



Annual Report 2016-17

UCSF

Office of Diversity
and Outreach

Welcome



J. Renée Navarro, Pharm D, MD
Vice Chancellor, Diversity and Outreach
Chief Diversity Officer
Professor, Anesthesia and
Perioperative Care
University of California, San Francisco

Increasingly, and particularly during the past academic year, the Office of Diversity and Outreach found itself responding to national news and events that challenge our mission, as well as the UCSF principles of community and P.R.I.D.E. values.

The UCSF campus has come together and galvanized on a number of critical issues, including the impact of repealing the Affordable Care Act (ACA), science

funding and policy, women's rights, religious rights, LGBT rights, racism, and protections for immigrants.

We remain vigilant and recognize the need to speak up on behalf of marginalized groups. When the government announced its travel ban to nationals of seven countries, all Muslim, the university held a forum to denounce the order as an affront to the university principles, its scientific community and to provide UCSF members with resources as well as a platform to express themselves in regards to the impact of such a ban.

A number of these efforts coalesced at the 10th annual Chancellor's Leadership Forum on Diversity where we provided the campus community with updates in regards to the Science March held in April, the Defense of the ACA as well as the continuous work advanced by our office to support undocumented students and those currently protected by the DACA program.

We have implemented trainings with the goal of fostering a climate free of harassment and discrimination. Through our CARE Advocate program, we have increased sexual harassment prevention education with close to 1,000 students undergoing training while also expanding our services to survivors of sexual misconduct. Through the Differences Matter initiative close to 200 education faculty and staff have received a full-day training.

Our Multicultural and LGBT Resource centers continue to advance a climate of full inclusion and provide opportunity and space for equity conversations through multiple forums. This year we had our inaugural Coming Out Monologues as well as a revamped unity OUTlist campaign which featured 12 video interviews and posters. The LGBT Resource Center efforts have intersected nicely with those of the MRC through the Allyship Campaign, intersectionality of identity, and the work of student organizations such as the recently founded Graduate Division Student Diversity Leadership Committee.

Amid the national events and fraught conversations, we have not forgotten that none of this work is possible without investing in the people: those who are here now and those we hope will come in the future. Our work has continued to expand in the area of pipeline programs and staff development. Our Center for Science Education and Outreach (CSEO) has increased its programming to serve middle school students with a robust math and science curriculum (MESA program) In addition, we received National Science Foundation funding to study a regional expansion to STEM opportunities and higher education attainment for URM high school students.

We have also expanded the "college going" information to make it accessible for UCSF employees attending our annual Staff Resource Day. And it is those very same staff members that we have sought to reach and benefit with our Diversity and Inclusion Certificate program. Launched last year, we have certified over 55 staff members who have played it forward within their units, equipped with new skills to advance diversity initiatives, take on new roles and keep equity and inclusion at the forefront of what they do.

As we complete a year in review, we celebrate our successes, with the realization that progress is fragile, uneven and at risk of retreat. We must continually examine our unconscious bias and be willing to change "the way we do things" to provide for sustainable change. There is much to be done.

Looking forward on the Roadmap to Inclusive Excellence we will continue, with our partners throughout the university and the community, to actualize equal opportunity and inclusion of all. We thank you for your engagement and positive actions as we endeavor to live our commitment to diversity, equity and inclusion because this work cannot be done alone.

Sincerely,

J. Renée Navarro, Pharm D, MD



Diversity and Outreach

The Mission of the Office of Diversity and Outreach

- To build a broadly diverse faculty, student, trainee and staff community
- To nurture a culture that is welcoming and supportive
- To engage diverse ideas for the provision of culturally competent education, discovery and patient care.

We welcome:

All **rac**es

All **rel**igions

All **cou**ntries of origin

All **sexu**al orientations

All **gen**ders

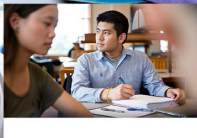
All **eth**nicities

All **abi**lities

We stand with you.

