

UCSF

Annual Diversity Report 2017-2018



Welcome



Equity and Inclusion, one of four priority areas for UCSF, are essential to fulfilling our core missions of research, patient care, and education in the tradition of excellence for which our university is world-renowned. As the second largest employer in San Francisco and one of its significant economic contributors, UCSF strives to reflect the diversity of the city in which we serve. This annual report features some of the outstanding examples of how UCSF is advancing the various aspects of diversity and inclusion across the schools of Dentistry, Medicine, Nursing, and Pharmacy, the Graduate Division, and the UCSF Health System.

Whether in our administrative, patient care, research, or academic settings, my administration remains committed to the creation of a more diverse, inclusive, and equitable campus and medical center for all patients, students, faculty, trainees, and staff as embodied in our PRIDE Values. I appreciate the leadership of Vice Chancellor Renee Navarro and the dedication, perseverance, and hard work of the Office of Diversity and Outreach team that made this report possible as well as efforts of many others at UCSF who also are working tirelessly every day toward fulfilling these priorities.

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

Greetings from the Office of Diversity and Outreach.

UCSF continues to make significant strides to living our commitment to diversity, equity and inclusion. During this past academic year, as events at the national level continued to affect the UCSF community, we remained active in our efforts to create a more inclusive campus. In September, we held a “Defending DACA” forum, which reached close to 110,000 people over social media and filled Cole Hall with over 350 people. The forum educated the community about this temporary federal program, which offers certain undocumented immigrants protection from deportation and the ability to work in the country. The event aimed to advocate for a reinstatement of DACA, rescinded by the current administration in September 2017. More on the work at UCSF can be seen [here](#).

Our efforts to provide opportunities for individuals and groups to increase self-awareness of unconscious bias, microaggressions, power, privilege and structural barriers to full equity and inclusion and facilitate their development of mitigating strategies increased this past academic year. The ODO conducted more than 50 training sessions reaching over 1800 people. Among these, our Diversity and Inclusion Certificate program has now trained over 100 primarily staff members. Given that staff is the largest component of the UCSF community, we dedicated a number of programs to them in 2017-2018. This included the Chancellor’s Leadership Forum on Diversity and Inclusion, which addressed issues impacting staff equity and inclusion and included candid conversation on the challenges that underrepresented staff members face. We also held our annual Staff Resource Day, attended by 575 people. We thank our colleagues in Campus Life Services and Human Resources for their partnership in this effort.

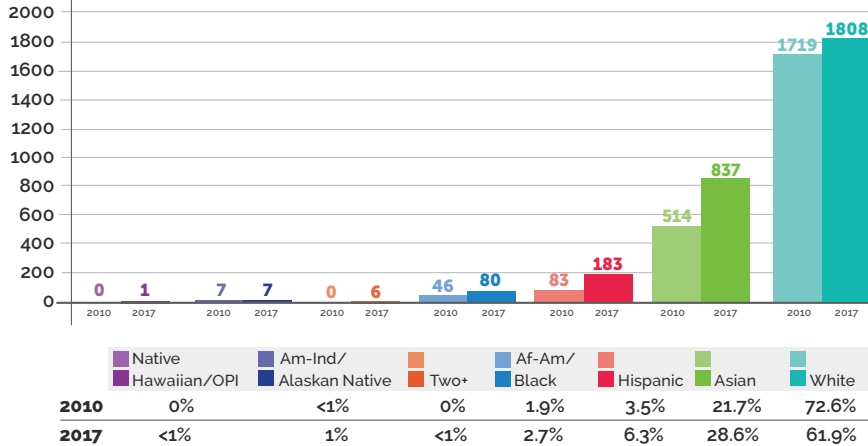
We are pleased to report that this past year our office received a \$450,000 grant from the UC Office of the President to advance faculty diversity. Thanks to these funds, we welcomed three Ladder Rank underrepresented minority faculty to the Schools of Dentistry (1) and Nursing (2). This grant complemented the ongoing efforts of our Faculty Equity Advisors, who serve across the four schools to bring diversity awareness and best practices during faculty searches. The Center for Science Education and Outreach (CSEO) was also fortunate to receive a \$1.3M Upward Bound grant, greatly expanding our ability to grow our pipeline of underrepresented students to UCSF.

