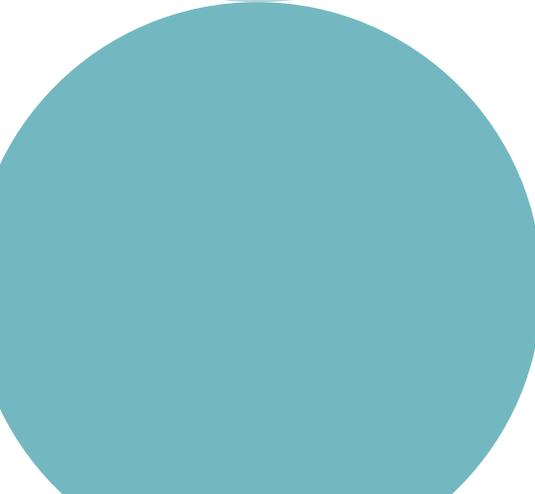
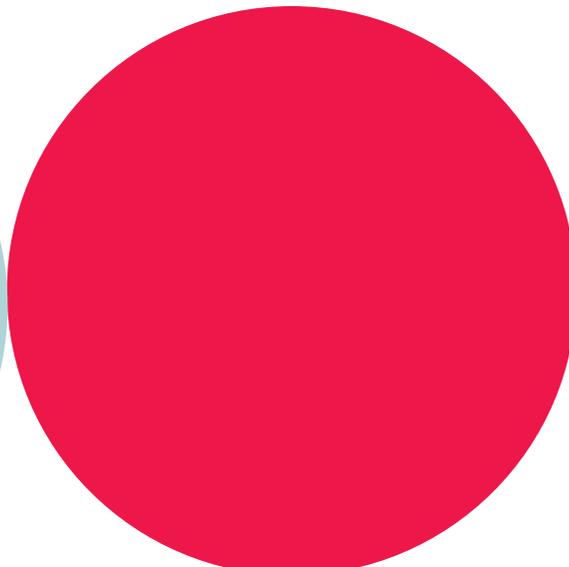
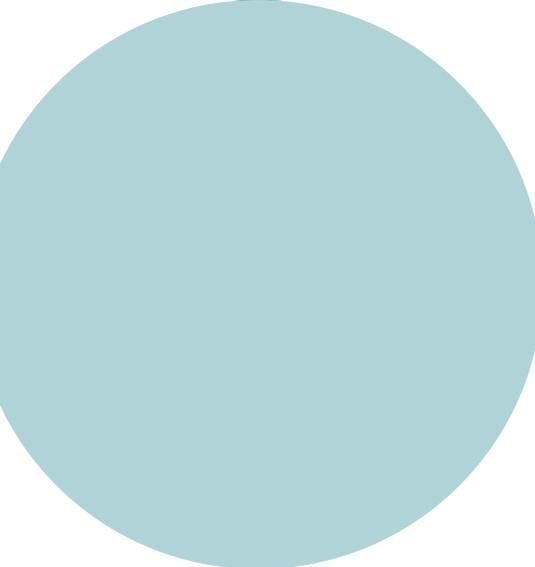


UCSF DIVERSITY, EQUITY AND INCLUSION

ANNUAL REPORT 2018-2019



WELCOME



While many of our shared values are currently under attack on the national stage, the UCSF community continues to live our commitment to diversity, equity, and inclusion. As we begin a new academic year, this report highlights some of the major activities in support of diversity and inclusion at UCSF during 2018-2019.

Notably, last summer we looked at the composition of our leadership and determined that we needed to be more intentional in our actions toward ensuring that diverse perspectives are represented at all levels of the University. We applied best practices in diverse search methods—spearheaded by the Office of Diversity and Outreach—and now welcome the newest members of the Chancellor’s Cabinet: Chief Human Resources Officer Corey Jackson, JD, Vice Chancellor for Communications Won Ha, and Vice Chancellor for Community and Government Relations Francesca Vega.

We applaud Vice Chancellor Navarro’s leadership, guidance, and innovation in setting the direction for greater diversity, equity and inclusion across our campus and the medical centers.

Sam Hawgood, MBBS
Chancellor
Arthur and Toni Rembe Rock Distinguished Professor

This past year was full of initiatives to advance our PRIDE Values as well as the Chancellor’s Pillar of Equity and Inclusion. As we began the year, and in partnership with School of Medicine Differences Matter Initiative, the Office of Diversity and Outreach gathered stakeholders from across UCSF to take stock of our achievements and areas for improvement, and update the [2013 Roadmap to Inclusive Excellence: Strategic Plan for Diversity, Equity, and Inclusion](#). At the retreat, we heard the need for continued climate improvements and for wider, more standardized diversity, equity, and inclusion (DEI) training, and have initiated two task forces to address these issues. As part of the climate task force, we plan to conduct a climate survey in the fall of 2020 to assess where we are and what improvements we have made since the last survey was administered in 2012-2013.

Throughout the year, the Multicultural Resource Center supported students, staff, and faculty members with a wide variety of programming and educational sessions dedicated to nurturing the diverse UCSF community. The LGBT Resource Center launched the highly successful Pronouns Matter campaign as well as a new website to support transgender individuals. To mark the 50th anniversary of Stonewall Riots, the beginning of a long struggle for LGBT rights, the LGBT Resource Center and other UCSF stakeholders created a month of programming leading up to the San Francisco Pride Parade.

At the Chancellor’s Leadership Forum on Diversity and Inclusion, we celebrated the 20th anniversary of the Center for Science Education and Outreach (CSEO) and took a closer look at the impact of our pipeline and outreach efforts. The Committee on the Status of Women and Women of UCSF Health hosted an inaugural International Women’s Day event that was widely attended and offered the opportunity for women across campus to learn and network.

Finally, I am proud to note that throughout the year, the spirit of advocacy still motivated us as we worked to make every corner of UCSF—and beyond—more equitable and more inclusive. We saw significant participation in events calling attention to hostile immigration policies, human rights violations at the southern border, gun violence, acts of racism and hate, and the persistent problem of sexual harassment.



The Office of Diversity and Outreach drives the University’s efforts to create a culture of inclusion for all. Our success depends on our collective efforts.

The Office of Diversity and Outreach drives the University’s efforts to create a culture of inclusion for all. As a large, complex organization, our success depends on our collective efforts. I am so pleased by the fact that over the years we have seen increased engagement and action across the University. Together we can continue to build, nurture, and engage diversity, which is key to innovation and to providing a welcoming community for all. For more highlights of this work, please enjoy this report.