diversity.ucsf.edu/WelcomeAll

Professionalism
Respect
Integrity
Diversity
Excellence



UCSF

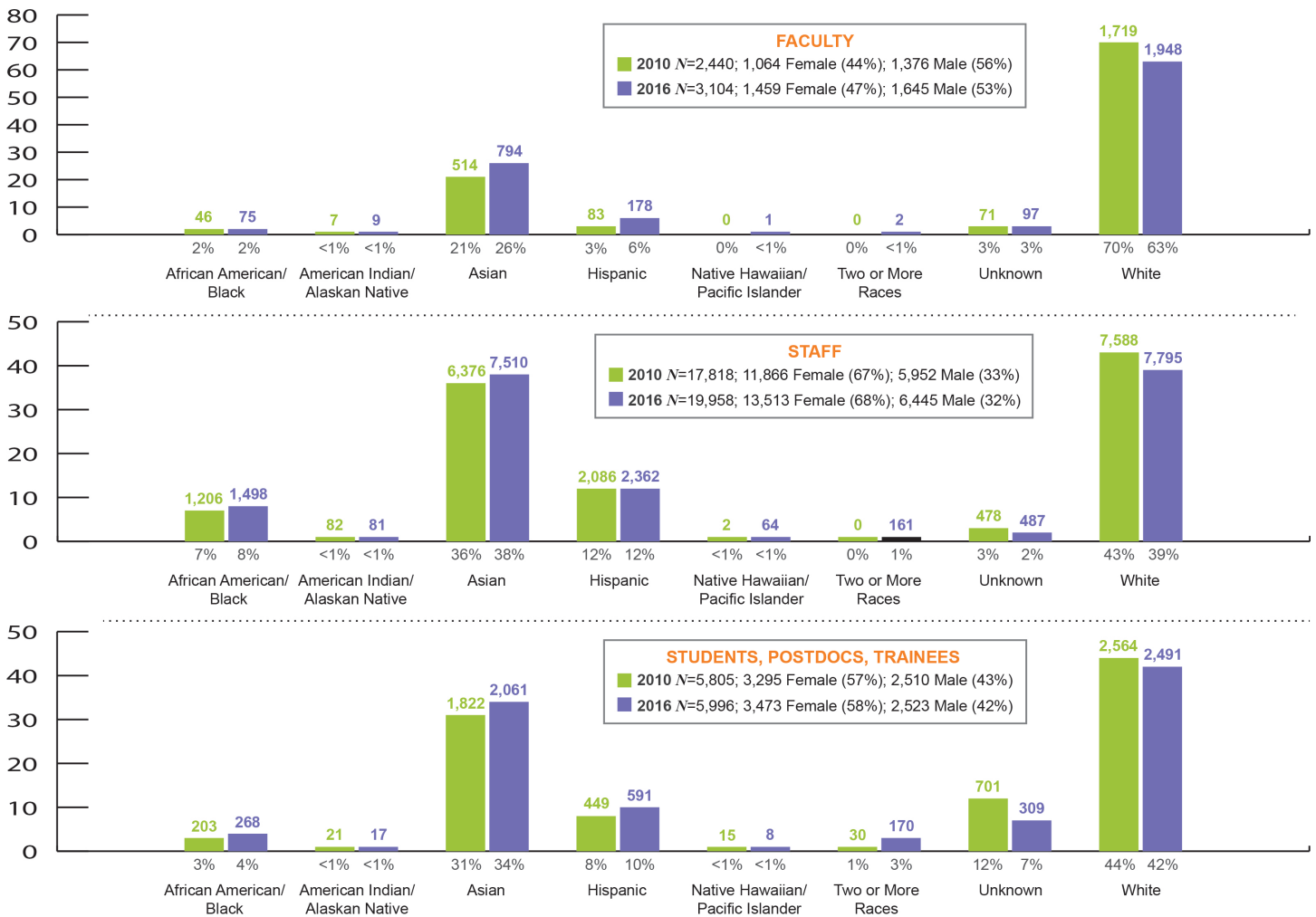
Values

In alignment with UCSF's [Principles of Community](#) and [Code of Ethics](#), the Chancellor's leadership team endorsed the set of overarching values under the acronym of **PRIDE** in October 2016 to reinforce the concept of "One UCSF" that unites us in our shared purpose and promise.



UCSF Demographics

2010-2016



diversity.ucsf.edu/reports-data/diversity-data

Facts from 2010-2016

- 395 more female faculty members
- Asian faculty members increased by 5%
- Hispanic faculty more than doubled (83 to 178)
- White faculty encompasses more than 60% of the total population
- There are an additional 288 African American / Black staff members
- The gender ratio for staff is approximately 2:1 for female to male
- Whites and Asians are the majority of the UCSF population by at least 20%.