This year’s report highlights the efforts of the professional schools, the Graduate Division and UCSF Health as well as the Office of Diversity and Outreach’s individual units. These are highlights only, and not meant as comprehensive documentation of all the important work being done across campus and the health system. We know that diversity, equity and inclusion is the work of all of us at UCSF. We are deeply grateful for your ongoing commitment and engagement. We are optimistic and look forward to accomplishing more together this academic year.

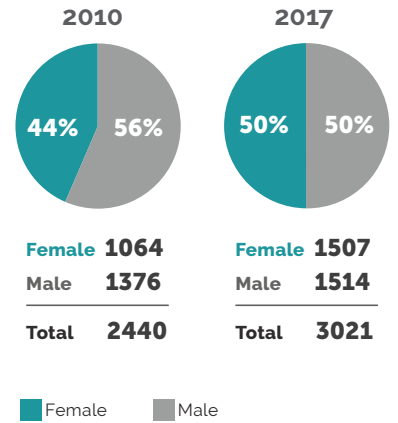
Renee Chapman Navarro, PharmD, MD
Vice Chancellor Diversity and Outreach

Demographics

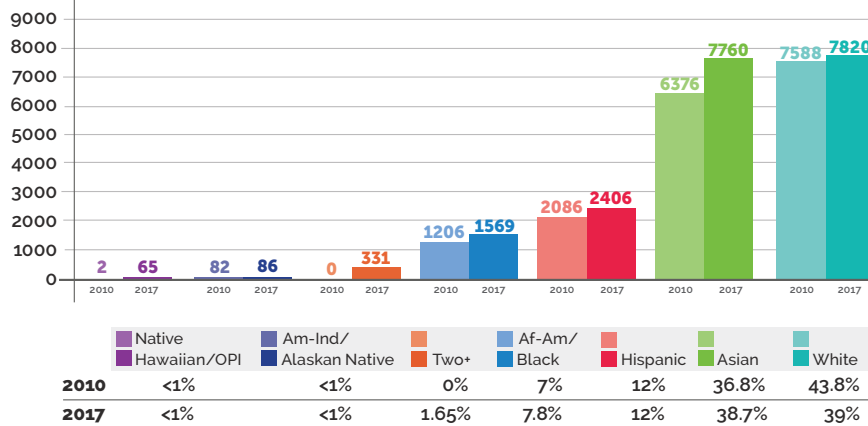
Faculty Race/Ethnicity Trend*



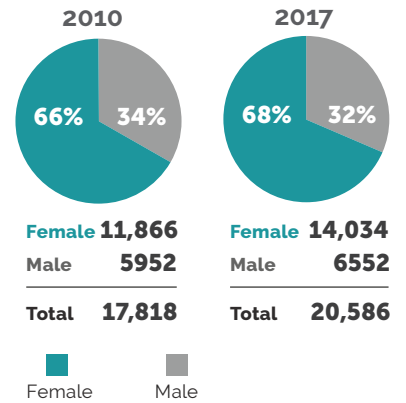
Faculty Gender*



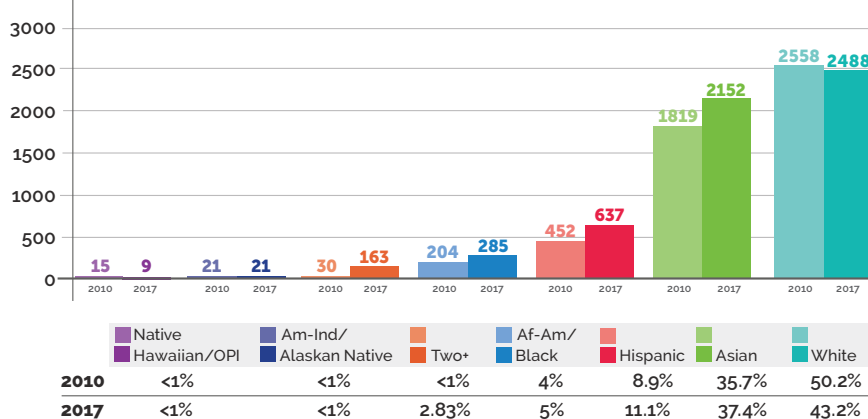
Staff Race/Ethnicity Trend*



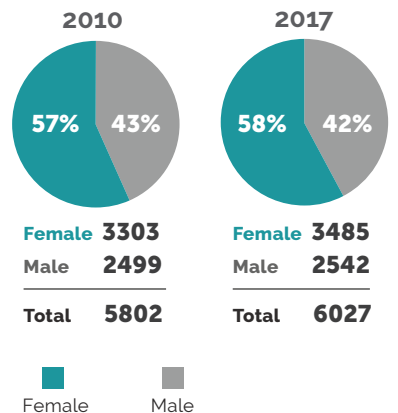
Staff Gender*



Student & Learner Race/Ethnicity Trend*



Learner Gender*



*Excludes Unknown/Did Not Answer.

School of Dentistry

■ Pipeline & Outreach

Interprofessional Health Post-Baccalaureate Certificate Program

Serving those from underserved communities, disadvantaged backgrounds, and groups historically underrepresented in Dentistry, this year-long program is designed to help post-baccalaureate students become more competitive dental school applicants.

2016 Cohort:

33% accepted into UCSF SOD

2017 Cohort:

43% accepted into UCSF SOD



Left: Post-Baccalaureate Cohort 2017; right: Washington DC Policy Summit

Dental Student Outreach

283 pre-dental students served

at Hispanic Student Dental Association (HSDA) Bridges Conference, Student National Dental Association (SNDA) Impressions Conference, and DentStay.

■ Student Scholarships & Awards

6 scholarships

9 awards

\$5000-\$20,000

per year per student

■ Climate

Assessment & Improvement

A far-reaching effort to enhance the SOD climate as experienced by students and other learners, staff, and faculty.