With gratitude and respect,

Renee Chapman Navarro, PharmD, MD
Vice Chancellor Diversity and Outreach

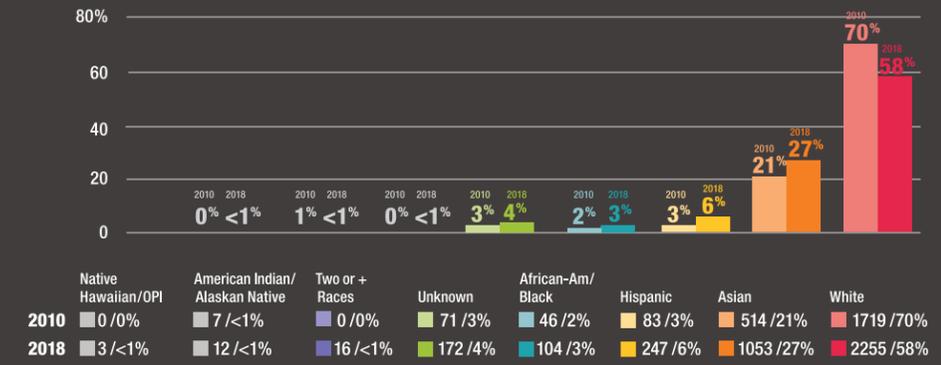


DEMOGRAPHICS

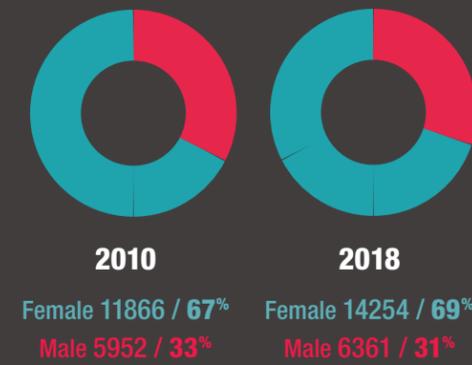
FACULTY GENDER TREND



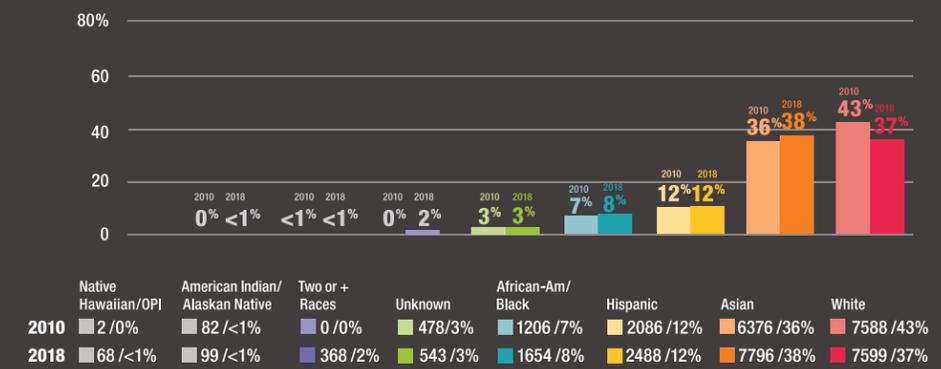
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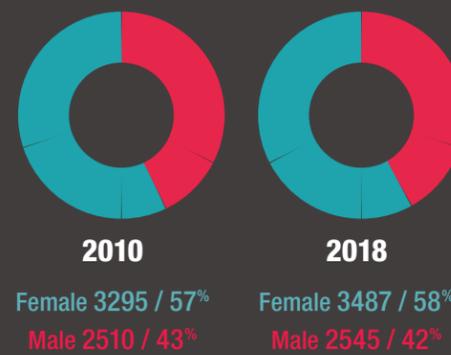
STAFF GENDER TREND



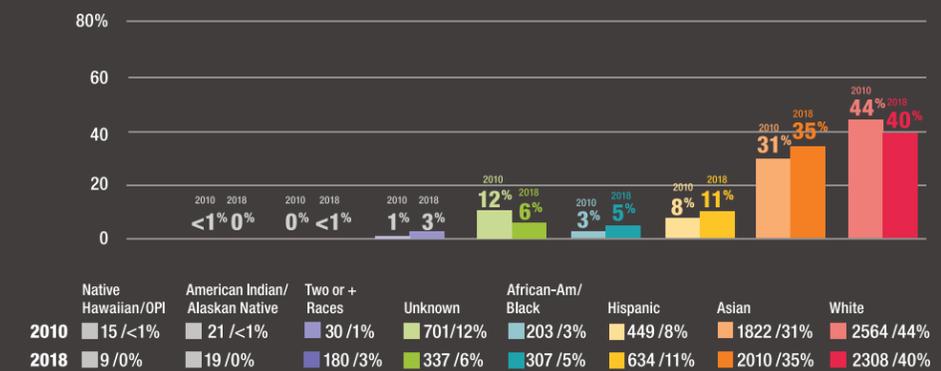
STAFF RACE/ETHNICITY TREND



STUDENT & LEARNER GENDER TREND



STUDENT & LEARNER RACE/ETHNICITY TREND



ODO ANNUAL SNAPSHOT

Campus Climate
Compliance
Education & Training
Student Pipeline & Outreach

Campus Climate Events



55 Campus climate events in 2018-2019

4+ Events and programs per month on average

5,800+ attendees

Compliance



365 complaints filed in 2018-2019 fiscal year

36% complaints filed under Sexual Violence/Sexual Harassment policy

64% complaints filed under Nondiscrimination policy

3.6% increase in complaints in 2018-2019

Education & Training



22,936* participated in Sexual Violence Harassment & Prevention Training (online or in-person)

2,418† participated in additional diversity and inclusion training (in-person)

25,354 total participants

*Numbers trained as of September 25, 2019.

†Does not include School of Medicine Diversity, Equity and Inclusion Champion Training.

Pipeline & Outreach



3,142 students directly served

417 parents/families served

15,000+ students indirectly served



The CARE Advocate, LGBT Resource Center, Multicultural Resource Center, and Undocu Student Support Services work to create a welcoming, supportive, and inclusive climate for all members of the UCSF community.

CARE Advocate

The [Campus Advocacy Resources and Education \(CARE\)](#) program offers free and confidential support to UCSF community members who have experienced interpersonal violence. Our CARE Advocate also raises awareness about issues surrounding interpersonal violence, and what we all can do to prevent it.

LGBT Resource Center

The [Center](#) aims to sustain visibility and a sense of community across the campus and medical centers, building workplace equity, promoting student and staff leadership, and providing high quality, culturally sensitive care to our patients.

Multicultural Resource Center

The [Multicultural Resource Center](#) was born from direct student activism in 2012. Core areas of work are rooted in supporting historically underrepresented students and allies throughout their academic journey.

Undocumented Student Support Services

A resource center for current and prospective students, faculty, staff, and allies, [UCSF Undocumented Student Support Services](#) proudly and unwaveringly stands in solidarity with our undocumented community here at UCSF.

