

#WHITE
COATS
4
BLACK
LIVES



2015
UCSF

office of diversity and outreach annual report

Last fall, the tragic deaths of Mike Brown and Eric Garner at the hands of police shook the nation. The killings galvanized people and chants of “I can’t breathe” and “Hands up, don’t shoot” soon were heard across the nation.

At UCSF, students organized under **White Coats 4 Black Lives** and staged a “die-in” in solidarity with the victims of police brutality. The communication released by the group made a profound statement, “We feel it is essential to begin a conversation about our role in addressing the explicit and implicit discrimination and racism in our communities and reflect on the systemic biases embedded in our medical education curricula, clinical learning environments, and administrative decision-making.”

The “die-in” at UCSF had a ripple effect which led to a complete overhaul of the School of Medicine retreat to be retitled, “Race Matters”. This was the first time in my 32 year career at UCSF where race had been examined in such a way.

The efforts of White Coats 4 Black Lives and related organizations ensures that we recognize the role that race plays in our medical system and education. This is important not only for students of color and those from underrepresented communities but equally critical for all students and the administrators and faculty that interact with them.

Chancellor Hawgood’s announcement earlier this spring on the Climate of Equity and Inclusion as one of the strategic pillars for the future of UCSF, provides us with an excellent opportunity to advance the diversity work throughout the institution within a unifying framework.

In our office this past year we have codified our key areas of work to be: compliance, outreach, campus climate, and education and training. What you will see in this report exemplifies some of the efforts that we are pursuing across these four main areas of work.

As the White Coats 4 Black Lives exemplified, the work at UCSF is impacted

by the events across the nation. The Supreme Court decision on marriage equality, while anticipated, was met with great enthusiasm here at UCSF. Over 200 hundred people marched in this year’s Pride parade on the same day that the nation commemorated the 46th anniversary of the Stone Wall Riots, which initiated the long fight for LGBT rights. The June 26 Supreme Court ruling on marriage equality is not only a landmark decision for the LGBT community, but a profound victory for ALL supporters of civil rights.



It is equally important to remember that this year also commemorates other key civil rights decisions that have had far reaching implications: the 50th anniversary of the Voting Rights Act of 1965, the 25th anniversary of the Americans with Disabilities Act of 1990, and the 50th anniversary of Medicare/Medicaid.

As we start a new academic year, we are mindful of the importance of our work for a more inclusive society. The Office of Diversity and Outreach will continue, with vigor, our task of eliminating the systems and practices that are barriers to a more diverse, equitable, and inclusive UCSF.

We hope you enjoy this report of the 2014-15 academic year.

J. Renée Navarro, PharmD, MD
Vice Chancellor Diversity and Outreach

Diversity and Outreach

MISSION STATEMENT



The **mission** of the Office of Diversity and Outreach is to build a broadly diverse faculty, student, trainee and staff community, to **nurture a culture** that is welcoming and **supportive**, and to **engage diverse ideas** for the provision of culturally competent education, discovery, patient care and **community** engagement.