- 2017-2018: Focus Groups & Survey
- Fall 2018: Town Halls
- Fall 2018-onward: Initiatives/Implementation

HEALS Training

Worked with School of Nursing to bring HEALS training, a structured approach to addressing bias, micro-aggressions and exclusionary behavior, to SOD.

■ Research, Health Disparities & Community

CAN DO

Center to Address Disparities in Children's Oral Health is a transdisciplinary virtual Center with multiple NIH-funded projects generally for the purpose of researching ways to reduce oral health disparities to reduce oral health disparities in children's oral health.

California Oral Health Plan

Collaboration with California Department of Public Health's Oral Health Program to address oral health disparities that disproportionately burden diverse, vulnerable populations statewide.

San Francisco Children's Oral Health Collaborative

Addresses disparities in oral health focused largely on 3 diverse neighborhoods.

Policy Summit, Washington, D.C.

6 students funded

to learn foundations of advocacy and meet with law makers to discuss DACA, Undocumented Students, and Graduate and Professional Health Sciences.



In August 2017, the Graduate Division welcomed D'Anne Duncan, PhD, as its new Director of Diversity and Outreach. Dr. Duncan directs programs dedicated to supporting underrepresented undergraduates and PhD students, spearheads efforts to understand and evaluate the needs of students, and develops and implements new diversity and inclusion initiatives across graduate programs. Dr. Duncan also partners with other offices dedicated to diversity, equity and inclusion at UCSF, including the Multicultural and LGBT Resource Centers. Prior to joining UCSF, Dr. Duncan served as the Associate Director of the NIH's Broadening Experiences in Scientific Training (BEST) Consortium. She earned her PhD in Neuroscience from Northwestern University in 2011, and pursued postdoctoral training in visual neuroscience at Vanderbilt University.