Vision 2020

Later this fall, the LGBT and Multicultural Resource Centers located in Millberry Union will be undergoing a much-needed renovation, expanding the existing suite to better serve the UCSF community. The Office of Diversity and Outreach is also building a new space on the Mission Bay Campus, with an estimated move-in date of June 2020. Details about our moves and temporary space will be available soon. Please visit diversity.ucsf.edu to learn more.

ODO RESOURCE CENTERS

UCSF Resource Centers work to create a welcoming, supportive, and inclusive climate for all members of the UCSF community.



UCSF-WIDE DIVERSITY RETREAT



In the fall of 2018, the Office of Diversity and Outreach and the School of Medicine Differences Matter Initiative convened a group of over 150 diversity leaders from across campus for a day-long University Diversity Retreat to measure progress against the 2013 [Roadmap to Inclusive Excellence: A Strategic Plan for Diversity, Equity and Inclusion at UCSF](#) and to evaluate the current state of diversity, equity, and inclusion at UCSF.

Over the course of the day, attendees shared successes, discussed challenges, identified gaps and areas for improvement, and developed ideas to move us closer to achieving our goals.

A new report, [Findings from the UCSF Diversity Retreat: Updating the Roadmap to Inclusive Excellence](#), builds on the conversations and ideas generated at the retreat and proposes future strategic directions, including expanded training, enhanced curricula, leadership diversification, an African-American/Latinx staff initiative, and Anchor Institution objectives.

Diversity Retreat: What Was Discussed?

Broadening Precision Medicine

Faculty Salary Equity

Diverse and Inclusive Leadership

Culture and Climate for LGBTQIA+ Staff, Patients and Faculty

Staff Engagement

Meaningful Strides in Health Equity: Homelessness

Connections with Our Community

Equity Based Resource Management

Preventing Discrimination and Harassment

Since the Office of Diversity and Outreach was established in 2010, UCSF employee demographic data has shown the dearth of underrepresented minorities among the highest levels of campus and UCSF Health leadership.* In 2018, when several senior positions became vacant, a group of UCSF stakeholders, led by the Office of Diversity and Outreach and drawing on methods developed by the [UCSF Advancing Excellence in Faculty Recruitment](#) program, worked to ensure best practices in inclusive excellence recruitment.

Over the course of several months, this group collaborated with Human Resources and the Chancellor's Office to:

- Make a Contributions to Diversity Statement mandatory for UCSF leadership position applicants;
- Advise and educate the executive search firms to ensure that there would be a diverse pool of candidates for each open position; and
- Configure search committees in which women and underrepresented minorities were represented, and all were trained in mitigation of unconscious bias.

We are pleased to see that these efforts have resulted in three new brilliant individuals in UCSF leadership. Won Ha, Vice Chancellor of Communications (top photo), Corey Jackson, JD, Chief Human Resources Officer (center photo), and Francesca Vega, Vice Chancellor of Community and Government Relations (bottom photo), bring their insight, experience, and diverse perspectives to the Chancellor's Cabinet.

*See Chancellor's Leadership Forum on Diversity and Inclusion: <https://diversity.ucsf.edu/resources/videos#forum>.

DIVERSIFYING OUR LEADERSHIP



ADVOCACY & COMMUNITY ENGAGEMENT



This past year, students, faculty, and staff at UCSF advocated, engaged with the community, and raised awareness about health and social justice issues including DACA, the inhumane detention of migrants, gun violence, proposed changes to Title IX, racism, and sexual violence and harassment.

For Medicine for Migration's National Week of Advocacy, School of Medicine students organized a teach-in with Professor Tung Nguyen, MD; a public comment drive; a demonstration; and an exhibit of immigration stories at the library.

White Coats for Black Lives (WC4BL) @UCSF gathered an interprofessional community for a Black Lives Die-In anniversary teach-in to model healthcare education that elevates queer, disabled, formerly criminalized, and undocumented people of color.

The Associated Students of the School of Medicine held a demonstration to support survivors of sexual violence a day before the Kavanaugh Supreme Court confirmation hearing.

UCSF is committed to working with the community to leverage its operating budget to become an Anchor Institution in San Francisco.

School of Dentistry students and faculty provided free dental care to individuals that may otherwise not have access, including homeless people, undocumented immigrants, women escaping abusive households, victims of sex trafficking, refugees, and asylees.

UCSF leadership, led by Chancellor Sam Hawgood, recognized that UCSF is in a position to help remove obstacles to good health for San Francisco's under-resourced communities, including the impediments of poverty and discrimination. UCSF is committed to working with the community to leverage its operating budget to become an [Anchor Institution](#) in San Francisco.



CAMPUS CLIMATE

Attended by over 700 staff employees from all areas of UCSF, this year's Staff Resource Day was the biggest and the best yet.

Along with our Multicultural and LGBT Resource Centers, the Chancellor's Office, the Office of Diversity and Outreach, Human Resources, and the Committee for Campus Climate, Culture and Inclusion (4CI) work together to address climate and culture issues. There are also myriad efforts at the local level by the professional schools, the medical centers, and other groups.

The **School of Dentistry** developed action plans based on the findings from the School's 2018 climate survey. To build community among faculty, residents, staff, students and visiting scholars, the Dean's Office sponsored a School of Dentistry Appreciation Breakfast that was attended by over 250 people. Other efforts included monthly events such as a hygiene drive for La Casa de las Madres and a Breast Cancer Awareness seminar.

The **School of Nursing** conducted a student climate survey in 2018 and is incorporating its responses into the School's Strategic Plan. The School also offers numerous trainings that improve the culture and climate.

The **School of Medicine** conducts a wide array of programs to foster a culture of inclusion. In addition to DEI Champion Training and UCSF-wide Diversity Retreat, in 2018-2019, the School of Medicine held two Dean's Forums on Diversity, Equity and Inclusion (DEI) open to all faculty and staff. The School also holds an annual Reception and a Black Men in Medicine event.

The **School of Pharmacy** offers community service activities and a wellness group to improve the work experience for staff and faculty. It also organizes community-building events with faculty, staff and students. In 2018-2019 Vice Dean Sharon Youmans held a Fireside Chat, sharing her vision about education and how she believes that staff contribute to new models of learning.

UCSF Health is creating a more open and inclusive climate for staff, trainees, other clinicians, and patients through patient experience efforts and focused trainings.

At the **San Francisco VA Health Care System**, the Psychology Diversity Committee (PDC) initiated several

DEI efforts, including a panel discussion on "Intentional Considerations of Intersectionality," Black History Month visual displays, and ongoing collaboration with other groups including Differences Matter, which meets monthly to discuss microaggressions that staff and trainees experience.

