



Lead.
inspire.





Race Matters in Healthcare Visibility Project, Race Talks, a Teach In on Injustice and Health; a march to commemorate lives lost; a campus town hall entitled “Healing in Challenging Times.” This has been a difficult year. Issues of hate, racism, sexual assault, police brutality and Islamophobia continue to impact the nation and in turn, our campus. All of these events have an impact on our campus and the Office of Diversity and Outreach (ODO) continues to play a critical role.

We began last academic year (15-16) with a Race Matters in Healthcare Visibility Project, which highlighted UCSF physicians across UCSF Health, Zuckerberg San Francisco General Hospital (ZSFG) and the SF Veterans Hospital with their responses to “What does race equality in health care look like to you?” This event, created and lead by the Multicultural Resource Center (MRC), was followed by the Race Talks series in the fall and celebration of the one-year anniversary of White Coats for Black Lives (WCBL). In all of those programs, the students were provided dedicated time and space to explore and discuss the intersections of race, identity, current events and pertinent issues such as the impact of student debt on recruiting and supporting under-represented students.

Among the fury of events and the diversity of topics, we have maintained our commitment to continue to fulfill the Office of Diversity and Outreach mission of building, nurturing and engaging diversity and inclusion. The Unconscious Bias Education and Training Program continues to provide a key foundation for improving our awareness of self as it relates to race, gender and other personal identifiers, understanding unintentional consequences in hiring, assessments and promotions processes, and calling us into action to eliminate microaggressions and bias. Our training on the prevention of harassment and discrimination has reached the majority of our campus (90%) and has increased our engagement and commitment to civility and a harassment-free climate of inclusion.

Leadership is a key component to success. Our work is aligned with and elevated by the Chancellor’s stated campus priority of Equity and Inclusion.

Following up on previous work on Unconscious Bias, the executive leadership participated in a full day diversity leadership forum lead by Tim Wise and Dr. Martin Davidson. The work of the Office of Diversity and Outreach is done collaboratively with the Schools of Dentistry, Nursing, Medicine and Pharmacy, the graduate division, the health system and our community.

I am encouraged to say that as a university and health system, we have made progress. We have raised awareness and engagement, supported action to change, provided education, supported underrepresented and marginalized groups and improved the capacity at UCSF for true Equity and Inclusion.

There is more to be done and it is only by working together will we accomplish our goals. We hope you enjoy this report.



“If we cannot end now our differences, at least we can help make the world safe for diversity. For, in the final analysis, our most basic common link is that we all inhabit this small planet. We all breathe the same air. We all cherish our children’s future. And we are all mortal.

[Commencement Address at American University, June 10 1963]

— John F. Kennedy

Sincerely,

J. Renée Navarro, PharmD, MD



MISSION STATEMENT

At UC San Francisco, we are driven by the idea that when the best research, the best teaching and the best patient care converge, we can deliver breakthroughs that help heal the world. Within UCSF, the mission of the Office of Diversity and Outreach (ODO) 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.



In his 2015 State of the University address, Chancellor Hawgood outlined his priority in regards to Equity and Inclusion—UCSF will champion diversity, equity and inclusion as core to our mission and will nurture and grow a culture in which everyone from all backgrounds is welcomed, supported, respected and valued.

Objectives of the priority are:

- Become known nationally as a destination for the brightest and most creative individuals with a diversity of backgrounds, experiences and perspectives.
- Build upon and enrich our diverse culture, focusing on addressing current weaknesses and deficiencies, with the same investment, innovation and rigor that we approach other efforts at UCSF.
- Enhance the personal, curricular and professional development and organizational strategies needed to support and sustain a diverse and inclusive culture, striving to provide equal opportunity at all levels.
- Establish metrics for UCSF's culture of equity and inclusion and measure, evaluate and report on outcomes on an annual basis to ensure accountability and transparency.
- Foster an ongoing dialogue between our campus and the Bay Area community about issues of equity, inclusion, disparities and social justice.