Annual Snapshot

Education & Training



22,160 Participated in Sexual Violence Harassment and Prevention training (online or in-person)



3372+ Participated in additional diversity and inclusion training (in-person)



25,532+ Total participants

Campus Climate Events



62 Events & programs



5 Events & programs average per month



4192+ Attendees

Outreach / Pipeline Impact



Directly served:
2998 students



Indirectly served:
15,000+ students



Grants & Awards received:
\$737,000

Compliance



283 Complaints filed

26%

Complaint allegations under the Sexual Violence / Sexual Harassment Policy

74%

Complaint allegations under the Nondiscrimination Policy



Campus Climate

From L to R: Tung Nguyen, MD, Professor, School of Medicine, Engie Salama, Student, School of Pharmacy, Byron Decuire, Respiratory Therapist, ZSFG, were highlighted in the diversity video.

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.

10th Annual Chancellor's Leadership Forum on Diversity and Inclusion

Celebrating Diversity and Leadership Accountability.

Highlights

- **Diversity Video** – Highlighting 4 UCSF community members sharing their personal stories and how others can advocate for diversity and inclusion.
- **Conversation with Panelists** – In response to multiple national events, the UCSF community and campus leaders gathered to discuss topics such as Affordable Care Act, restrictions on immigration, DACA, and advocating for policies that advance science.



“We are committed to cultivating a community where everyone from all backgrounds has the right to work and study in an inclusive environment where they can reach their full potential,” said Chancellor Sam Hawgood, MBBS, in his opening remarks.



Campus Climate

Chancellor Diversity Awards

10 community recipients were recognized for their contributions and impact in advancing equity and inclusion.

Recipients of the Dr. Martin Luther King, Jr. Leadership Award

Nwando Olayiwola, MD, MPH (Faculty)
Crystal E. Morris (Staff)
Peace Chukwudi (Student)



Recipient of the Disability Service Award

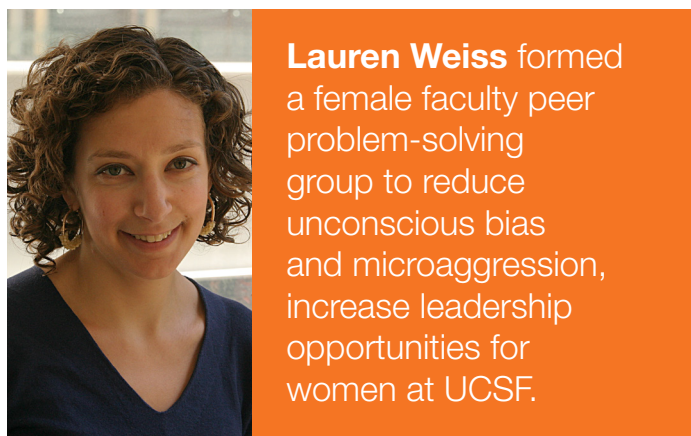
David Rachleff (Staff)

**Faculty and Student categories were not awarded.*



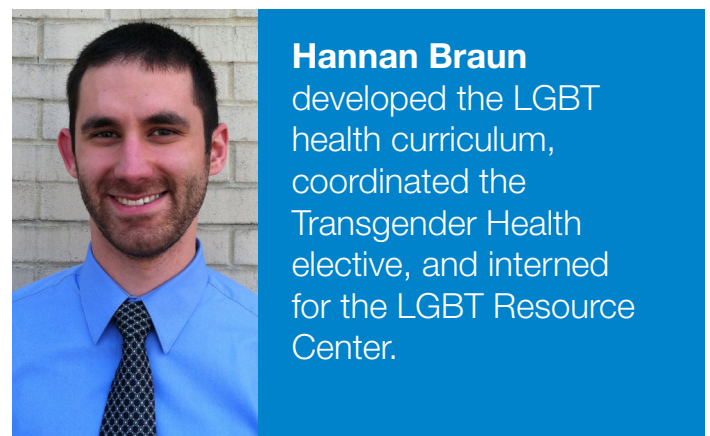
Recipients of the Advancement of Women Award

Lauren Weiss, PhD (Faculty)
Suya Colorado-Caldwell (Staff)
Shan Meltzer (Student)



Recipients of Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Award

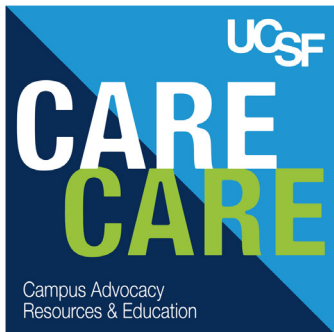
Marcus Ferrone, PharmD, JD (Faculty)
Susan Forstat (Staff)
Hannan Braun (Student)



Campus Climate

ODO Resource Centers

The Office of Diversity and Outreach implements programs and services that support a welcoming climate for all members in the UCSF community. Below are some highlights for academic year 2016-17.