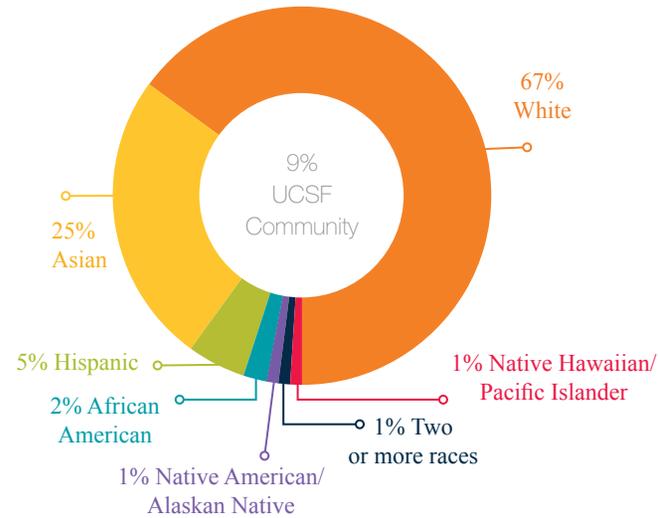
UCSF COMMUNITY BY GENDER

Includes faculty, staff and postdocs, students, trainees



TOTAL: 26227
100% UCSF Community

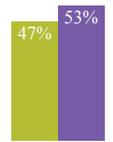
FACULTY



TOTAL: 2777

GENDER

% FACULTY

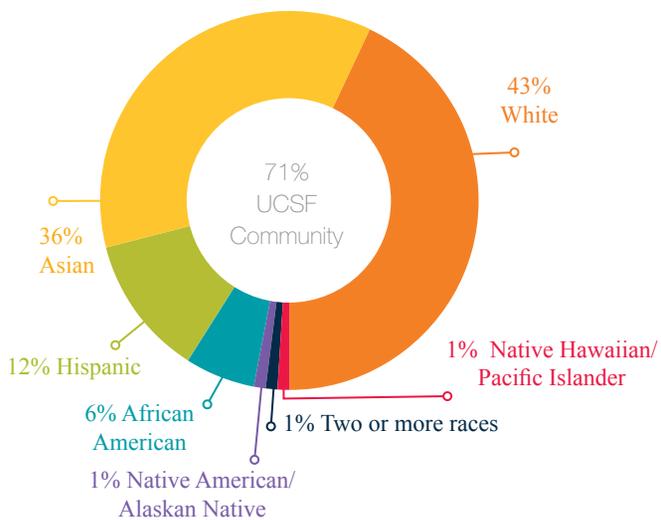


% UCSF COMMUNITY



Female Male

STAFF



TOTAL: 17744

GENDER

% STAFF

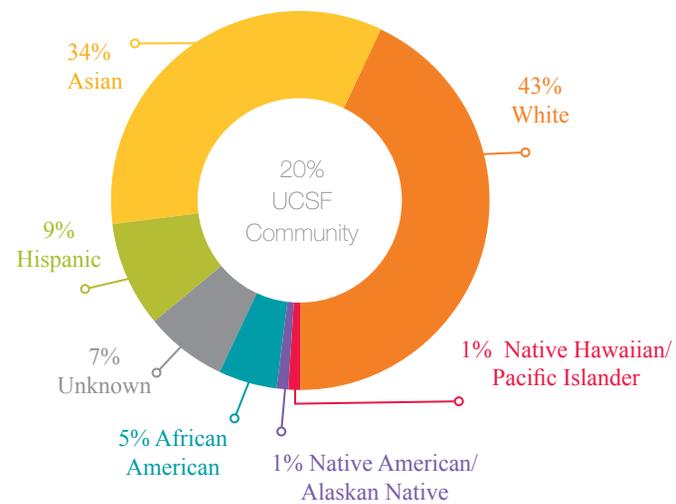


% UCSF COMMUNITY



Female Male

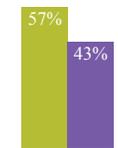
POSTDOCS, STUDENTS, TRAINEES



TOTAL: 5706

GENDER

% LEARNERS



% UCSF COMMUNITY



Female Male

Data: Fall, 2014

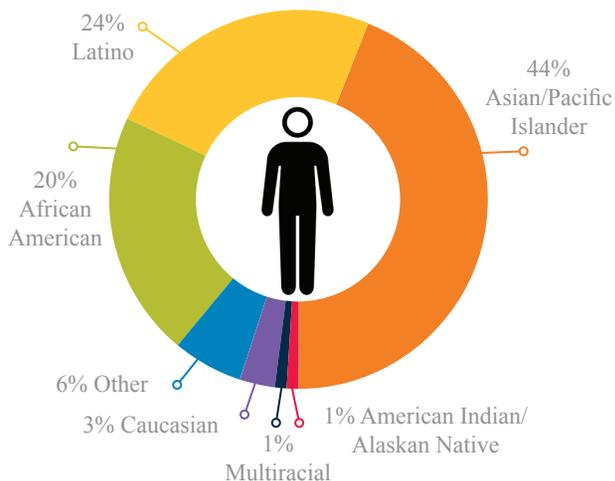
Areas of Work

STUDENT OUTREACH

- EAOP** Early Academic Outreach Program: 1473 K-12 students
- UCSF** Inside UCSF: 94 Underrepresented (URM) undergraduate students
- UCDPI** University of California Diversity Pipeline Initiative (UCDPI): 59 URM female professional students