UCSF COMMUNITY BY GENDER

Includes faculty, staff and postdocs, students, trainees

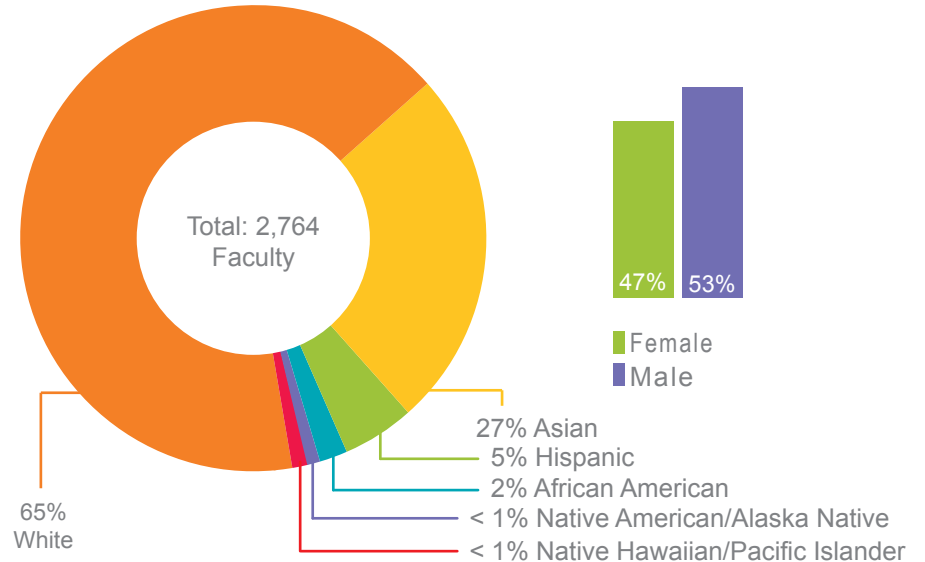


TOTAL: 26,300
100% UCSF Community

Female
Male

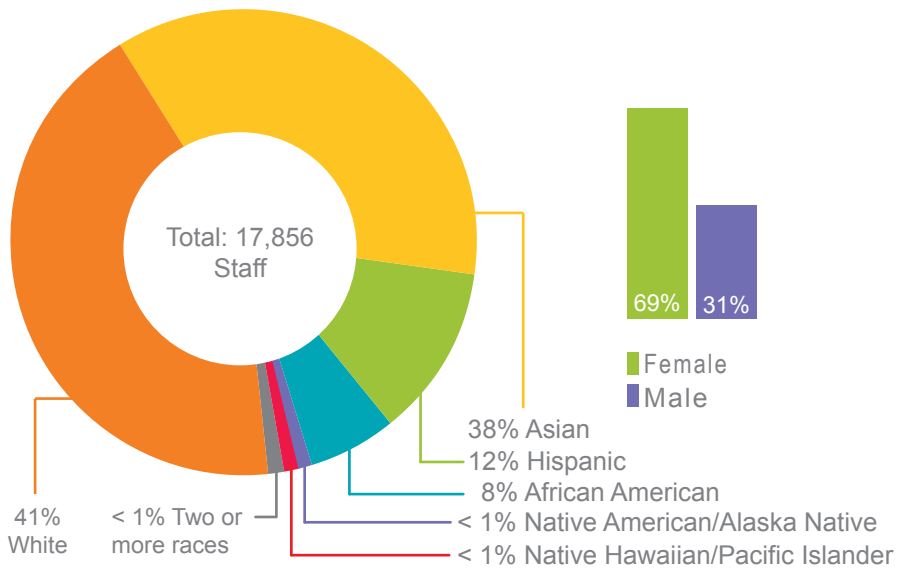
FACULTY

10% of UCSF Community



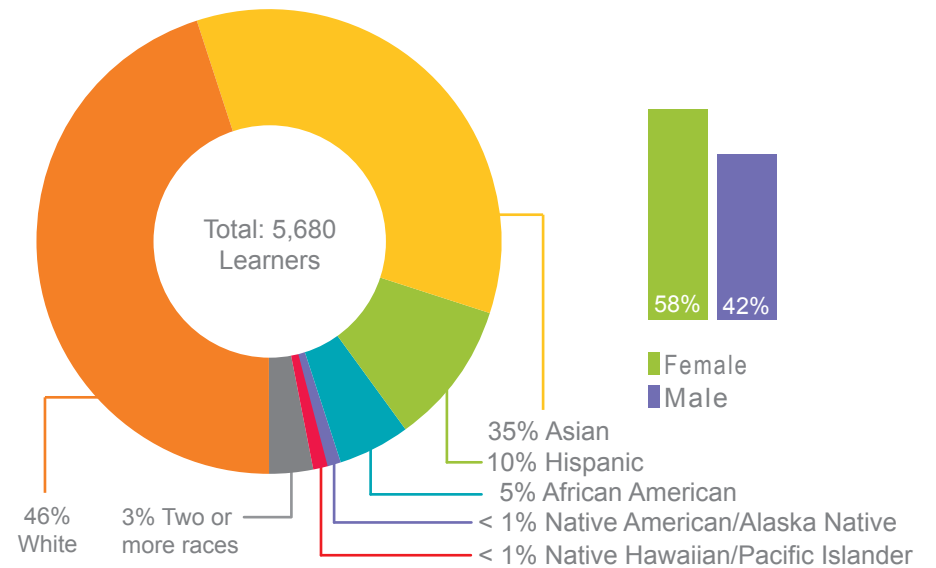
STAFF

68% of UCSF Community