■ Pipeline & Outreach

Summer Research Training Program (SRTP)

50 students
70% go on to pursue a graduate degree

Offers the opportunity to conduct research in the basic biomedical sciences to undergraduates that are underrepresented in STEM fields, come from socioeconomically disadvantaged backgrounds, are first generation to college, and/or attend undergraduate institutions that provide minimal exposure to scientific research.

Initiatives for Maximizing Student Development (IMSD) Fellowship

100+ recipients since 1997

Designed to improve the academic and research competitiveness of underrepresented minority students and to facilitate their progress toward careers in biomedical research through a summer research rotation, financial support, peer mentorship, and professional development activities.

For Postdocs: Institutional Research and Academic Career Development Award (IRACDA)

4-year program

IRACDA's mission is to cultivate a diverse group of biomedical scientists to pursue independent academic careers and to enrich the collaborative relationship between UCSF and SFSU in research, training, and mentoring. Program directed by Holly Ingraham, PhD, Professor and Vice Chair of Cellular and Molecular Pharmacology, UCSF.



2018 IMSD-IRACDA Annual Retreat. Photo: Dr. Elizabeth Silva.

School of Medicine



■ Differences Matter

is a comprehensive School of Medicine program working to make UCSF the most diverse, equitable and inclusive academic medical system in the country.



■ Climate

John A. Watson Faculty Scholars Program

34* UIM

(Under-represented in Medicine) and/or equity or inclusion-focused faculty

3-year award

\$75,000/year

**Since program's inception in 2015.*

Diversity, Equity and Inclusion (DEI) Champion Training

600 faculty trained

Undergraduate Medical Education Curriculum

Addresses issues of health care disparities and social justice using a firm understanding of race, racism, bias, and privilege.



Top: Medical students Juan Vasquez, left, and James Ruiz.
Bottom: Michelle Guy, MD, Professor, Director of Diversity for Graduate Medical Education.

Clinical Health Equity Toolkits

Designed for implementation in Core Oversight and Patient Experience Departments

Committees Policy

All SOM committees must now be composed of at least **50% women or UIM**

■ Pipeline & Outreach

Pathway, Pipeline, Outreach Network

Utilizing the Office of Diversity and Outreach's Diversity Hub, Differences Matter created a **directory** of over 70 UCSF-affiliated pathway, outreach, and pipeline programs; **formed network of program directors** to share best practices and institute pipeline/outreach policies.

INCLUDE

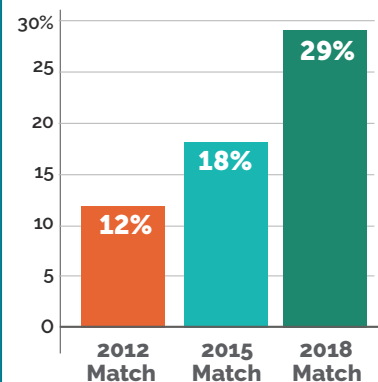
An inter-program collaboration funded by the National Science Foundation's Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (INCLUDE).

Diversity Supplement

20 high school students

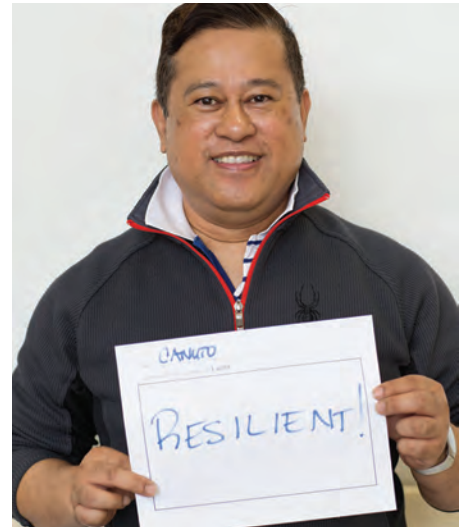
Supplement obtained to create research internships for 20 UIM high school students in Cancer Center labs.

