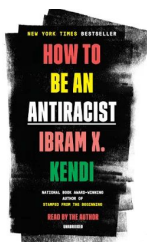
### AVDS new structure



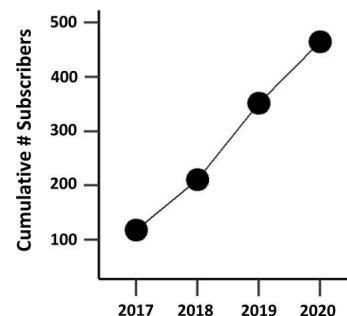
## Community Building

### Education Committee Highlights

- Racial Justice Accomplice Training
- Quarterly documentary screenings
- AVDS Book Club
- Nonviolent Communication Training
- Host guest speaker Dr. Tirin Moore (*postponed due to COVID-19*)



### AVDS newsletter subscribers by year



### Events Committee Highlights

- Monthly Happy Hour
- Board Game Nights
- Graduate program recruitment

### Communication Committee Highlights

- Growth in newsletter subscribers and visitors to our website
- Growth and streamlining of external communications

## Policy Change

### Operations Committee Highlights

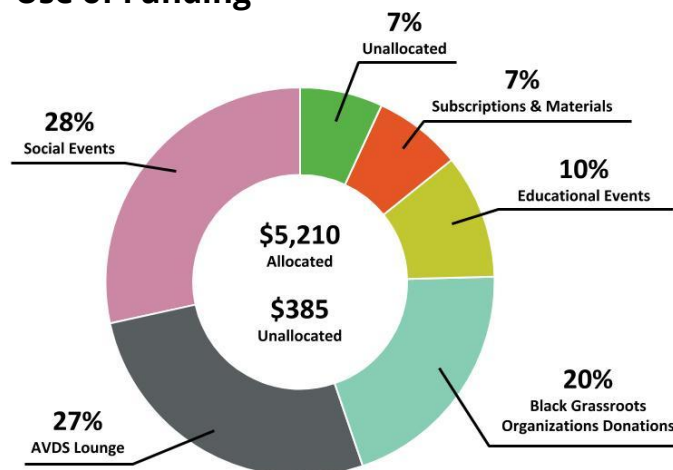
- Coordinated establishment of AVDS Lounge
- Standardized surveys and internal data collection/analysis, started a GitHub repo that we will make open access
- Assessed School of Medicine Annual Diversity Report
- Aided with revision of SOM Diversity Action Plans

### Board members & Policy Committee

- Helped publish and present (to the OHSU Board of Executives) a new model for [Revising OHSU's approach to racial diversity, equity, and inclusion](#)
- Chief Research Officer has committed to piloting our proposal of "REI" (Racial Equity & Inclusion) Centers

**Faculty Coalition** - Formed at the end of the year - stay tuned!

## Use of Funding



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