TOTAL: 1626

STUDENT RACE/ETHNICITY



CAMPUS CLIMATE

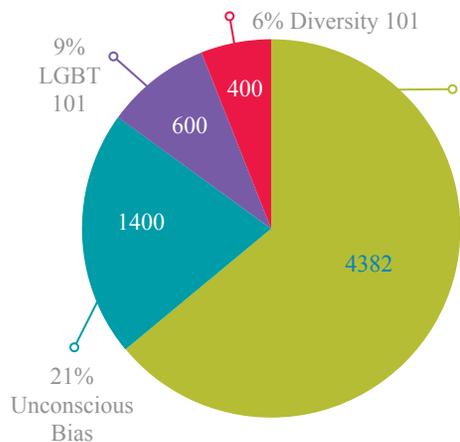
67
PROGRAMS

ATTENDANCE:
4683

TYPES OF PROGRAMMING:

- | | |
|--------------------------|--------------------------------------|
| Cultural Film Screenings | URM Student Mentoring |
| Panel Discussions | Visibility Projects |
| Tabling | National Heritage & Awareness Events |
| Forums | Diversity Dialogues |
| Social Gatherings | |

EDUCATION & TRAINING



TOTAL: 6782

- 788 in-person trainings in sexual harassment prevention and sexual violence awareness and prevention, Title IX Coordinator Training and violence against women.
- 2842 online, individual sexual harassment prevention trainings
- 752 individual Violence Against Women online training

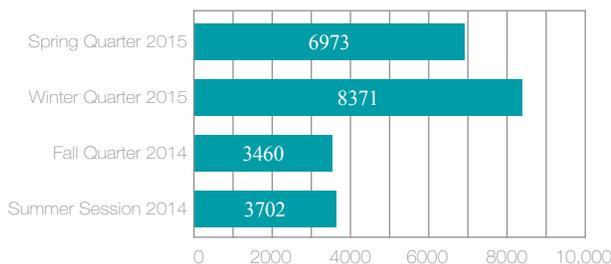
COMPLIANCE



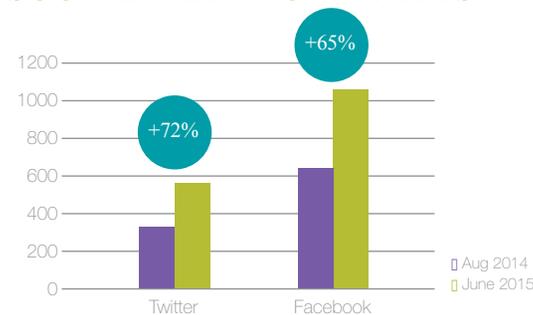
TOTAL COMPLAINTS: 168

NOTE: a single complaint often contains more than one allegation.

WEBSITE TRAFFIC



SOCIAL MEDIA CHANNELS



VISIBILITY >>>

UCSF Outreach



OUTREACH

The Office of Diversity and Outreach (ODO) engages in annual outreach initiatives focused on increasing the number of underrepresented minority (URM) learners in the health sciences.

During the 2014-15 academic year, ODO engaged with 1626 students from primary to graduate level education. Refer to the Areas of Work Infographic on page 5 for further information.

UCSF Outreach



The Office engages direct outreach at meetings and universities with large numbers of students from groups currently underrepresented at UCSF. Programs include K-12 academic advising and mentoring with the **Early Academic Outreach Program**; networking with URM undergraduate students during the two day inter-professional outreach program, **Inside UCSF**; and encouraging URM women in health sciences to pursue careers in academia with the University of California Diversity Pipeline Initiative (**UCDPI**).

Campus Climate



CAMPUS CLIMATE

The Office of Diversity and Outreach conducts a vast array of programming dedicated to addressing campus climate and supporting UCSF's goals of greater diversity, equity, and inclusion.

To improve campus climate, ODO collaborated with key campus organizations to produce 67 programs reaching over 4000 members of the campus community. Refer to the Areas of Work Infographic on page 5 for further information.

Campus Climate



During October's Diversity Month, the Office of Diversity and Outreach collaborated with **22** campus organizations to produce and promote **11** events with a total attendance of **1400**. The month entitled, “**Building Community at UCSF**”, included the 2014 Chancellor Diversity Awards, the Health Disparities Research Symposium VIII, and the 6th Annual Partnerships Celebration highlighting the work UCSF does with San Francisco community based organizations.