POSTDOCS, STUDENTS, TRAINEES

22% of UCSF Community



Areas of Work

STUDENT OUTREACH



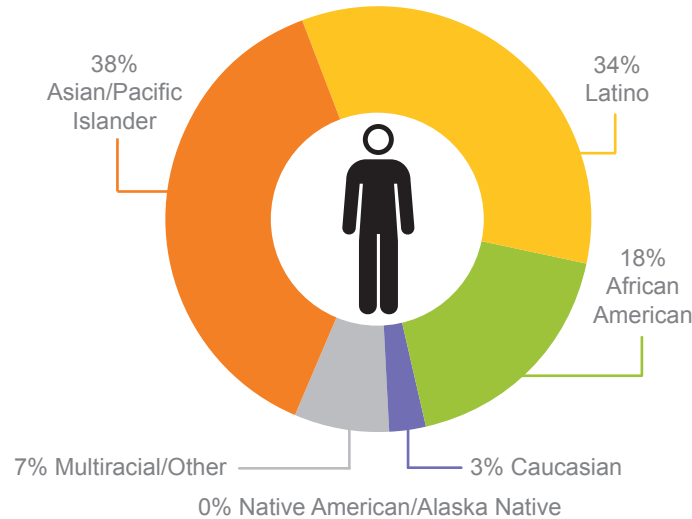
Early Academic Outreach Program:
1,739 K-12 students



Inside UCSF:
98 Underrepresented (URM) undergraduate students

TOTAL: 1,837

STUDENT RACE/ETHNICITY (of those served by ODO Outreach Programs)