■ UIM Residents



Note: Larger programs achieved matches between 25-50% UIM.

School of Nursing



■ FirstGenRN

FirstGenRN provides career development and support to the nearly 30% School of Nursing students who are **first in their family to attend college**.



30% of SON students are FirstGen

"It was really hard to get here....I struggle in ways faculty wouldn't know unless you asked."



■ Diversity in Action Committee (DIVA)

DIVA is known for developing the **HEALS Model**, a structured approach to addressing bias, micro-aggressions, and exclusionary behavior, and to create and foster an inclusive community.

Collaborated with School of Dentistry to bring HEALS training to SOD and presented to University Relations.

Developed a Student Climate Survey.

Trained UCSF Health Dept. of Quality Improvement on cultural humility and foundational concepts in diversity, equity and inclusion.

■ Pipeline & Outreach

Howard University Collaborative

5 Undergraduates

UCSF sponsored and hosted 5 undergraduate nursing students from Howard University to participate in **Nursing Leaders of Tomorrow** to learn about:

- Funding opportunities
- Various roles and duties
- New research and curricula

Nursing Leaders of Tomorrow

50+ Attendees

A two-day program with the goal of **increasing underrepresented individuals pursuing nursing graduate education**.

Outreach

45+ Events Attended

- Bay Area Black Nurses (BABNA)
- Greater San Jose National Association of Hispanic Nurses Chapter (NAHN)
- Los Angeles Chapter of National Association of Hispanic Nurses
- Stanford Undergraduate Minority Medical Association
- National Association of Black Nurses (NBNA)
- National Alaska Native American Indian Nurses Association (NANAINA)
- And others

■ Pipeline & Outreach

Interprofessional Health Post-Baccalaureate Certificate Program

A year-long program for prospective students from underserved communities, disadvantaged backgrounds, and groups historically underrepresented in pharmacy who have completed undergraduate coursework and need a stronger academic foundation to be competitive when applying to pharmacy school. The cohort is small to provide personalized support to each student.

35 participants*

83% acceptance rate into a school of pharmacy

76% accepted into UCSF School of Pharmacy

**Since program's inception in 2010.*



■ Climate & Training

Unconscious Bias Training

122 first year students trained

PharmD Curriculum Transformation & Cultural Humility

Cultural Humility is a pillar of the newly redesigned SOP curriculum, woven throughout courses through all years rather than discrete modules.

■ Advocacy

Graduate and Professional Dream Advocates (GAPDA)

Undocumented School of Pharmacy students Ana Cruz (PharmD, 2018) and Min Ku Choi are among the founding members of UCSF's GAPDA, an interprofessional and interdisciplinary student organization whose mission is to support undocumented immigrant graduate and professional students by:

- Promoting awareness
- Establishing a support system
- Advocating for increased access to educational programs and health care



"Both pharmacy school and activism are very time consuming and rigorous, but I have the passion, so it doesn't feel like work."

*-Ana Cruz,
PharmD, 2018*



"I received so much help as a DACA student – from upper classmates like Ana, from the School of Pharmacy, from the Office of Diversity. I'm really grateful for that. The only way to show my gratitude is to become a mentor and advocate myself."

*-Min Ku Choi,
School of Pharmacy*



UCSF Health works with the Office of Diversity and Outreach and School of Medicine Differences Matter to **improve diversity, equity, and inclusiveness at the Medical Centers and other clinical sites.**

Focus Areas

Language & Literacy

Reduce language and literacy-associated disparities.

Data

Measure, analyze, and address race/ethnic and cultural differences in health care quality at UCSF-affiliated sites.

Patient Experience

Create an inclusive environment for patients at UCSF-affiliated clinical sites.