Campus Climate



UCSF highlighted the accomplishments of the campus community in the **Chancellor Diversity Awards** Ceremony celebrating **12** champions in the following categories:

Advancement of Women, Disability Service, GLBT Leadership and the MLK, Jr. Award for Diversity.

Campus Climate



Throughout the year, the Office of Diversity and Outreach has collaborated with campus partners to engage in meaningful diversity dialogues. The office has honored **Sylvia Mendez, RN** for her family’s work in desegragating California’s public school system; **Daniel A. Collins, DDS**, for being the first African American professor in the school of dentistry; and **Claude Steele, PhD**, for his work on the impact of stereotype threat.

UCSF Campus Climate



UCSF student led initiatives play an integral role in promoting a campus climate of equity and inclusion. The Office of Diversity and Outreach has supported these efforts with a film screening from the University's first **DREAMER** student, the 8th Annual **LGBTQI** Health Forum, and the formation of the national organization **White Coats 4 Black Lives**.

Education & Training



EDUCATION & TRAINING

As part of its mission, the Office of Diversity and Outreach conducts trainings for the campus community on issues related to equity and inclusion.

During the 2014-15 academic year, over 6000 members of the campus community were trained in areas specific to unconscious bias, LGBT 101, diversity 101, and compliance. Refer to the Areas of Work Infographic on page 5 for further information.

Education & Training



Do Acculturation Factors... Mitchell Luu, MD¹; Tingting Yao, PhD²
¹Department of Medicine, ²Institute For Health & Aging, ³Department of Psychiatry, Univ

Results
 Table 1: Demographic Characteristics of Non-Hispanic Whites and Asian Americans

Characteristic	Non-Hispanic White (%) n=26,376	Asian American (%) n=4,526	P value
Gender			
Male	41.4	43.8	<.01
Female	58.6	56.2	
Age			
18-24	4.1	10.2	<.01
25-44	15	25.5	
45-64	40.4	37.4	
65+	40.5	26.9	
Marital Status			
Married	50.4		
Not Married	49.6		
Household size			
1 person	52.3	27.3	<.01
2 persons	31.7	18.8	
3 persons		21.2	
4 persons		13.9	
5 persons			
Employment			
Employed	52.3	47.7	<.01
Unemployed	47.7	52.3	
Retired	21.3	39.5	<.01
Homemaker	78.7	60.5	<.01
Student	21.3	39.5	
Other	92.6	87.5	<.01
Unemployed	7.4	12.5	
Care			
Primary Care	91.7	86.3	<.01
Specialty	8.3	13.7	
No Care	75.2	67.2	<.01
Other	24.8	32.8	
Insurance			
Medicaid	42	94.7	<.01
Medicare	5.3	5.3	
Private	82.6	37.4	<.01
Other	70.9	29.1	<.01
Uninsured	70.7	29.3	<.01
Other	48.9	51.1	0.35
Other	51.1		
Other	66.3	33.7	<.01
Other	24.2	4.4	<.01
Other	16.0	16.0	
Other	55.5		

Table 2: Asian Americans An

Characteristic	Non-Hispanic White	Asian American

Table 3: Correlates Assoc

Characteristic	Race
Enabling Resources	Employment status
	Poverty Level
	Insurance status
	Having Usual Source
	Education Level
Health Related Conditions	Binge Drinking
	Overweight or Obese
	Smoking Status
	Disabled
	Self-Rated Health
Preventive Healthcare Utilization	Flu Vaccine in the
Acculturation Factors	English Proficiency
	Citizenship and P
	Born