Staff Engagement and Development: Building an Inclusive Organization

To address systemic issues related to lower levels of staff engagement among African-American/Black and Hispanic/Latinx employees, the Office of Diversity and Outreach has partnered with members of the Chancellor's leadership team, UCSF Health, and the Office of Learning and Organization Development. We have established key task forces to make the experience of working at UCSF more positive for all members of our community. These include:

- **Diversity and Inclusion Campus-wide Education Task Force**
- **Climate Survey Task Force**

4th Annual Staff Resource Day March 26, 2019

This year's Staff Resource Day was the biggest and the best yet. Over 700 staff employees from all areas of UCSF came together to learn about resources, attend workshops, relax in the RCO Lounge, and network with colleagues.

- **Founded by the Office of Diversity and Outreach in 2016**
- **Partners: Campus Life Services, Human Resources, and the Staff Subcommittee of Council on Campus Climate, Culture and Inclusion (4CI).**



CAMPUS CLIMATE

Pronouns Matter: Bringing Greater Awareness and Acceptance to UCSF

In the fall of 2018, the LGBT Resource Center orchestrated a multifaceted awareness campaign that has resulted in a culture shift at UCSF. “Pronouns Matter” was designed to bring awareness and intentionality to pronoun use.

“Members of the community wanted to make our campus more respectful to non-binary genders. There are a few relatively small things that people can do to create a more inclusive culture. Using folks’ preferred pronouns is one of those things,” says Resource Center Director Klint Jaramillo, MEd, MSW. Because pronouns are so prevalent, many times people use them without thinking about them. “Making assumptions about others’ gender or misgendering someone is disrespectful—and easy to avoid doing if you make it a habit to ask people what pronouns they prefer. That’s what this campaign was all about.”

Consisting of educational tools and events, pronoun stickers, and an option to choose pronouns on the UCSF directory, the campaign culminated on International Pronouns Day, October 17, 2018. Feedback was immediately positive, and it is now commonplace to see pronoun stickers on badges across campus.

New Website Provides Transgender & Gender Expansive Resources

The LGBT Resource Center created a new website, trans.ucsf.edu, which offers resources and information to help transgender students, staff, faculty, and trainees navigate campus facilities and systems.

Stonewall50: Celebrating 50 Years of Activism and Resiliency

The LGBT Resource Center, in partnership with Alumni Relations, UCSF Library, Gladstone Institutes, Ward 86, and the Alliance Health Project hosted a month-long commemoration of the 50th anniversary of the Stonewall Riots. Stonewall was a catalyst for the modern LGBTQ rights movement and led to remarkable sociocultural, political, medical, and legal transformations that continue to shape the LGBTQ community today.

#AcademiaToo: Sexual Harassment of Women in Academic Science & Medicine

In 2018, the National Academies of Sciences, Engineering, and Medicine (NAEM) released a report that found between 20 percent and 50 percent of female students and more than 50 percent of female faculty and staff experienced sexually harassing behavior in academic science and medicine. The Office of Diversity and Outreach partnered with women’s groups across campus to host a briefing on the report. This event was followed in the spring by a student-run Town Hall on Gender Equity and Inclusion. As a result of the discussions at these events, UCSF has joined more than 40 peer institutions and NAEM to form the Action Collaborative on Preventing Sexual Harassment in Higher Education.

In Their Own Words: Faculty, Staff and Students Reflect on Living and Working with a Disability

The UCSF Committee on Disability Inclusion spearheaded a visibility campaign to draw attention to one of the country’s largest minority populations: individuals living with a disability.



CAMPUS CLIMATE



12th Annual Chancellor's Leadership Forum on Diversity and Inclusion

The 2019 Forum focused on outreach efforts and how to fix leaky pipelines for students, faculty and staff. Highlights included a video celebrating the 20th Anniversary of the Center for Science Education and Outreach and updates from panelists.

Chancellor Awards for Diversity

Ten recipients were recognized for their outstanding and innovative efforts to advance diversity, equity, and inclusion in their fields.

- **Advancement of Women Award**
Nerissa Ko, MD, FAS – Faculty
Sophia Levan – Student
- **Disability Service Award**
Laurence Henson – Student
Lisa Shwartz – Student
- **Dr. Martin Luther King, Jr., Leadership Award**
Denise Davis, MD – Faculty
Teresa Scherzer, PhD – Staff
Cortlyn Brown, MD – Resident
- **LGBTQI Leadership Award**
Amber Fitzsimmons, DPTSc, PT – Faculty
Marguerita Lightfoot, PhD – Faculty
Elaine Hsiang – Student

UCSF Diversity Committees

- **Council on Campus Climate, Culture and Inclusion (4CI)** provided advice on the work related to the Chancellor's Pillar of Equity and Inclusion.
- **Council on Campus Climate, Culture and Inclusion-Staff Subcommittee** promoted an inclusive for UCSF staff by collaborating on Staff Resource Day.
- **Department Diversity Leaders** worked to provide fellow faculty with a community that supports their interests and initiatives.



- **Asian Pacific American Systemwide Alliance (APASA)** held a successful Professional Development Workshop panel discussion event with 88 attendees.
- **Chicanx Latinx Campus Association (CLCA)** established a strategic planning group that focuses on policy initiatives and professional development opportunities for Latinx people at UCSF.
- **Committee on Disability Inclusion** spearheaded the visibility campaign In Their Own Words and advocated for accessible IT through funding request to IT Governance group.
- **Committee on the Status of Women** hosted International Women's Day and developed a Tip Sheet with resources for survivors of sexual harassment, assault, interpersonal violence, and stalking.
- **LGBTQ Committee** assisted the LGBT Resource Center on Stonewall50 activities and the development of trans.ucsf.edu and also invited guests to present on SB179 Gender Recognition Act.
- **The Black Caucus** produced the video, *History of the UCSF Black Caucus Part II*, and debuted it at the Annual Black Heritage Month Gala. In addition, the committee launched a professional networking group.

2019 Diversity Graduation

Sponsored by the Multicultural and LGBT Resource Centers, this is a celebration of the accomplishments of our historically underrepresented learners and diverse students across all graduate and professional schools.

Inaugural International Women's Day Celebration at UCSF

The **UCSF Committee on the Status of Women, Wellness & Community**, and **Women of UCSF Health** hosted a day of diverse programming to celebrate, inspire and empower all women at UCSF.



COMPLIANCE EDUCATION & TRAINING

“Great group! A **very helpful** way to see the nuances about harassment and violence.”

“The examples were **complex and real.**”



Compliance Training

The Office for the Prevention of Harassment and Discrimination monitors UCSF's compliance with systemwide sexual harassment and prevention training requirements. Online and in-person training are offered at UCSF.

22,936* members of the UCSF community have completed Sexual Violence/Sexual Harassment Training.

*Total current number as of September 25, 2019.

Life Theatre

Staff and faculty members who are due for sexual harassment awareness training have an alternative to traditional online modules. Life Theatre Services troupe presents training sessions with professional actors playing the roles of supervisors and employees. The actors provide information through skits and scenarios, and then, staying in character, take questions from the audience.