CARE

Our CARE (Campus Advocacy Resources & Education) program provides free and confidential support to UCSF community members who have experienced interpersonal violence.

- Served **59** direct survivors
- Provided in-person prevention education to **936** new students
- Reached **247** UCSF affiliates through outreach and awareness events

LGBT Resource Center

Inaugural Coming Out Monologues

9th LGBTQIA Health Forum

- Keynote Address by Bamby Salcedo, founder of the Los Angeles-based TransLatin@ Coalition

PRIDE Celebration & Parade

- 400 UCSF participants

Allyship Series

- Real Talks; Moonlight; Diversity Graduation

OUTlist Campaign

- 12 video interviews & posters of students, faculty & staff

OUTLIST



Multicultural Resource Center (MRC)

The MRC curated programs, events, and training to support the mission of health justice through ongoing and active engagement with students across the four professional schools and the graduate division.

Highlights include:

Race Conversations - Real Talk Dialogues, Targeted Universalism with Professor John Powell, and Allyship Campaign (Calling into Action – Cultivating Allyship Across Difference) with LGBT Resource Center

Student Engagement - The MRC supported students' involvement as follows: Graduate Division Student Diversity Leadership Committee, Latino Medical Student Association (LMSA) Regional Conference, and Building the Next Generation of Academic Physicians (BNGAP), to increase number of physicians in academia.



Campus Climate

ODO Resource Centers



UCSF

The UCSF Undocumented Student Support Services is a virtual resource center for current and prospective students, faculty, staff and allies.

Events on Immigration

Migration is Beautiful

In January 2017, renowned artist and immigration rights and gender justice activist Favianna Rodriguez discussed her work and the role of activism as an empowering experience that can inspire change in the current political climate, and led an art workshop for students.



DIARY OF A RELUCTANT DREAMER



Diary of a Reluctant Dreamer with Alberto Ledesma

In May 2017, ODO and Chicanx Latinx Campus Association invited Alberto Ledesma to speak about his book - Diary of a Reluctant Dreamer, a hybrid memoir of cartoons and essays questioning at what point a long-time undocumented immigrant living in the United States be considered an American in the making.

Support from UCSF Community

- A petition from faculty, staff, students, fellows, and alumni to make UCSF a sanctuary campus
- Student groups - Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) and Scientists 4 Diversity (S4D) hosted an open forum on supporting undocumented students
- UC System-Wide Faculty Statement of Support for UC Dream Scholars garnered 1000 faculty signatures.

“These sons and daughters of undocumented immigrants are as American as any other child across the nation...They should be able to pursue their dream of higher education without fear of being arrested, deported, or rounded up just for trying to learn...”

Statement from the UC President Janet Napolitano

Campus Climate

Events with UCSF Partners

The Office of Diversity and Outreach partners with various campus constituents to bolster and foster collaboration, improve our effectiveness and serve as a cornerstone for cultural transformation on campus.

Staff Resource Day



Partner: UCSF Staff Subcommittee of the Chancellor's Council for Climate, Culture and Inclusion (4CI)



Attendance: **525+**

This one-day event in February 2017 offered information and workshops to support the personal and professional life cycles of staff employees.

96% of surveyed attendees will return to this event



“Reel Abilities” Film Festival



Partner: UCSF Committee on Disability Issues



Attendance: **175+**

In 2016-17, six ReelAbilities films about people with disabilities that explore and celebrate the diversity of our shared human experience were shown at UCSF. These screenings brought the UCSF community together for the awareness, education, and discussion on disabilities issues, inclusion, and unconscious bias.



Leading Change through Activism



Partner: Alumni Relations



Attendance: **50+**

In January 2017, five UCSF alumni were invited to discuss how they used their roles as students and faculty to advance specific disadvantaged communities, combat unequal access to medical treatment, and advocate for underrepresented students through the influence and support from UCSF.