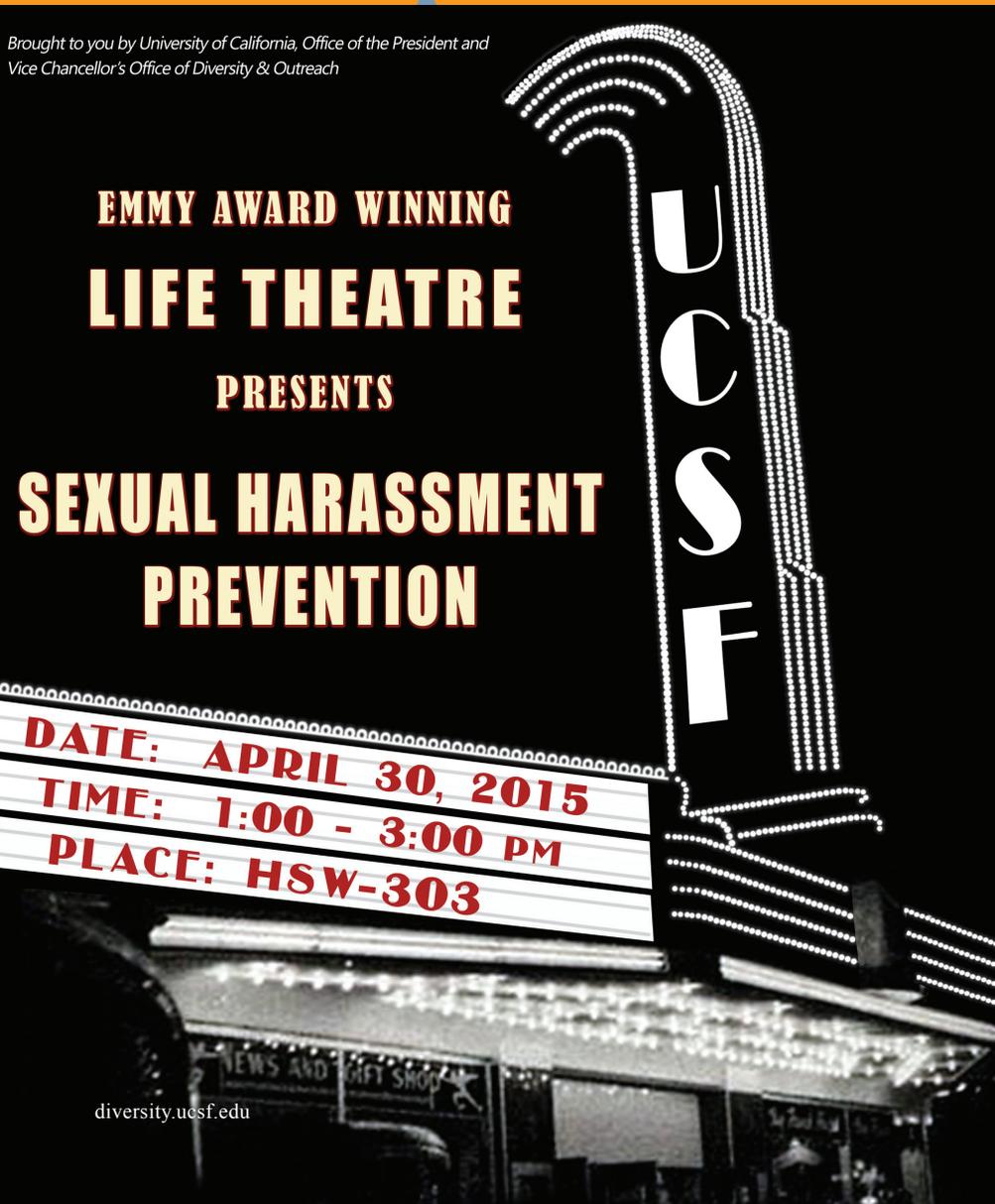
HEALTH DISPARITIES RESEARCH SYMPOSIUM

The Office of Diversity and Outreach hosted an annual symposium in October, 2014 on health disparities with 346 people in attendance. In its eighth year, the symposium highlighted faculty and trainee research on health disparities. 71 abstracts were submitted for consideration.

The keynote speaker was James S. Jackson, Daniel Katz Distinguished University Professor of Psychology, Professor of Afro-American and African Studies, and Director and Research Professor of the Institute for Social Research, University of Michigan.

Compliance

Brought to you by University of California, Office of the President and Vice Chancellor's Office of Diversity & Outreach



COMPLIANCE

The Office for the Prevention of Harassment and Discrimination (OPHD) is aligned with the University's policy supporting affirmative action and prohibiting the discrimination or harassment of any person on the basis of membership in a protected category.

OPHD received 168 complaints in the 2014-15 academic year in areas including sexual harassment, racial and age discrimination, and retaliation. Refer to the Areas of Work Infographic on page 5 for further information.

UCSF Visibility



VISIBILITY

The Office of Diversity and Outreach promotes its mission, and the mission of the University, through its visibility efforts weaving a tapestry of cultures, customs, and ideas that form our rich, diverse campus community.

ODO revamped its website for better functionality and saw a 65-72% increase of engagement on its social media platforms. Refer to the Areas of Work Infographic on page 5 for further information.