Office for the Prevention of Harassment and Discrimination

The Office for the Prevention of Harassment and Discrimination (OPHD) supports the University policy prohibiting discrimination and harassment of any person on the basis of their membership in a protected category. As part of this work, OPHD responds to complaints from persons who believe they have been subjected to discrimination, harassment, and/or retaliation on the basis of a protected category or activity. OPHD also has responsibility for preparing the annual written Affirmative Action Plan for minorities and women, persons with disabilities, and covered veterans.

During the 2018-2019 fiscal year, OPHD received and responded to 365 internal complaints alleging discrimination and/or harassment based on protected categories described in the SVSH Policy and the Nondiscrimination Policy. These complaints included 556 allegations of harassment and/or discrimination.

Fiscal Year 2018-2019

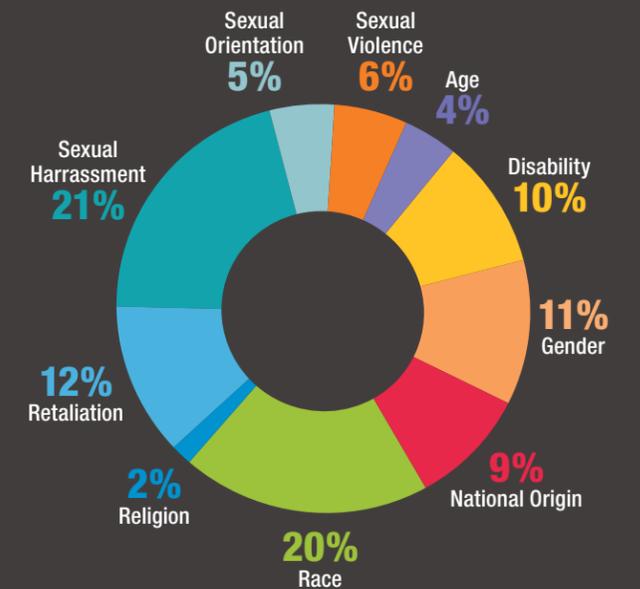
365 complaints

556 allegations

Note that the total number of complaints is not equal to the total number of allegations because complaints may include allegations of harassment and/or discrimination based on multiple protected categories.

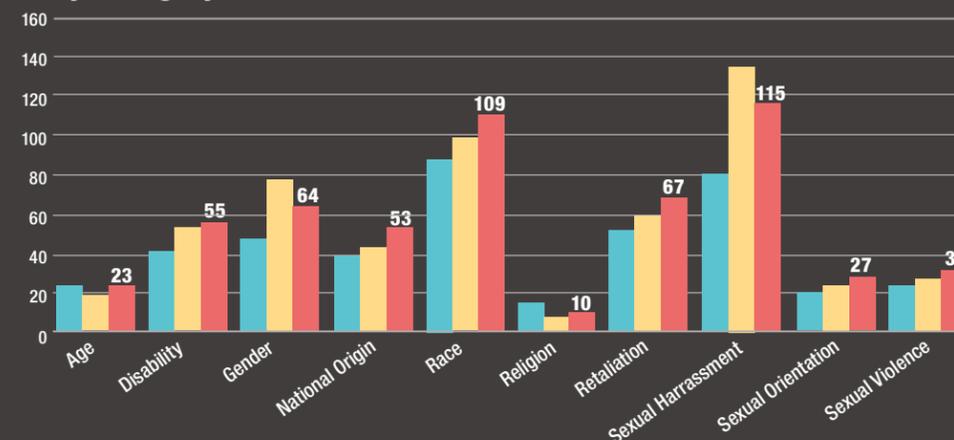
COMPLIANCE

Summary of Internal Complaint Allegations Fiscal Year 2018-2019

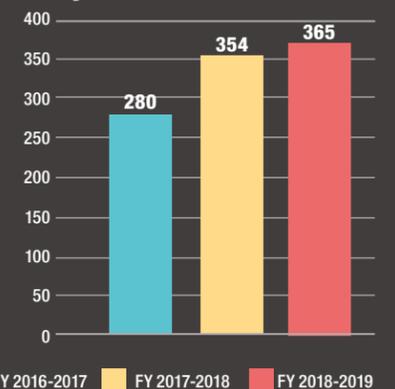


Claims based on Genetic Information, Marital Status, and Veteran Status account for fewer than 10 claims over 3 years.

Internal Complaint Allegations by Category



Internal Complaints by Year



EDUCATION & TRAINING



100 percent of DICP participants said they would recommend the program to others.

Diversity and Inclusion Staff Certificate Program(DICP)

Led by UCSF Director of Multicultural Affairs LaMisha Hill, PhD, this four-month program is offered twice a year to UCSF staff members interested in exploring diversity, equity, and inclusion (DEI) concepts, acquiring knowledge and skills to enhance competencies, and gaining tools for creating inclusive workplaces. The goal of the DICP is to develop a more capable UCSF workforce by growing staff competencies in DEI for campus-wide excellence. Forty-nine staff completed the program in 2018-2019, and 100 percent of participants said they would recommend the program to others.

DICP Capstone Projects

At the end of the DICP program, participants submit a capstone project that addresses unmet diversity needs on campus. Below are a few of the 2018-2019 capstone projects.

- Accessing UCSF PRIDE Values and Tip Sheets on the UCSF Mobile App.
- Creating an Online Diversity & Inclusion Resource Library for the School of Nursing Community.
- Examining Disparate Impacts in Performance Management.

DICP Alumni Group

The graduates of DICP have formed an alumni group to further DEI engagement. The DICP Alumni Leadership Team organizes gatherings and champions working groups in the areas of UCSF Community Engagement, Professional Development, Training and Community Education, Policy and Practice, and Mentorship.

Student-Focused Education

The Multicultural Resource Center regularly conducts student-centric educational sessions for the professional schools, Post Baccalaureate program participants, and SF Build. 2018-2019 themes included Allyship, Bias/Microaggressions, Cultural Humility, Impostor Syndrome, and Stereotype Threat.



On-Demand Trainings

The Office of Diversity and Outreach delivered on-demand training to UCSF community members/departments. We also provided customized trainings and consultations on addressing diversity and equity issues and on professional development.

The **Office of the CARE Advocate** conducted in-person Sexual Violence, Interpersonal Violence and Sexual Harassment Prevention trainings for 1179 students and on-demand educational presentations on Sexual Harassment/Violence Prevention and Trauma-Informed Services to 137 staff.