Actions

- In collaboration with Differences Matter, **created Health Equity Council** at UCSF Health.
- Launched UCSF Health’s effort to systematically **collect patient race and detailed ethnicity data.**
- **10 recommendations on language/literacy** for all campuses developed.
- Secured question on **satisfaction with language services upon discharge** and approval for nursing pilot “one conversation per shift with every limited-English proficiency patient” at Zuckerberg San Francisco General Hospital (ZSFG).
- Created Children’s Hospital Diversity Committee.

Caring Behaviors Training

Comprehensive training for caregivers includes modules dedicated to **identifying implicit bias, crucial conversations, and cross-cultural communications.**

Advocacy

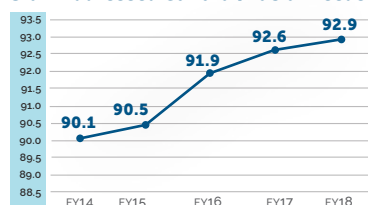
Rally for Dreamers

Pediatric residents organized a rally at Benioff Children’s Hospital Oakland to urge Washington to support a clean DREAM act for DACA enrollees (Deferred Action for Childhood Arrivals)—one that does not exchange Dreamers’ future for the passage of other legislation.

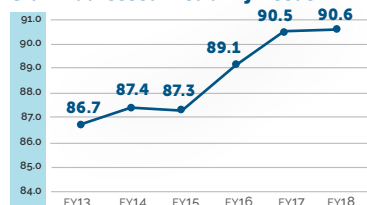


Patient Survey Results

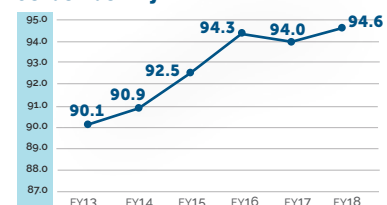
Staff Addressed Cultural/Racial Needs



Staff Addressed Disability Needs



Staff Respected Sexual Orientation/Gender Identity



UCSF ODO Annual Snapshot



■ Campus Climate Events

77 campus climate events

7+ events and programs per month/average

5600+ attendees

■ Education & Training

18,881 participated in Sexual Violence Harassment and Prevention training (online or in-person)

2559 participated in additional diversity and inclusion training (in-person)*

21,440 total participants

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



■ Outreach/Pipeline

3510 students directly served

15,000 students indirectly served

\$1,760,000 total grants and awards received

■ Compliance

352 complaints filed in 2017-2018 fiscal year

47% complaints under Sexual Violence/Sexual Harassment policy

53% complaints under Nondiscrimination policy

25%+ increase in complaints in 2017-2018

Campus Climate

The Office of Diversity and Outreach conducts a wide array of programs dedicated to fostering a more inclusive climate for all.

■ 11th Annual Chancellor's Leadership Forum on Diversity and Inclusion

An Examination of Issues Impacting Staff Climate and Equity

Highlights:

Video Commemorating the 50th Anniversary of the UCSF Black Caucus

Conversation with Panelists



■ Chancellor Diversity Awards

Thirteen community recipients were recognized for their contributions to advancing equity and inclusion.

Dr. Martin Luther King, Jr, Leadership Award

Rosny Daniel, MD – Resident

Holly Ingraham, PhD – Faculty

Judy Young, MPH – Staff

Disability Service Award

Megan Winkelman – Student

Kirk Hudson – Staff

Stephen Fernandez – Staff

Salman Saeed – Staff

Advancement of Women Award

Julie Boiko, MD, MS – Faculty

Christina Mangurian, MD, MAS – Faculty

Naledi Saul, MPM – Staff

LGBTQI Award

Thomas Nguyen – Student

Danielle Castro, MA, MFT – Staff

Julia Goldstein – Student

■ Staff Resource Day

575+ attendees

95% of surveyed attendees will return to this event

One-day event in June 2018 offered information and workshops to support the professional and personal lives of UCSF staff employees. Partners: Campus Life Services, Human Resources, and Council on Campus Climate, Culture and Inclusion (4CI) Staff Subcommittee.