Alumni Speakers Included:

Pamela Alston, DDS '82 - Dental Director, Eastmont Wellness Center, East Oakland (*top photo*)

Gene O'Connell, BS '87, MS '89 - Former CEO of ZSFGH

David Smith, MD '64 – Founder, Haight-Ashbury Free Clinic (*bottom photo*)

Andrea Quiñones-Rivera, SOM Class of 2018 – Founding member, White Coats for Black Lives

Moderator - Sharon Youmans, PharmD '85 - Vice Dean, School of Pharmacy



Faculty & Research

Faculty Equity Advisors

Through an initiative of Vice Chancellor Renee Navarro, the Faculty Equity Advisor Program was launched this year with the goal of improving diversity, equity and inclusion in UCSF faculty searches. 7 senior faculty members serve as faculty equity advisors to academic search committees across the four schools in:

- **Facilitating Effective Processes for Faculty Recruitment**, including education about best practices to ensure a diverse search committee, proactive search procedures to enhance the diversity of the search pool, and countering applicant selection bias.
- **Monitoring Search Processes and Outcomes**, including reviewing and approving the search plan, applicant pool, and short list.



Nancy Hessel, MSPH
School of Pharmacy



George Taylor,
DMD, MPH, DrPH
School of Dentistry



Erica Monasterio,
RN, MN, FNP
School of Nursing



Nola Hylton, PhD
School of Medicine



Elizabeth Harleman, MD
School of Medicine



Valerie Yerger, ND
School of Nursing



Linda Centore, PhD, ANP
School of Dentistry

10th Annual Health Disparities Research Symposium

This symposium showcased the disparities research from the faculty and trainees at UCSF and provided the opportunity to gather and build community among disparities researchers from many disciplines and across units, schools, campus sites, and the community.



Total Attendance 400+



Keynote Speaker:

Eliseo Perez-Stable, MD, PhD, Professor Emeritus, School of Medicine, Director, National Institute on Minority Health and Health Disparities, National Institute of Health



Poster Presentation Topics:

57 posters presented in Emerging Disparities, Community Based Interventions, Clinical Interventions and Disparities



Compliance

Office for the Prevention of Harassment and Discrimination



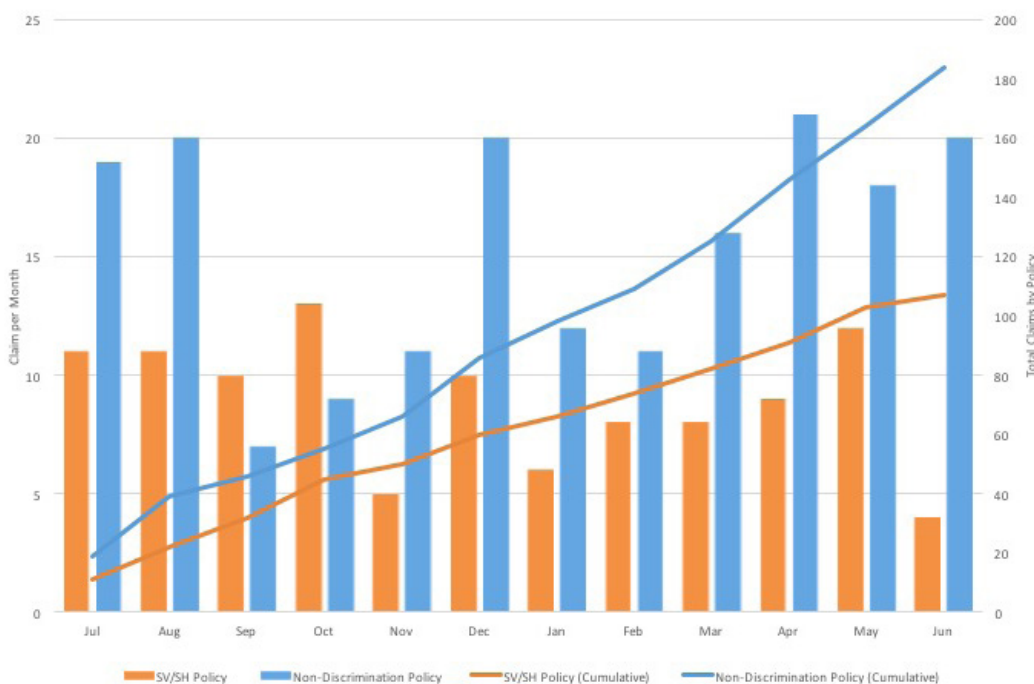
In July 2017, the Office of Diversity and Outreach **announced** the appointment of Nyoki Sacramento, JD, an attorney with expertise in workplace investigations and employment law, as the University's new Title IX Officer and Director of the Office for the Prevention of Harassment and Discrimination (OPHD). OPHD oversees and supports the University's policies concerning affirmative action and the prohibition of discrimination and harassment based on an individual's membership in a protected category. OPHD serves the entire university community, including faculty, staff and students. The team manages intakes, assessments, informal resolutions, and formal investigations of complaints under the **UC Sexual Violence and Sexual Harassment Policy (SVSH Policy)** and the **UC Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment (Nondiscrimination Policy)**. OPHD also provides training on harassment and discrimination prevention and prepares UCSF's written affirmative action plan for minorities and women, persons with disabilities, and covered veterans.