2018-19 On-Demand Training Offerings

- Cultural Humility**
- Customized Training**
- Diversity & Inclusion Foundations**
- Harassment & Discrimination Prevention – OPHD**
- LGBTQIA+**
- Sexual Harassment/Violence Prevention – CARE/OPHD**
- Unconscious Bias**



11th Annual LGBTQIA Health Forum

Over 400 attendees
Featuring guest speaker **Dominique Jackson**

The Annual UCSF LGBTQI Health Forum is a unique collaboration between UCSF students and the LGBTQ Resource Center. The Forum provides attendees the opportunity to learn more about the health care needs of the LGBTQIA+ community and become better prepared to serve LGBTQIA+ patients.



EDUCATION & TRAINING

School of Dentistry successfully incorporated HEALS Model courses into its already robust diversity education offerings, and trained 509 faculty, staff and students in 11 different sessions during the past academic year.

The **Institute for Global Health Sciences (IGHS)** hosted two Unconscious Bias trainings open to staff, students, and faculty. IGHS formed a Diversity, Equity, and Inclusion (DEI) Committee in February of 2019, and the committee established training participation goals for the 2019-2020 academic year.

The **Graduate Division** trained over 125 faculty, postdoctoral learners, and graduate students on topics such as mentoring across differences, fostering an inclusive lab culture, power differentials and inclusion in mentor-mentee relationships, and counteracting bias.

In 2018-2019, 185 **School of Nursing** students and approximately 40 faculty completed HEALS Model courses, a structured approach to addressing bias, microaggressions, and exclusionary behavior. Additionally, general DEI trainings for were conducted across the School.

School of Medicine Differences Matter Initiative offers Diversity, Equity, and Inclusion Champion Training for faculty and staff. This full-day training includes education on implicit biases and microaggressions, how to address these issues, and how to apply active listening and empathy. Over 1300 individuals have been trained.

In the fall of 2018, **School of Pharmacy** launched a new curriculum in which cultural humility was integrated into courses across all years of study, and Foundations 2 coursework now incorporates the study of intersectionality across populations.

UCSF Health: Caring Behaviors is comprehensive training for staff. Modules are dedicated to identifying implicit bias, crucial conversations, and cross-cultural communications. Relationship-Centered Communication (RCC) Skills for Racial Equity in Healthcare for Clinicians is a workshop that teaches how to apply RCC skills to promote racial equity in healthcare.

The **SFVA Department of Psychiatry** developed two healthcare system-wide diversity consultation services which help providers with clinical questions related to elements of human diversity as they arise in clinical practice. Consultations have included department/clinic-specific trainings, informational resources, and process-oriented services.

The **Vice Dean's Office at ZSFG** organized a number of educational events, such as a Lung Biology Center faculty DEI retreat and a monthly Cultural Humility lunch organized by Ward 86 clinical staff in which HIV-ID-Global Medicine participate.



HEALTH DISPARITIES & HEALTH EQUITY

UCSF is committed to examining health disparities and working to achieve health equity in our communities and beyond. These pages highlight just a few of the many projects and programs focused on health disparities and inequities.

12th Annual Health Disparities Research Symposium (HDRS)

HDRS builds community among health disparities researchers across disciplines, units, schools, and the Bay Area, inspiring collaborations and future research.

Keynote Speaker: Joseph Betancourt MD, MPH; Director, The Disparities Solutions Center; Associate Professor of Medicine, Harvard Medical School

362 attendees
10 oral presentations
55 poster presentations



Health Equity Council at UCSF Health

The Health Equity Council (HEC) continues its efforts to promote health care equity (equitable access to care and quality of care) for patients as part of a broader goal of achieving health equity. Sexual orientation and gender identity (SOGI) data is now being collected in addition to patient race and ethnicity data, and the HEC's Data Equity Task Force is developing standards for using this data to understand disparities. The HEC also collaborates with other groups committed to diversity, equity and inclusion training for UCSF Health providers and staff, and related efforts to promote workforce diversity.



The **Institute for Global Health Sciences** is dedicated to improving health and reducing the burden of disease in the world's most vulnerable populations and the analysis of strategies to reduce health disparities is incorporated throughout the curriculum.

School of Dentistry teaches about health disparities in its curriculum and participates in several efforts to reduce disparities in the community, notably the Center to Address Disparities in Oral Health (CAN DO).

Clinical health equity and imparting students with the knowledge and skills to combat social inequities that influence patient's healthcare is an area of focus of **School of Medicine Differences Matter Initiative** as well as throughout the **Bridges Curriculum**.

School of Nursing has also incorporated underlying causes of health disparities and social content into its curriculum, including workshops focused identity individual and group contexts and bias.

School of Pharmacy faculty volunteer in community clinics in areas with clinically underserved populations .



FACULTY PIPELINE & OUTREACH



UCSF works to build a pipeline, and recruit and retain diverse scholars, centrally through the Office of Diversity and Outreach, locally through initiatives at the professional schools, and through strategic partnerships between departments, schools, Institutes, the University of California, other universities, and national organizations.

UCSF Chancellor's Postdoctoral Fellowship

The [UCSF Chancellor's Postdoctoral Fellowship Program](#) offers postdoctoral research fellowships and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at the University of California. Two outstanding researchers were recipients of the fellowship in 2018-2019:

- Anum Glasgow, PhD, Bioengineering
- Lauren Whitehurst, PhD, Cognitive Neuroscience

The **School of Dentistry** offers internships at UCSF Center to Address Oral Health Disparities(CAN DO) for undergraduates from Howard University at UC San Francisco, with the goal of building life-long mentorships and a pipeline of potential URM faculty. George Taylor, DMD, MPH, DrPH, Associate Dean for Diversity and Inclusion, is a member of the newly formed American Dental Education Association task force to develop a Faculty Diversity Toolkit for increasing diversity of dental school faculty.

The **Graduate Division** held the UCSF Path to Postdoc in March, 2019. This program provides a funded opportunity for prospective postdoctoral fellows from research-intensive institutions and from underrepresented backgrounds to interact with UCSF research faculty and experience the UCSF community. Outcomes:

53% of participants received offers from UCSF faculty after their visit.

33% have formally applied to the UCSF IRACDA program.

In addition to the comprehensive Differences Matter Initiative, the **School of Medicine (SOM)**, under the leadership of Dr. Michelle Guy, Director of Diversity in Graduate Medical Education, has established several residency recruitment initiatives that diversify the University's residency classes and provide a pipeline for diverse faculty recruitments. SOM has also established the Department Chairs' Diversity Accountability Report, which requires that each department submit an annual report to the Dean detailing progress made toward DEI goals.

The John A. Watson Faculty Scholars program awards three-year grants to eight scholars with demonstrated commitment and contributions to diversity and inclusion.

As part of the Diversity in Basic Science Initiative, a collaboration between the Office of the Executive Vice Chancellor and Provost and the Office of Diversity and Outreach, the **School of Pharmacy** welcomes Jason Sello, PhD, a new ladder-rank professor of Pharmaceutical Chemistry. Dr. Sello, a distinguished BioHub investigator, brings great skills and expertise that will support the graduate programs.