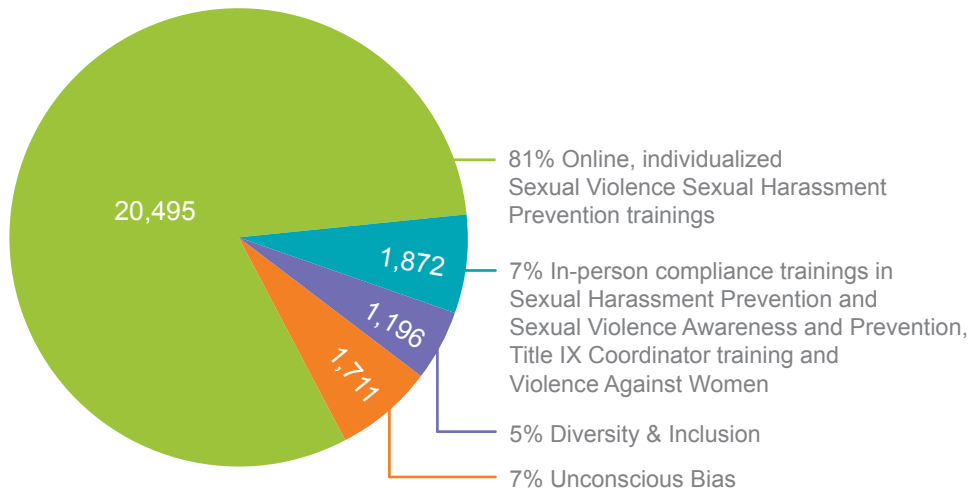
CAMPUS CLIMATE EVENTS

81 PROGRAMS
8,988 ATTENDEES

TYPES OF PROGRAMMING

- Panel Discussions
- Cultural Film Screenings
- Leadership Forums
- National Heritage & Diversity Dialogues
- Awareness Events
- Research Symposia
- Resource Days
- URM Student Mentoring
- Tabling
- Visibility Projects

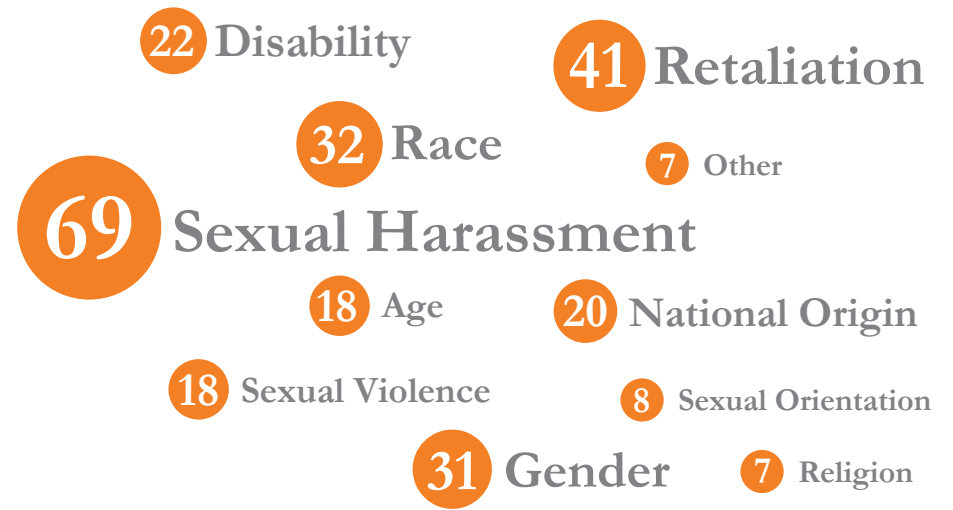
EDUCATION & TRAINING



TOTAL TRAININGS: 25,274

Note: Large increase is due to 2016 mandate from UC Office of the President requiring training for all supervisors.

COMPLIANCE



TOTAL COMPLAINTS: 273

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



INITIATIVES

The Office of Diversity and Outreach engages in annual outreach initiatives focused on nurturing the educational pipeline and increasing the number of underrepresented minorities (URM) in the health sciences.

During **2015-16**, ODO engaged close to **1,900 students** from primary to graduate level education through these and other outreach programs. More than **65 UCSF volunteers** served in our Outreach efforts and more than **325 families** were reached by our college going activities.

Programs to increase recruitment and retention along the educational pipeline include K-12 academic advising and mentoring through:

- **Summer Science Camp** — a summer program to excite, motivate, and inspire 5th and 6th grade underrepresented and underserved students to pursue careers in biomedical to health sciences.
- **Early Academic Outreach Program** — the University of California's largest academic preparation program serving middle and high school students in the San Francisco Unified School District.
- **Inside UCSF** — a two day inter-professional outreach program focused on networking and relationship building for URM undergraduate students interested in matriculating to UCSF.



