To the UVA Health Leadership and GME,

The UVA Health Housestaff met on Saturday June 8th to discuss the recent murder of George Floyd and the killings of so many other Black and Brown people at the hands of the police. These events are the result of a system which has, for the last 400 years, killed, oppressed, and pushed down an incalculable number of human beings. This system remains in place today and **MUST** be fundamentally changed. Change will require significant effort and must happen at all levels. As such, in order to focus on the process of change, the Housestaff have prepared a number of action items for UVA Health and UVA Graduate Medical Education (GME). These are enumerated below:

Action items for UVA Health

1. UVA Health must recruit and retain more Black and Brown faculty members.
2. Martin Luther King Day is a Federal holiday and must be recognized as such by UVA Health. There should be no elective procedures and all UVA clinics must be closed on this holiday.
3. UVA Health must establish the position of Chief Diversity Officer whose sole focus will be on improving issues faced by minority and disenfranchised patients and staff, promote diversity, and work toward eliminating racism at UVA Health.
4. UVA Health must adopt a policy of inclusiveness of Black and Brown culture in defining "professional" attire/hair styles.
5. There must be a broader commitment from UVA Health and the UVA Medical School for pipeline programs for Black and Brown members of the Charlottesville community. There must be funding for as well as protected time for faculty/housestaff/employees to dedicate toward these programs.

Action items for GME

1. GME must include rigorous anti-racism and diversity training during on-boarding of new residents/fellows and require all residency/fellowship programs to have a dedicated and ongoing anti-racism and diversity curriculum. This training should be in-person and interactive.
2. There must be mandatory anti-racism and diversity training for all program directors and associate program directors on a yearly basis.
3. GME must commit to recruitment and retention of diverse residents. Programs must be held accountable for their efforts for recruitment of diverse residents/fellows by making this a component of the annual program review. Programs must also be held accountable for resident retention and must demonstrate that tangible support has been provided.
4. On Martin Luther King Day, all residents must have the opportunity to take at least 1 hour of the day off in order to observe the holiday and reflect on issues of racism.

This list is by no means comprehensive and the Housestaff will continue to develop ways in which we can make UVA Health a safer, more inclusive, and equal community.