Summary of Complaints 2016-2017

In the 2016-2017 fiscal year, OPHD received and responded to **283** internal complaints alleging discrimination and/or harassment based on the protected categories described in the SVSH Policy and the Nondiscrimination Policy. The 283 internal complaints included:

107 allegations arising under the SVSH Policy

184 allegations arising under the Nondiscrimination Policy

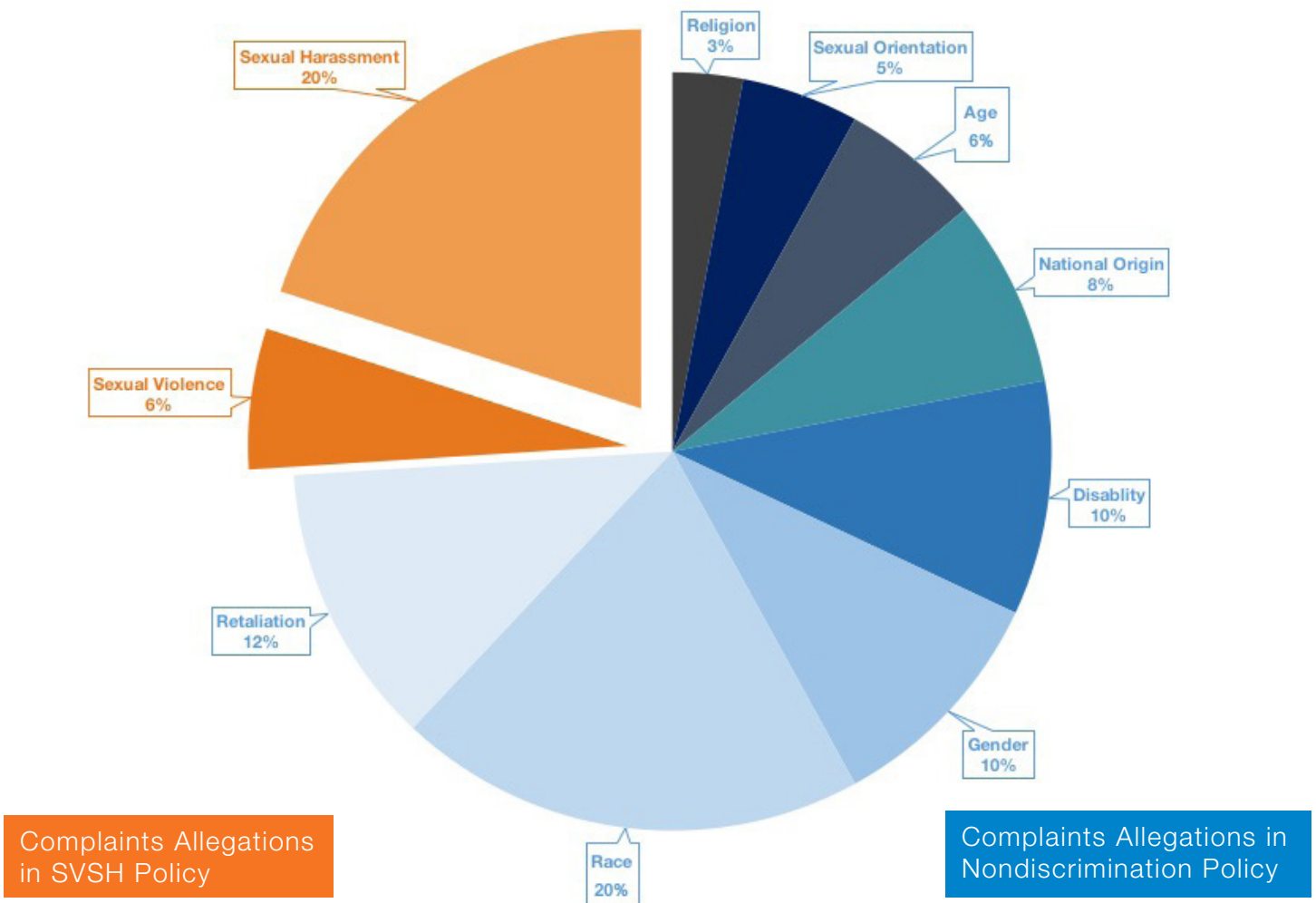


* The total number of complaints (283) does not equal the total number of policy allegations (291) because several complaints included allegations arising under both policies.