EVENTS

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

To improve campus climate, ODO collaborated with each professional school, the graduate division and more than 20 campus organizations to produce more than 80 programs reaching over 9,000 members of the campus community. In addition to heritage events such as **Black History Month** and **Latino History Month celebrations**, in 2015-16 these events to **build community** at UCSF, also included:

- **Staff Resource Day** — a one-day event, attended by over 500 people, offering information and workshops to support the personal and professional life cycles of staff employees.
- **Chancellor's Leadership Forum on Diversity** — an annual forum convened of Chancellor, Executive leadership team and other senior leadership on diversity initiatives.
- **Interactive Theater on the Academic Promotions Process** — an interactive theater performance that provides participants new insight and perspective around intractable issues such as unconscious bias and microaggressions within the faculty promotions process. Done in partnership with the UCSF Academic Senate Committee on Equal Opportunity.





DIVERSITY AWARDS

The 2015 Chancellor Awards for Diversity highlight the accomplishments of the campus community for outstanding commitment and sustained efforts toward the advancement of diversity, equity and inclusion within the University. The awards recognized the following 11 diversity champions:

Dr. Martin Luther King, Jr. Leadership Award

Erica Monasterio, Family Health Care Nursing, School of Nursing

Markita Mays, Child Trauma Research Program, ZSFG

White Coats for Black Lives, (accepting on behalf of WCBL: Nicolás E. Barceló, Sidra Bonner, Frederick Jamison)

Advancement of Women Leadership Award

Nancy Ascher, Dept. of Surgery

Katherine Thompson-Peer, Dept. of Physiology

Disability Service Leadership Award

Dan Lowenstein, Executive Vice Chancellor & Provost

Lisa Meeks, Dean's Office, School of Medicine

Cricket Fisher, Student, School of Medicine

Gay, Lesbian, Bisexual, and Transgender Leadership Award

Mitchell R. Lunn, Dept. of Medicine

Additional Notable Awards

- UCSF received the 2015 Higher Education Excellence in Diversity (HEED) award from INSIGHT Into Diversity magazine.
- Vice Chancellor Navarro received the annual Leadership Award from the UCSF Council of Minority Organizations.





DIVERSITY DIALOGUES

Throughout the year the Office of Diversity and Outreach, has collaborated with campus partners to engage in meaningful diversity dialogues. This year's **conversations** included **Islamophobia** and the **Teach-In: Injustice & Health**.

Islamophobia

In September 2015, Zuckerberg San Francisco General Hospital (ZSFG) held a grand rounds called "Challenging Islamophobia". Four panelists, including two ZSFG residents, shared their daily experiences with discrimination based on their religion. The discussion included ideas for concrete actions others can take to challenge Islamophobia in the country, the community and in the clinical care setting. One of the panelist, Suzanne Barakat, MD, a second-year resident in the Department of Family & Community Medicine has emerged as a leading Muslim-American voice calling attention to Islamophobia on the national stage. For more information visit: <https://vimeo.com/141704427>.



Teach-in: Injustice & Health

In February 2015, the campus held a teach-in as part of an ongoing effort to engage the UCSF community in a candid conversation about race, social justice, health sciences education and patient care.

The keynote address by journalist Soledad O'Brien on intolerance and discrimination in America was told through her own story as a woman of color and through her experience as a journalist. Afterwards a panel of UCSF faculty and students held an impassioned discussion about injustice, intolerance and inequities and their profound impact on health in America. More than 450 people attended the teach-in at Cole Hall and another 1,400 watched a live web cast at various UCSF locations. For more information visit: <https://diversity.ucsf.edu/teach-in-powerful-dialogue>.





STUDENT LED INITIATIVES

Student activism continues to be a fundamental part of the campus climate that says action is needed when beliefs are violated and we have to stand united. Three seminal actions took place during the school year, with the Multicultural and LGBT Resource Center's support.

