

EXHIBIT A

SCOPE OF WORK

KU Medical Center REPAIR Project Photovoice and Listening Sessions Request for Collaboration with The Black Archives of Mid-America in Kansas City

Collaboration Overview

As a component of the REPAIR Project, KU Medical Center will collaborate with the Black Archives of Mid-America in Kansas City to conduct an oral history study through listening sessions and visual ethnography (Photovoice) to gather salient stories of lived experience, racialized trauma, and repair. Our collective goal includes recruiting 30 persons from listening sessions to participate in one-to-two-hour interview sessions; the one-on-one interviews will also make use of Photovoice methodology, where participants will be asked to share up to 15 photos that represent their lived experiences and the experiences of their family regarding racism, as well as photos that envision how we can repair the harmful consequences of racism in their communities. Through the voice of these community members, we will create a permanent curated archive at KU Medical Center and the Black Archives of Mid-America in Kansas City.

REPAIR Project Purpose

The proposed project is a component of a larger KU Medical Center initiative, the REPAIR Project. The REPAIR Project is a repeating four-year initiative designed to address *Anti-Black Racism and augment Black, Indigenous, and People of Color (BIPOC) voices and presence in Science and Medicine*. This project addresses racism in health care as an educational problem by providing a theoretical framework for coordinating and implementing social justice and anti-racism curriculum throughout the university. The project is organized around one central question: how can academic medical centers *repair* the harms caused by 1) centuries of neglect, exploitation, and abuse of people of color in clinical encounters, and 2) biomedical systems of knowledge that have justified this mistreatment by generating and upholding theories of race, racial difference, and racial inferiority?

This component of the REPAIR Project aims to engage community members in listening sessions to gather stories to better understand the individual, family, and community harm caused by racism and identify what we need to repair. Our questions are: 1a) What are the harms that local community members carry with them? 1b) What are their inherited memories and lived experiences of harm at the hands of biomedicine? 2a) What restorative actions would it take to repair those harms? 2b) How should KUMC and other area institutions work with communities to design and implement its restorative work?

Specific Aims & Pillars of Understanding:

1. Host a series of listening tours to collect community oral histories of harm imposed on them at the hands of the biomedical profession.
2. Curate the collected oral histories into a permanent archive at the Black Archives of Mid-America.
3. Analyze the oral histories to draft an institutional blueprint that defines repair and sets measurable institutional goals for action.

REPAIR Project Initiatives are organized around four main pillars of understanding:

1. **Understanding the history** of the role of biomedicine in perpetuating racism and reinforcing theories of racial difference and racial inferiority;
2. **Decolonizing the health sciences** from bench to bedside, including deconstructing the use of race as a proxy in medical decision-making;
3. **Taking action** to develop strategies to address structural racism and other isms from a socio-ecological perspective; and
4. **Accountability** - envisioning how the field of biomedicine can repair these harms. This oral history and photovoice project aims to achieve that community accountability that is the cornerstone of the overall project.

Research Plan and Design

Study and objectives: The first and foremost priority of the REPAIR Project is to fully collaborate with the communities surrounding each institution that adopts it as a framework. This community participation will help ensure local community engagement and exposure for the project's duration. The study has the following objectives:

1. Recruit approximately 80 community members with diverse lived experiences, including but not limited to diversity in age, gender, education, socioeconomic status, and neighborhood, to take part in group forums throughout the Kansas City Metro area.
2. Train community members who are not KUMC employees to moderate group forums using a trauma-informed care format.
3. Select approximately 30 individuals from the group forums who have the most salient stories to sit for two-hour-long, one-on-one interviews to be included in the oral history archive.
4. Make use of the Photovoice methodology during the second interview. We will ask participants to take about up to 15 photos representing their experiences and the experiences of their family of racism and photos that envision how we can repair the harmful consequences of racism in their communities and ask them to discuss the significance of each photo during the second interview.
5. The Principal Investigators will analyze the oral histories using thematic analysis for themes across all narratives.

6. Compose a written report to use as a benchmark for defining repair.
7. Validate the written report with the local community, both those who participated in the initial forums and additional community members who did not.

Budget Proposal – Total project contribution from KU Medical Center is requested at \$10,000 and is itemized as follows:

- Personnel \$6,000 – information gathering, proofreading exhibit panels, setup, project ideation, implementation, etc.
- Equipment \$1,500 – technical expertise for recording photovoice and visual research methodologies, use of recording studio
- Storage \$1,500 – archived materials digital and physical storage
- Materials \$1,000 – accessing appropriate documents, pictures, etc.
- Total = \$10,000

Collaboration Contacts:

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- Co-Investigators: Jill Peltzer, Ph.D., APRN-CNS (jpeltzer2@kumc.edu) and Crystal Lumpkins, Ph.D. (clumpkins@kumc.edu)
- Black Archives of Mid-America in Kansas City Consultant: Carmaletta M. Williams, Ph.D. (drcarma@blackarchives.org)
- KU Medical Center Office for Diversity, Equity and Inclusion: Danielle Binion, MA, Ed.D. (dbinion@kumc.edu) and Antoinette Redmond, MBA (aredmond2@kumc.edu)