Summary of Internal Complaint Allegations 2016-2017

The 283 internal complaints included 483 allegations of harassment and/or discrimination based on protected categories, with the majority alleging harassment and/or discrimination based on race and sexual harassment.



- The total number of complaints (283) does not equal the total number of allegations (483) because individual complaints frequently include allegations of harassment and discrimination based on multiple protected categories.
- OPHD received no complaints alleging discrimination or harassment based on genetic information or veteran status.
- OPHD received one allegation alleging discrimination or harassment based on marital status.



Outreach / Pipeline Impact

Center for Science Education and Outreach




Since 1998, The Center for Science Education and Outreach (CSEO) has provided programs and services that lead to student academic success, increase college-going rates and exploration of various STEM careers for the students and schools we serve.

4 team members

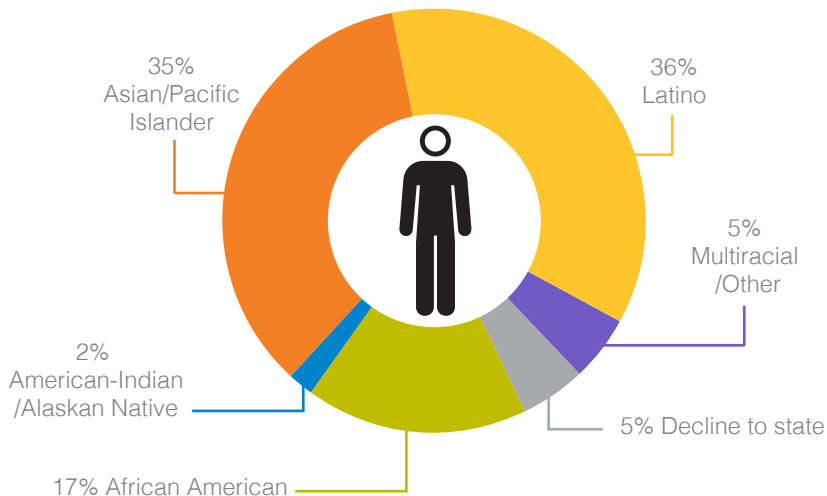
71 UCSF volunteers



In total, CSEO served:

- Directly:  2,998 students
-  461 families
- Indirectly:  15,000+ students

Student Race/Ethnicity (of those served by ODO Outreach Programs)



Entrance to College



94% of our cohort of seniors will be attending a higher education institution Fall 2017



73% of our cohort of seniors will be attending a 4-year institution Fall 2017



74% of our cohort of senior declared a major related to health

Programs

Early Academic Outreach Program

provides academic services to help increase the number of underrepresented students going to college

2,873 students

Inside UCSF

brings underrepresented college students to campus for an inside look at our health professions and graduate schools

100 students

Mathematics Engineering Science Achievement Program

aims to enhance math and science skills and ensure eligibility for higher education

125 middle school students directly served

P-20 Partnerships

focuses on Science, Technology, Engineering, and Math education with San Francisco and Oakland Unified School Districts

15,000 high school students indirectly served



Grants & Awards

Amount granted or awarded to support the work of CSEO.

Amount	Organization
\$300,000	Local Control Funding Formula
\$275,000	Upward Bound
\$150,000	National Science Foundation
\$30,000	Partnership: University of California Office of President / Boys & Girls Club of America
\$737,000	 Total



Education & Training

Compliance Training


The Office for the Prevention of Harassment and Discrimination (OPHD) monitored UCSF's compliance with systemwide sexual harassment and prevention training with both online and in-person options. Here are the training results from 2016-2017:



Participants Number	Target Audience
15,592	Non-supervisory staff
5,665	Faculty and/or supervisor
903	Students
22,160	Total audience

Additional Training & Education

The Office of Diversity and Outreach offered free training and educational presentations to the UCSF community in topics such as Diversity, Inclusion, Privilege, Microaggressions, Unconscious Bias, LGBT.

3372+		Training participants
7-8		Training or educational sessions per month
Unconscious Bias		Most requested training

“We really need to look at this as an organization and train and empower ALL our staff on recognizing, unlearning and standing up against racism and oppression. It happens here.”

Participant from the Quarterly Diversity and Inclusion Training



Education & Training

Diversity and Inclusion Staff Certificate Program

Offered in Spring and Fall, this 4-month long program for UCSF staff members explored concepts essential to enhance staff competencies, provided tools for creating an inclusive climate at workplaces, addressed unmet diversity needs on campus.