The **School of Nursing** leveraged the Advancing Faculty Diversity Initiative, a grant obtained by Vice Chancellor Navarro from the University of California Office of the President. Thanks to this funding, in addition to two ladder-rank hires in the 2017-2018 academic year, the School welcomes Jerry Nutor, RN, PhD, as a new assistant professor in Family Health Care Nursing.

Advancing Excellence in Faculty Recruitment

A unit of the Office of Diversity and Outreach, the [Faculty Equity Advisors \(FEAs\)](#) *provide consultation and advice about practices for achieving excellence, equity, and diversity in faculty recruitment.*

In the 2018-2019 academic year there were 249 faculty searches opened across the Schools. FEAs reviewed and signed off on all searches, shared best practices with search committees, offered to help facilitate the search process, consulted with and presented to committees for about 25% of searches, and signed off on applicant short-lists, a requirement before any applicant is interviewed for any search.

For Chair-level searches and Directors of Research Institutes, FEAs also conducted in-person best practices presentations at search committee meetings.

Enhancing the work of the FEAs, Michael Penn, MD, PhD, coordinates a novel recruitment approach with all Basic Science Chairs, and supports the Basic Science Faculty Diversity Search process.

FACULTY RECRUITMENT



STUDENT PIPELINE & OUTREACH

Center for Science Education and Outreach (CSEO)

UCSF is fortunate to have many dedicated programs building and reinforcing the pipeline of students from underrepresented communities. These can be accessed via the [Diversity Hub](#).

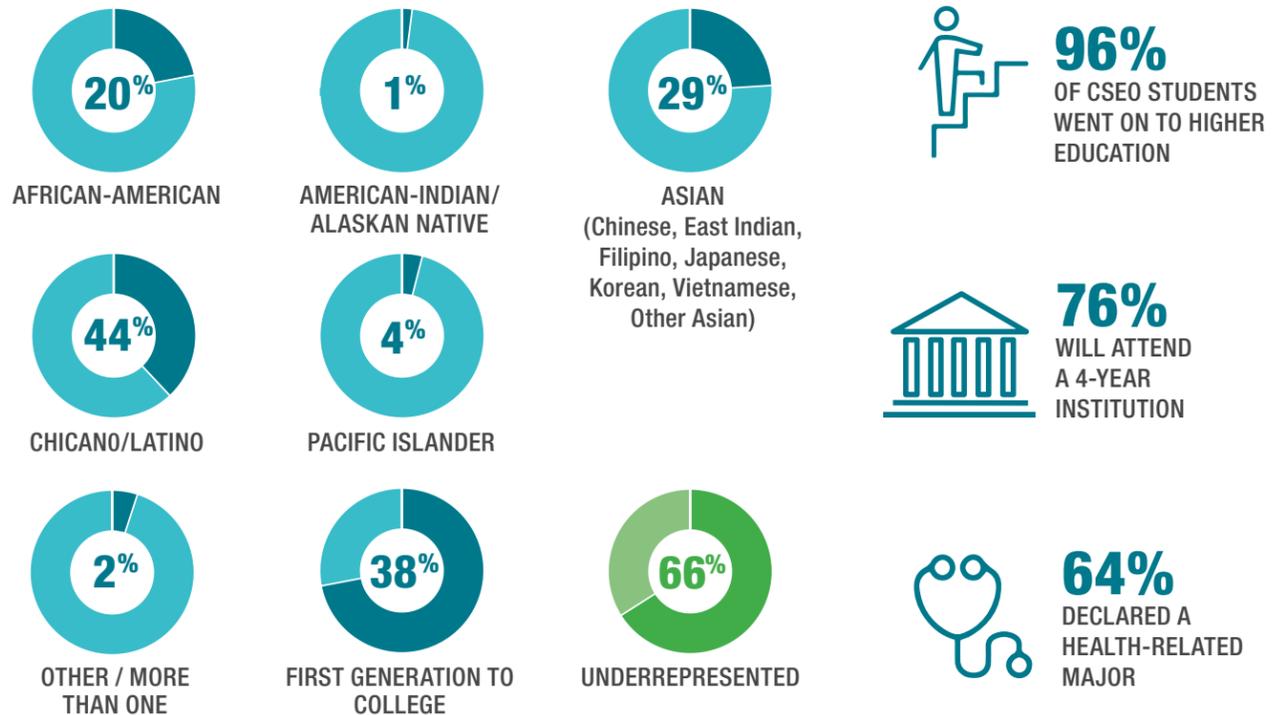
CSEO: 20 Years of Impact, 25,000 Students Served

Since 1999 the [UCSF Center for Science Education & Outreach](#) (CSEO), a unit of the Office of Diversity & Outreach, has worked with K-16 underrepresented, first-generation, socio-economically disadvantaged, and English-language learners and their families to help them prepare for postsecondary education, pursue graduate and professional school opportunities, and expose them to careers in health and STEM.

CSEO Programs

- Early Academic Outreach Program (EAOP)
- Inside UCSF
- Mathematics, Engineering, Science Achievement (MESA)
- P20 Partnerships
- Upward Bound

CSEO Students 2018-2019



STUDENT PIPELINE & OUTREACH

UCSF Interprofessional Health Post Baccalaureate Program



“Being in the post bacc program helped me regain confidence in my ability to excel academically.”

-Mirona Frankenberger,
School of Dentistry Post Bacc Class of 2016

UCSF offers comprehensive, structured post baccalaureate graduate certificate programs in the Schools of Dentistry, Medicine, and Pharmacy designed for individuals who have completed undergraduate course work, but feel they need a stronger academic foundation to be more competitive when applying to dental, medical or pharmacy school. These programs are designed for individuals from disadvantaged backgrounds or underserved communities.

POST BACC HIGHLIGHTS*

School of Dentistry

Since 1998, the School of Dentistry has welcomed 228 post bacc participants from a wide variety of backgrounds. Although records are not complete for all 21 years, data from the 2011-2012 cohort through the 2017-2018 cohort demonstrates the program's success:

67% of participants were admitted to a graduate dental program

55% were admitted to UCSF

School of Medicine

Over the past 21 years, 287 students have gone through the School of Medicine's Post Baccalaureate program. Of those,

98% have gone on to graduate health professions

92% attending medical school

Twenty-one percent matriculated into UCSF and 60% have matriculated into UC medical schools (all).

School of Pharmacy

The Post Baccalaureate Program of the School of Pharmacy has had 40 participants since 2010. Of the 2010-2017 cohorts:

89% of those who completed the post bacc program were admitted to a professional school

90% of those admitted to a professional program, were admitted to UCSF

School of Pharmacy provided generous scholarships to 2018 Post Bac students and for the incoming class.