UCSF ODO Resource Centers

The CARE Advocate, LGBT Resource Center and Multicultural Resource Center work to create a welcoming, supportive and inclusive climate for all members of the UCSF community. 2017-2018 activities are highlighted here. Many events are co-sponsored with colleagues across campus.



■ 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.

79 direct survivors served

31 trainings and presentations conducted

Key Events

UCSF Denim Day

Rape of Recey Taylor Film Screening and Discussion

Art as Healing events

Trauma-Informed Yoga, an ongoing program for survivors

**CARE Advocate:
1486 UCSF
constituents reached**

■ LGBT Resource Center

The Center aims to sustain visibility and a sense of community across the campus and medical centers.

20+ Events **20** Trainings & Consultations

Key Events

10th Annual LGBTQIA Health Forum:

Guest speaker Janet Mock

400+ participants

PRIDE Parade

300+ UCSF participants

Inaugural LGBTQ Undergraduate Queer Institute

35 participants

2nd Annual Coming Out Monologues

50 participants

Out in Science

100 participants

20th Anniversary of the LGBT
Resource Center



**LGBT Resource Center:
2471 UCSF community members served**



■ Multicultural Resource Center

Committed to shaping physical and intellectual environments that honor the experiences of all members of our UCSF family.

By the Numbers:

MRC Events & Programs

28 Student Support

18 Education/Training

13 Cultural Heritage

7 Volunteer/Sponsorships

2 Social Justice

2 Wellness

Key Events

The Color Purple @ UCSF

Bailamos: Latinx Dancing

Write It Out

Diversity Graduation

Film screenings:

The Immortal Life of Henrietta Lacks

Coco

**Multicultural Center:
3855 UCSF community members served**

■ Undocumented Student Support Services

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

Immigration Events & Support from UCSF Community:

Defending DACA Town Hall 111,000 constituents reached*

UCSF faculty and students participated in a panel discussion and forum on the Trump administration's decision to rescind DACA. The forum was open to all UCSF community members.

Panelists:

Rachel Ray, UC Immigrant Legal Services Center

David Wofsy, Associate Dean for Admissions, School of Medicine

Walter Mancía, Graduate Division Student

Ana Cruz, School of Pharmacy '18

RealTalk: Undocu @ UCSF

A presentation, discussion, and Q&A session about current policies and campus resources surrounding undocumented students at UCSF.

Defending DACA Phone Bank

**In-person and online viewers*



UCSF ODO Committees

Diversity and Inclusion committees provide a forum through which senior leadership is apprised of recommendations and concerns from the diverse campus community. Membership is voluntary and may include faculty, students and staff.



Photos: UCSF Black Caucus Archives, UCSF Library.

■ 2018: 50th Anniversary of the UCSF Black Caucus

Formed in 1968, the Black Caucus provides an open forum for all people of African descent on campus to express matters of race as they affect life on campus and in the community. This year the Black Caucus celebrated its 50th anniversary with a commemorative video that premiered at the annual gala and was shown to a wider audience at the Chancellor's Leadership Forum on Diversity and Inclusion.

"UCSF was known as the plantation on the hill."

-Joanne Lewis, Co-Founder
UCSF Black Caucus

"It takes an organization to move an organization."

-David Johnson, Co-Founder
UCSF Black Caucus

"But a role model in the flesh provides more than inspiration; his or her very existence is confirmation of possibilities one may have every reason to doubt, saying, 'Yes, someone like me can do this.'" -Sonia Sotomayor

■ Our Committees

- Asian Pacific American Systemwide Alliance (APASA)
- Black Caucus
- Chicano Latino Campus Association (CLCA)
- Council on Campus Climate, Culture and Inclusion (4CI)
- Council on Campus Climate, Culture and Inclusion (4CI) Staff Subcommittee
- Department Diversity Leaders
- Committee on Disability Issues
- Committee on LGBT Issues
- Committee on the Status of Women



