



2014
UCSF

office of diversity and outreach annual report

This year we celebrated the 60th anniversary of Brown v. Board of Education (1954), the landmark United States Supreme Court case that declared state laws establishing separate public schools for black and white students to be unconstitutional.

This case was a major victory for the civil rights movement and it was important to me personally and professionally. As a young African-American girl growing up in Mobile, Alabama, during the time of Jim Crow laws, I remember walking with my mother and having to cross the street because white people were approaching. I recall questioning my mother, struggling to understand why that could be, sensing the injustice, indignity and unfairness of the racial segregation laws. My mother, who had a knack for getting her way, provided direction to my career path. My mother started saying, "You're so smart. You should be a doctor." But she had no understanding of what it would take for me to attend medical school.

As I reflect back on those moments, I am reminded every day of the importance of the work that we do and the privilege I have to serve as UCSF's first vice chancellor of Diversity and Outreach and the first African American woman to serve as vice chancellor.

Since December of 2010, the Office of Diversity and Outreach has been leading the University's efforts to create a culture of inclusion and equity for all. We accomplish our work by serving as a central resource on campus for our internal and external community members highlighting news and programming that foster a collaborative culture. Specifically, we (1) lead outreach efforts to increase the number of underrepresented students at all levels of the educational pipeline, to increase the diversity of the pool for faculty, staff and leadership positions, and to engage the community; (2)

educate others on many issues impacting LGBT populations, communities of color, women and people with disabilities and implement strategies to mitigate negative impact; (3) we facilitate the implementation of equitable and inclusive admission and hiring practices and provide a welcoming climate for all through various programs and initiatives; and (4) maintain AA/EEO, ADA and Title IX compliance to ensure that all members of our campus are heard and protected.

This report encapsulates the results of our work during academic year 2013-2014 ranging from our diversity month celebration to the successful implementation of events like Inside UCSF, which aims to increase student diversity along the pipeline.

We are proud of our efforts and well aware that diversity work is not the sole purview of a unit. Since the creation of this office, we have been fortunate to have the support of many staff, faculty and students who have understood that "Diversity is all". We salute their efforts and invite you to join us with your presence, ideas and suggestions as we continue this important work.

With sincere gratitude,

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



UCSF 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.

Vice Chancellor's Initiatives

CLIMATE SURVEY

Under the executive leadership of Vice Chancellor Navarro and the team at the Office of Diversity and Outreach (ODO), UCSF participated in the systemwide Climate Survey. The goal was to gather data related to institutional climate, inclusion and work-life issues to develop an action plan aimed at improving the UCSF working and learning environment. The survey results were released in March 2014.

UCSF had the highest participation rate at 47%. Key findings included:

- Most survey respondents are positive about the institutional climate at UCSF (76% comfortable or very comfortable with the UCSF climate).

However, the survey also identified opportunities for improvement:

- A third of respondents (29%) reported at least one incidence of exclusionary behavior over the past year (shunned, ignored, intimidating, offensive or hostile behavior). These differences emerged by gender (higher for females), racial/ethnic (higher for underrepresented minorities), disability, and sexual identity (higher for LGBTQ).

During the past academic year, Vice Chancellor Navarro and her team conducted numerous sessions, which were attended by over 400 members of the campus community. In alignment with this, Strategic Climate Initiatives are currently being developed to address campus climate and support UCSF goals of greater diversity, equity and inclusion. The full report of the survey findings can be found at <http://campusclimate.ucop.edu/results>.

UNCONSCIOUS BIAS TRAINING

Given the need to identify and overcome potential barriers to increasing the diversity of the University, ODO launched the Unconscious Bias Education and Training Initiative in 2013.

Unconscious bias refers to social stereotypes about certain groups of people that individuals form outside their own consciousness. This includes patterns based on small bits of information, which are often incompatible with our conscious values. Training in this area which has reached close to 300 people has been further advanced by the support of the Career Development program of the Clinical and Translational Science Institute (CTSI).

HEALTH DISPARITIES RESEARCH SYMPOSIUM

In partnership with the UCSF Committee on Diversity, the Department of Medicine and UCSF School of Medicine, ODO hosted a symposium in October 2013 on health disparities. In its seventh year, the symposium is an effort to highlight disparities in access to healthcare for various socioeconomic groups.

Over 300 attendees attended sessions on various topics including: leading causes of death among Asian Americans, breast cancer risk effects by race and ethnicity, childhood obesity among low-income Latinos and cardiovascular health disparities among African American women. The symposium is an effort to build community among disparities researchers from many disciplines.

Affirmative Action/Equal Employment Opportunity

MISSION STATEMENT

The compliance unit supports the University's policy prohibiting the discrimination or harassment of any person on the basis of their membership in a protected category. The unit's goal is to help to create an environment at UCSF in which each individual's contribution is valued and everyone can succeed.

Affirmative Action/Equal Employment Opportunity

Under the new leadership of Cristina Pérez-Abelson, the office has coordinated efforts to define and staff the **compliance** unit in accordance with University policies, create a case management system and **database** to provide concise structure for storage, analysis and reporting of relevant compliance data and **train** 937 members of the UCSF community in various areas including: Principles of Community, Sexual Harassment Prevention and Supervising Within Policy and Law.



LGBT Resource Center



MISSION STATEMENT

The **LGBT Resource Center** at UCSF

provides information, education, support and advocacy services to our campus community. We work toward creating and maintaining a safe, inclusive, and equitable environment for LGBTQQI students, staff, faculty, postdocs, residents, fellows, alumni and patients. The Center aims to sustain visibility and a sense of community throughout the campus and medical center. We are committed to building workplace equity, promoting student and staff leadership and providing high quality, culturally sensitive care to our patients.