Race Talks

In December 2014, UC San Francisco students launched a national movement in response to police killings of Black men and to highlight racial disparities in education, health care and civic justice through White Coats for Black Lives. On the one-year anniversary of that effort, the UCSF community under student leadership, gathered to continue to support victims of police violence.

In 2015, the passion of these efforts helped launch a new ongoing commitment to discussing change through **Race Talks**. This interprofessional space for UCSF students included conversations focused on current events, such as disparities in the criminal justice system and social issues, like the impact of student debt on 1st generation students, undocumented students and the recruitment of underrepresented minorities.



Do No Harm Coalition

Recent police incidents in San Francisco spurred community outrage and activism. In response, UCSF physicians, nurses, students and staff united and formed the Do No Harm Coalition, to call attention to police violence and institutional racism as public health crises disproportionately affecting communities of color.



Orlando March

After the tragedy of the mass shooting at Pulse, a gay nightclub in Orlando, UCSF students, faculty, staff, and residents led a UCSF-wide march on June 24 in memory of the 49 victims. This demonstration was held to show that the health professional community, present and future, is against homophobia, transphobia, islamophobia, racism and gun violence.



EDUCATION AND TRAININGS

As part of its mission, the Office of Diversity and Outreach conducts trainings for the campus community on issues related to equity and inclusion, such as Diversity, Unconscious Bias, LGBT, and Prevention of Harassment and Discrimination.

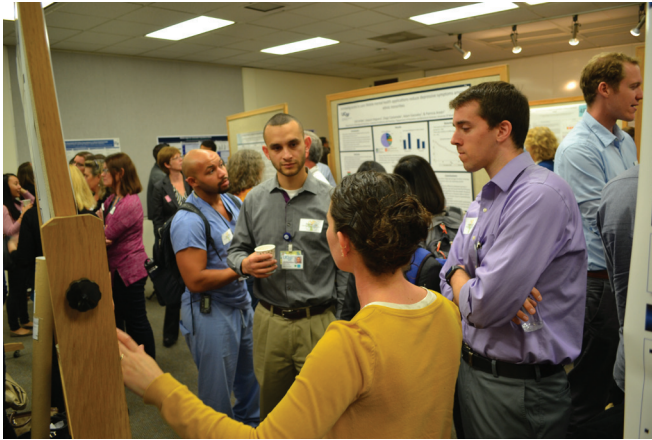
During the 2015-16 academic year, over 25,000 members of the campus community were trained in areas specific to unconscious bias, LGBT 101, diversity 101, and EEOC and the law, as well as prevention of harassment and discrimination.

The large increase in the number of people trained is a result of the UC Office of the President's release of an updated UC policy on Sexual Violence and Sexual Harassment. This policy requires mandatory, annual training for all faculty, staff and students. More than 20,000 members of the UCSF community completed these trainings.



In addition the ODO is excited to announce the launch of the Diversity and Inclusion Certificate Program as a professional development and training opportunity for staff. This initiative is in alignment with the Chancellor's priority on Equity and Inclusion. The curriculum focuses on exploring foundational concepts essential to enhancing an inclusive work environment, through lecture, experiential activities, and independent learning activities.





HEALTH DISPARITIES RESEARCH SYMPOSIUM

In October 2015, the Office of Diversity and Outreach hosted the 9th Annual Health Disparities Research Symposium with partners including the UCSF School of Medicine and School of Nursing. The symposium highlights the outstanding interprofessional research done at UCSF and regionally to address disparities in health and healthcare. Over 350 attendees participated in the presentation of abstracts, the keynote address by Dr. Amelie G. Ramirez and poster sessions on various topics.



LGBTQI HEALTH FORUM

The 8th annual LGBTQI Health Forum, held in February 2016, offered a unique, student-organized program that provided more than 300 attendees from across California the opportunity to learn more about the health care needs of the LGBTQI community and become better prepared to serve LGBTQI patients in the clinical arena. As an interprofessional elective open to all UCSF students, the Forum provided an array of learning opportunities including lectures, discussion panels, problem-based scenarios, and information about objective structured clinical examination.