In 2016-17:

55

Staff Members
Graduated



Online and In-Person
Learning



Graduates applied their training in the following ways:

- Included diversity in grand rounds planning for the Osher Center
- Organized a series of diversity training session for Radiology staff
- Facilitated training to address micro aggressions in the School of Nursing staff retreat.



Testimonials from participants:

"These types of training are critical, we need more of them...if we are to achieve an equitable work space and treat all patients the same."

"This is a perfect time to talk about diversity. People are scared right now and we need to learn how to support one another."

Quarterly Diversity and Inclusion Training

This training was offered in-person to all members of UCSF and designed to strengthen participants' understanding on the foundations of diversity.

In 2016-17:

450+

Participants

5

Number of
Sessions



Topics
covered:

Unconscious Bias,
Cultural Humility,
Micro aggressions,
LGBTQIA,
Stereotype Threat, & more



ODO Staff

J. Renee Chapman Navarro, PharmD, MD
 Vice Chancellor, Diversity and Outreach
 Chief Diversity Officer
 Professor, Anesthesia and Perioperative Care

Central Office

Alejandra Rincón, PhD
 Assistant Vice-Chancellor and Chief of Staff

Alan Carpenter
 Applications Developer / Data Specialist

Tiffani Chan, MA
 Project Manager

George Dugan
 Webmaster

Andrelyn Rivera
 Executive Analyst to the Vice Chancellor

Annabelle Villanueva
 Events and Training Coordinator

CARE Advocate

Denise Caramagno, MA

Center for Science, Education & Outreach

Don Woodson
 Director

Anthea Lim, PsyD
 Deputy Director

Angel Max Guerrero
 Outreach Coordinator

Marisa Serra
 MESA Program

Resource Centers

LaMisha Hill, PhD
 Director, Multicultural Resources Center

Klint Jaramillo, MEd, MSW
 Director, LGBT Resource Center

Evolve T. Benton, MA
 Assistant Director of the LGBT Resource Center & Multicultural Resource Center

Branden Barger
 Engie Salama
 Interns, MRC & LGBT Resource Centers

Office of the Prevention of Harassment and Discrimination

Nyoki Sacramento, JD
 Director, Title IX Officer

Sejal Friday, JD
 Senior Complaint Resolution Officer

Andrea LaCampagne, JD
 Senior Complaint Resolution Officer

Sara Mueller, JD
 Complaint Resolution Officer

Nakisha N. Rice, MA
 Case Coordinator

Kanita Viranond, JD
 Complaint Resolution Officer

Zachary Williams
 Complaint Resolution Officer

Faculty Equity Advisor Program

Elizabeth Ozer, PhD
 Director

Photo: (from top to bottom, L to R) Zachary Williams, Sara Mueller, Kanita Viranond, Nakisha Rice, Branden Barger, Evolve Benton, Angel Max Guerrero, Andrelyn Rivera, Annabelle Villanueva, Tiffani Chan, Denise Caramagno, Don Woodson, Nyoki Sacramento, Renee Navarro, Alejandra Rincón, Lauisha Hill, Klint Jaramillo



ODO Partners

UCSF Diversity Committees

Alumni Relations
Black Caucus
Campus Life Services
Chicano Latino Campus Association (CLCA)
Council on Campus Culture Climate and Inclusion (4CI)
Council on Campus Culture Climate and Inclusion (4CI) - Staff Subcommittee
Departmental Diversity Leaders
Human Resources
School of Medicine Differences Matters
UCSF Committee on Disability Issues
UCSF Committee on LGBT Issues
UCSF Committee on the Status of Women
University Relations

UCSF Student Groups

Black Students Health Alliance (BSHA)
Gay Straight Dental Association (GSDA)
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 Latinas Nursing Student Association (VOCES)
White Coats 4 Black Lives

External Partners

Boys and Girls Clubs of San Francisco
Physicians Medical Forum
San Francisco Unified School District

Credits

Annual Report Icon Artists: Artem Kovyazin, Roselin Christina. S, Jeevan Kumar, Annie Wang, Maxim Kulikov, Hans Draiman, Mickicon, Royyan Wikaya, Andreas Rottem, Sean Maldjian, UNICORN, Wira, Hopkins, IYIKON, icon 54, artworkbean, Icon Depot, iconsphere, novita dian, Fahmihorizon, Vladimir Belochkin