LGBT Resource Center



Release of the **Visibility Project**, a digital photo and poster campaign featured images of LGBT students, staff, faculty and trainees at UCSF. The Project was prominently **displayed** on UCSF shuttles in February 2014 reaching 44,500 members of the campus community.

Multicultural Resource Center



I am half chinese, half white My mom grew up in Burma
started her life in the us @17. I have never been
to china but want to with my family. My mom has
six brothers and sisters and I have many full chinese
cousins I never noticed that I ~~was~~ white when I'm
with them. I embrace my Hapa and my heritage.

chinese and scottish

MISSION STATEMENT

The mission of the **Multicultural Resource Center** is to promote a campus culture of inclusion and equity, cultural competency and inter-professional collaboration, and nurture the pipeline in the recruitment and retention of faculty, students, trainees and staff.

Multicultural Resource Center

Filmmaker and educator, Dr. Shakti Butler led 150 members of the campus community in a discussion on the causes and consequences of **systemic inequity**. UCSF faces unique challenges in its efforts to improve access to care and health outcomes for the ethnically and culturally **diverse** population in the San Francisco Bay Area. This community dialogue highlighted the vital importance of **cultural humility** as a component of excellence in patient care.



University Community Partnerships



MISSION STATEMENT

The mission of **University Community Partnerships** is to build collaborative relationships between UCSF and the community, to promote civic engagement, to foster community health and well-being and to enhance the environment for education, research, employment and patient care at UCSF.

University Community Partnerships



UCP has enabled UCSF students, faculty and staff to partner effectively with **community partners** on service learning and **research** to address health disparities in the Bay Area. The office extended **six** service learning partnership grants and provided community engaged research guidance for CTSI Community Engagement & Health Policy and other UCSF research endeavors such as children's oral health.

UCSF Inside UCSF



PROGRAM OVERVIEW

Inside UCSF is an inter-professional annual outreach program geared towards college students who are interested in pursuing advanced degrees and careers in science and the health professions. The program emphasizes the development of relationships with students before they apply to UCSF. The goal of the program is to facilitate a systematic campus wide initiative to recruit outstanding undergraduates from underrepresented groups into UCSF professional and graduate academic programs.

UCSF Inside UCSF



Through the efforts of the Inside UCSF Planning Committee and the Office of Diversity and Outreach, 86 students were accepted into the program that took place in late April. Demographic highlights included: 62% of participants were **female**; 93% of participants were California residents; 29% identified as **Latino**, 13% identified as **Vietnamese**; 12% identified as **African American**; and 40% identified as **first generation** college students.

Building Community at UCSF



During Diversity Month, ODO collaborated with 29 campus organizations to produce and promote 14 events with a total attendance of 1600. The month entitled, **“Building Community at UCSF”**, included a National Diversity Day Celebration, the Health Disparities Research Symposium VII, and the 5th Annual Partnerships Celebration highlighting the work UCSF does with San Francisco community based organizations.

Building Community at UCSF



UCSF highlighted the accomplishments of the campus community in the inaugural **Chancellor Diversity Awards** Ceremony celebrating **nine** champions in the following categories: Advancement of Women, Disability Service, GLBT Leadership and the MLK, Jr. Award for Diversity.

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

Affirmative Action/Equal
Employment Opportunity

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

Vicki Laden, JD
Associate Director, EEO & Sexual Harassment

Alex Bonilla, JD
EEO Specialist

Pamela Stuessy
EEO Specialist

Toni Conrad
Diversity Compliance Analyst

Communications

Paul Day
Events and Communications Manager

Alan Carpenter
Applications Developer/Data Specialist

Early Academic Outreach Program

Don Woodson
Director, Early Academic Outreach Program

Sarah Bender, MEd
Outreach Coordinator

Anthea Lim, PsyD
Outreach Coordinator

Steven Parella, MPH
Outreach Coordinator

Resource Centers

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

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

Tina Novero, MPA
MRC/LGBT Program Coordinator

University Community Partnerships

Wylie Liu, MPH
Director, University Community Partnerships

Special Initiatives —
Climate Survey & Unconscious Bias

Elizabeth Ozer, PhD
Director Research and Assessment
Professor of Pediatrics

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

ODO Collaborators/Thank You

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
Chinese Health Professional Student Association
First Generation Support Services
Gay Straight Dental Association (GSDA)
Graduate Division
Hispanic Student Dental Association
Human Resources
Indian Student Association
Latino Medical Student Association (LMSA)
LGBTQ Student Association (LGBTQSA)
Mission Bay Student Services
Office of the Ombuds
Physicians Medical Forum
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
San Francisco General (SFGH) Wellness Center
Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
Student Academic Affairs
Student Health & Counseling
Student National Medical Association
Student Veterans at UCSF
Strategic Communications & University Relations
UCSF Clinical & Translational Science Institute (CTSI)
UC Living Well
UCSF Committee on Disability Issues
UCSF Committee on LGBT Issues
UCSF Committee on the Status of Women

UCSF Medical Center
University Community Partnerships Council
University of California, Office of the President
University Development/Alumni Relations (UDAR)
Voces Latinas Nursing Student Organization
World Trust

And all of our UCSF community partners.

PHOTOS PROVIDED BY:

Cindy Chew
Paul Day
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Susan Merrell
First Impressions