*NOTE: 2018-2019 cohorts are in their gap year, so graduate school acceptance data is not yet available.

The **Graduate Division** builds its pipeline and reaches out through several flagship programs. The Summer Research Training Program (SRTTP) offers research opportunities in the basic biomedical sciences to undergraduates that are underrepresented in STEM fields, come from socioeconomically disadvantaged backgrounds, are first generation to college, or attend undergraduate institutions that provide minimal exposure to scientific research. The Initiative to Maximize Student Development (IMSD) offers a summer research rotation, financial support, mentorship and professional development to URM students. The Institutional Research and Career Development Award (IRACDA) is a four-year program to cultivate a diverse group of biomedical scientists for directed by Holly Ingraham, PhD, Professor and Vice Chair of Cellular and Molecular Pharmacology.

While the **Institute for Global Health Sciences (IGHS)** doesn't have a formal student pipeline program, it has increased its Underrepresented Minority/First Generation students by 6.6% in just five years. How do they do it? In partnership with the Graduate Division, the IGHS Admissions Officer networks at events like ABRCMS (Annual Biomedical Research Conference for Minority Students), SACNAS (Society for Advancing Chicanos, Hispanics and Native Americans in Science), and other UC Diversity programs.

These grassroots efforts are supplemented by a fund allocation scholarship rubric that includes data points for first generation and socioeconomic status that favorably impact these groups and URM students.

IGHS Students 2018-2019:

25.7% URM **11.4%** 1st Generation

The **School of Nursing's** efforts are led by Sergio Saenz, Director of Recruitment and Retention. The School participates in over 10 outreach events throughout the year to connect with students from diverse backgrounds. It also hosts the UCSF Nursing Leaders of Tomorrow conference, a two-day program with the goal of increasing underrepresented individuals pursuing graduate education in nursing.



OUTREACH EFFORTS: Graduate Division, Institute for Global Health Sciences and the School of Nursing

School of Nursing Outreach Events

- National Association of Hispanic Nurses
- National Black Nurses Association (NBNA)
- CSU Graduate Diversity Forum
- Bay Area Black Nurses (BABNA)
- Stanford Undergraduate Minority Medical Association (SUMMA)
- Inside UCSF Campus Conference and others



STUDENT PIPELINE & OUTREACH

Latinx Center of Excellence, Fresno Doctors Academy and Science and Health Education Partnership



The LCOE works to increase Latinx and other under-represented minorities representation among physicians in academic centers.



UCSF Latinx Center of Excellence: Growing and empowering the Latinx physician workforce

In the fall, Dr. Alicia Fernández, UCSF Center for Vulnerable Populations (CVP) core faculty and Director of the CVP Program in Latinx and Immigrant Health, was awarded a four-year grant by the U.S. Department of Health and Human Services (HHS) Health Resources and Services Administration (HRSA) to create a UCSF Latinx Center of Excellence (LCOE). Jointly funded through HRSA and UCSF, the LCOE works to increase Latinx and other under-represented minorities representation among physicians in academic centers by working with undergraduates in Fresno and San Francisco and with UCSF medical students, residents, and faculty.

The UCSF LCOE elevates the capacity of UCSF students, residents, and faculty to conduct Latinx-oriented clinical and health services research, catalyze Latinx-oriented research at UCSF, and serve as a leading national resource and education center on Latinx health.

UCSF Fresno Doctors Academy: 1685 Students and Counting

The UCSF Fresno Latino Center for Medical Education and Research (LaCMER) founded the Doctors Academy with Fresno Unified School District in 1999 to encourage educationally disadvantaged students to focus on careers in health and medicine. In addition to summer school enrichment, accelerated classes, tutoring, study academies and workshops, counseling and support services, parent empowerment workshops, mentorship, and clinical placement in medical, science or health settings,

the UCSF Fresno Pharmacy Education Program has collaborated with the UCSF LaCMER in bringing a pharmacy education program that includes information on careers in Pharmacy and pathway to Pharmacy school.

One hundred percent of the 73 Doctors Academy participants that graduated from high school in June 2019 are attending higher education institutions this fall.

The Doctors Academy has been highly successful: 865 students have graduated from the program since its inception. In 2018-2019, Doctors Academy served 339 high school and middle school students at six Fresno school campuses.

One hundred percent of the 73 Doctors Academy participants that graduated from high school in June 2019 are attending higher education institutions this fall.

Science and Health Education Partnership (SEP)

SEP fosters interest in science, builds scientific literacy, and advances diversity and inclusivity in science by connecting the scientific community and the public. Open to all SFUSD schools, each year over 150 UCSF scientists and health professionals partner with 100 K-12 teachers and their students, 100 high school students attend STEM Career Day, 70 high school students experience UCSF's cutting edge research, and over 50,000 people attend Bay Area Science Festival.



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ODO PARTNERS

UCSF

Alumni Relations
Asian American Research Center on Health (ARCH)
Campus Life Services
Center to Address Disparities in Oral Health
Center for Population Health and Health Equity
Communications
Community and Government Relations
Human Resources
Office of the Chancellor
Office of the Executive Vice Chancellor and Provost
School of Medicine Differences Matter
UCSF Health

UCSF Student Groups

Black Students Health Alliance (BSHA)
Gay Straight Dental Association (GSDA)
Graduate (GAPDA)
Latino Medical Student Association (LMSA)
LGBTQ Student Association
Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
Students National Medical Association (SNMA)
Voces Latina Nursing Student Association (VOCES)
White Coats for Black Lives (WC4BL)

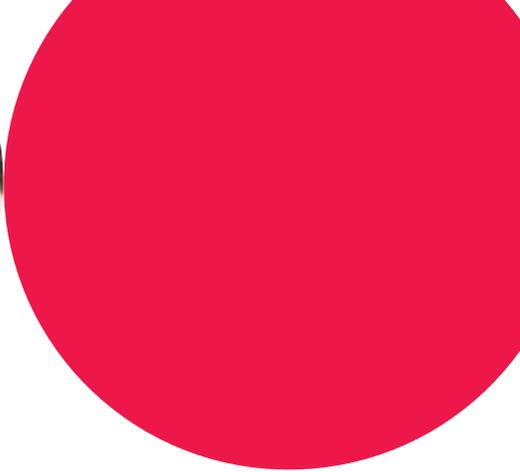
External Partners

Alignment Bay Area
Antioch Unified School District
Association of American Medical Colleges (AAMC)
Boys and Girls Club of San Francisco
Oakland Unified School District
Physicians Medical Forum
San Francisco Unified School District



Photo, top row, L to R:
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Barbara Sanchez, Karen Louriana Medina,
Lettie McGuire, Micheal Nisperos,
Deborah Ohiomoba, Klint Jaramillo,
Kanita Viranond, Zachary Williams,
Glenda Bivens, Grant Abernathy.
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