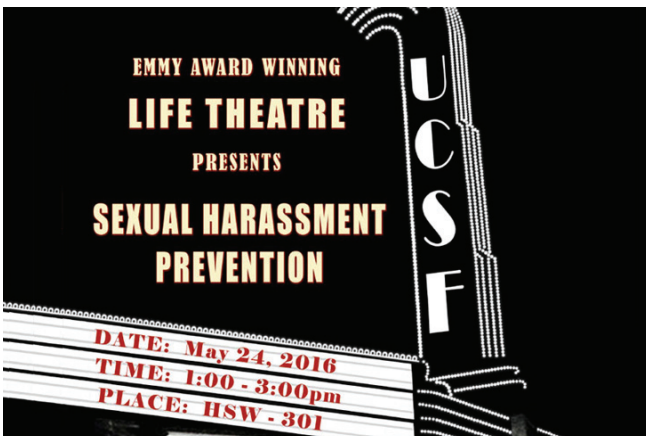


Title IX.
Know your rights.

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. This unit is responsible for managing intakes, assessments, informal resolutions and investigations of internal complaints. In 2015-16, OPHD received 273 complaints in the areas of harassment and/or discrimination based on gender, age, disability, national origin, race, sexual orientation and other protected categories.



In addition, this unit conducts training in various areas including: Sexual Harassment Prevention and Supervising within Policy and Law. With the launch of the 2016 UC systemwide, new Sexual Harassment and Sexual Violence Prevention policy, sexual harassment education and training was provided to all new and returning students, faculty, staff, and post-doctoral scholars and trainees. More than 90% of UCSF faculty, staff, and learners have completed this training.



OPHD also participates, in collaboration with the LGBT Resource Center, in advancing UC policies to make UC a more inclusive environment. As an example, the office participated in the conversations that led to the installment of 149 gender-neutral bathrooms across facilities at UCSF.



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

Alejandra Rincón, PhD
Assistant Vice Chancellor and Chief of Staff

Andrelyn Rivera
Executive Analyst to the Vice Chancellor

Alan Carpenter
Applications Developer/Data Specialist

Communications

Ravinder Singh
Manager, Communications and Events

Annabelle Villanueva
Coordinator, Events and Training

Early Academic Outreach Program

Don Woodson
Director, Early Academic Outreach Program

Anthea Lim Yugawa, PsyD
Deputy Director

Ángel-Max Guerrero
Outreach Coordinator

Marisa Serra
MESA Coordinator

Office for the Prevention of Harassment and Discrimination

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

Nyoki Sacramento, JD
Associate Director

Sejal Friday, JD
Complaint Resolution Officer

Nooshin Afshani, JD
Complaint Resolution Officer

Sara Mueller, JD
Complaint Resolution Officer

Sandra McIntyre, JD
Complaint Resolution Officer

Kanita Viranond, JD
Paralegal

Toni Conrad
Sexual Harassment Prevention Coordinator

Resource Centers

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

Klint Jaramillo
Director, LGBT Resource Center

Evolve Benton
Program Manager, MRC/LGBT

Sexual Violence Prevention Response

Denise Caramagno
UCSF CARE Advocate

Special Initiatives

Elida Bautista, PhD
Associate Professor, Psychiatry
Diversity & Inclusion Certificate Program

Elizabeth Ozer, PhD
Professor of Pediatrics
Equity Advisor

René Salazar, MD
Professor of Clinical Medicine
Unconscious Bias



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
Zuckerberg San Francisco General (ZSFG)
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
Envision
Japanese Community Youth Council
San Francisco Unified School District
Tzu Chi Foundation
Youth Speaks
American Heart Association
Boys & Girls Clubs of San Francisco
Do No Harm Coalition
Physician Medical Forum

DIVERSITY AND OUTREACH FUNDERS

Office of Statewide Health Planning and Development
Clinical Transitional Science Institute