UCSF Visibility



To increase visibility for diversity initiatives on campus, the Office of Diversity and Outreach has redeveloped its website to include a new **Spotlight** section highlighting key members of the campus community, a community page showcasing the University's **URM faculty**, and a searchable **diversity hub** for over **130** campus wide diversity initiatives.

J. Renée Navarro, PharmD, MD
Vice Chancellor Diversity and Outreach
Professor of Anesthesia and Perioperative Care

Alejandra Rincón, PhD
Chief of Staff

Andrelyn Rivera
Executive Analyst to the Vice Chancellor

Elizabeth Ozer, PhD
Director of Research and Assessment
Professor of Pediatrics

Communications

Paul Day
Manager, Communications and Events

Alan Carpenter
Applications Developer/Data Specialist

Early Academic Outreach Program

Don Woodson
Director, Early Academic Outreach Program

Ángel-Max Guerrero
Student Affairs Officer

Anthea Lim Yugawa, PsyD
Outreach Coordinator

Office for the Prevention of Harassment and Discrimination

Cristina Pérez-Abelson, JD
Director AA, EEO
ADA & Title IX Coordinator

Vicki Laden, JD
Associate Director, EEO & Sexual Harassment

Sejal Friday, JD
Complaint Resolution Officer

Nyoki Sacramento, JD
Title IX Resource Partner

Toni Conrad
Sexual Harassment Prevention Coordinator

Resource Centers

LaMisha Hill, PhD
Director, Multicultural Resource Center (MRC)

Larry Lariosa, MFT
Director, LGBT Resource Center
Diversity Program Manager

Tina Novero, MPA
Assistant Director, MRC/LGBT

Annabelle Villanueva
Program Assistant

Sexual Violence Prevention & Response

Denise Caramagno
UCSF CARE Advocate

Former ODO Staff

Alex Bonilla, JD
EEO Specialist

Pamela Stuessy
EEO Specialist

Wylie Liu, MPH
Director, University Community Partnerships

Steven Parella, MPH
Outreach Coordinator

Sarah Bender, MEd
Outreach Coordinator

Special Initiatives —

René Salazar, MD
Director of Diversity, GME
Professor of Clinical Medicine

Join our work: listserv@listsrv.ucsf.edu.

Enter subscribe UCSFDIVERSITY last name first name
in the body of the email. No subject needed.

ODO Collaborators/Thank Yous

INTERNAL COLLABORATORS

Academic Affairs
Academic Senate
Black Students Health Alliance (BSHA)
Campus Life Services
Chancellor's Council on Campus Climate, Culture, and Inclusion (4CI)
Chancellor's Council on Campus Climate, Culture, and Inclusion (4CI) – Staff Subcommittee
Chancellor's Executive Cabinet
First Generation Support Services
Gay Straight Dental Association (GSDA)
Graduate Division
Human Resources
Latino Medical Student Association (LMSA)
LGBTQ Student Association (LGBTQSA)
Office of the Ombuds
Physical Therapy and Rehabilitation Science
Program in Medical Education for the Urban Underserved (PRIME-US)
School of Dentistry
School of Nursing
School of Medicine

School of Pharmacy
San Francisco General Hospital (SFGH), Dean's Office
Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
Student Academic Affairs
Student Health & Counseling
Student National Medical Association (SNMA)
Student Veterans at UCSF
UCSF Clinical & Translational Science Institute
UC Living Well
UCSF Committee on Disability Issues
UCSF Committee on LGBT Issues
UCSF Committee on the Status of Women
UCSF Medical Center
University of California, Office of the President
University Community Partnerships
University Development/Alumni Relations (UDAR)
University Relations
Voces Latinas Nursing Student Organization
White Coats 4 Black Lives
And all of our UCSF community partners.

EXTERNAL COLLABORATORS

ASPIRE
Banteay Srei
Cooperative Restraining Order Clinic
Envision
Japanese Community Youth Council
PhD: Pre-Health Dreamers
Physicians Medical Forum
SALUD
San Francisco Unified School District
Tzu Chi Foundation
Univision
Youth Speaks

DIVERSITY AND OUTREACH FUNDERS

California Healthcare Foundation
Kaiser Permanente Foundation

PHOTOS PROVIDED BY:

Paul Day
Elisabeth Fall
David Hand