Compliance

Office for the Prevention of Harassment and Discrimination

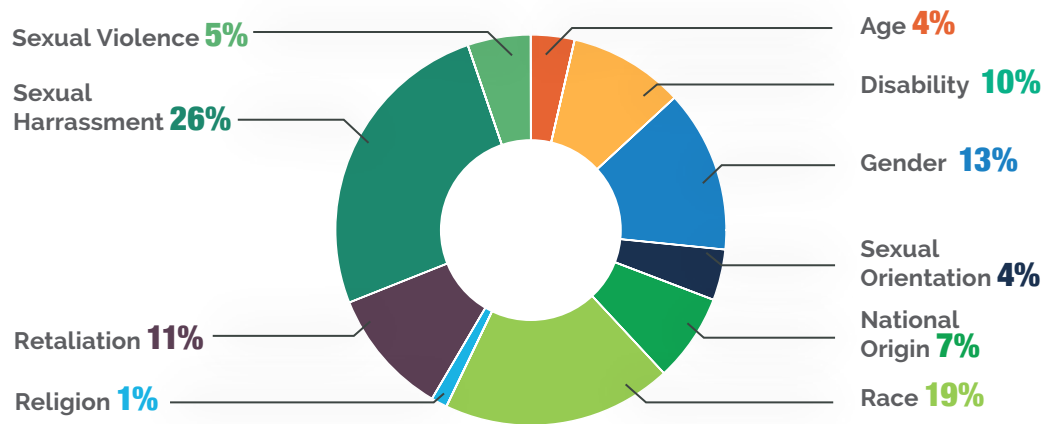
The Office for the Prevention of Harassment and Discrimination (OPHD) supports the University policy prohibiting discrimination and harassment of any person on the basis of their membership in a protected category. As part of this work, OPHD responds to complaints from persons who believe they have been 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 and Program for minorities and women, persons with disabilities, and covered veterans.

During the 2017-2018 fiscal year, OPHD received and responded to 352 internal complaints alleging discrimination and/or harassment based on protected categories described in the Sexual Violence/Sexual Harassment Policy and the Nondiscrimination Policy. These complaints included 522 allegations of harassment and/or discrimination.

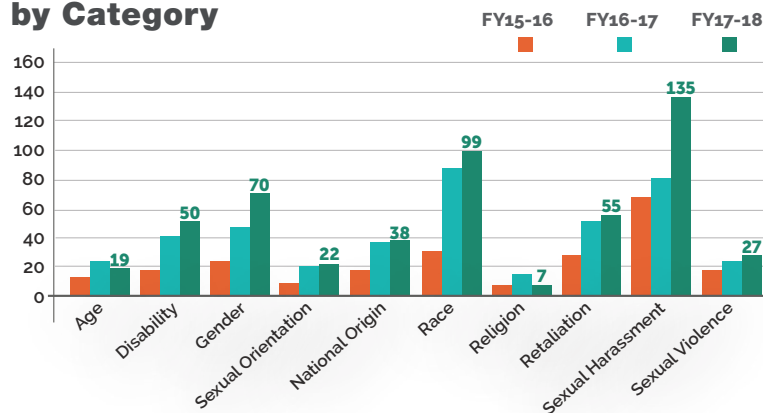
Fiscal Year 2017-2018: 352 complaints 522 allegations

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.

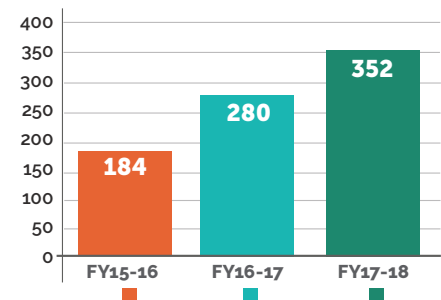
Summary of Internal Complaint Allegations FY 2017-2018



Summary of Internal Allegations by Category



Total Internal Complaints by Fiscal Year



Outreach/Pipeline Students



Center for Science Education and Outreach

Since 1998, the Center for Science Education and Outreach (CSEO) has been serving California elementary, middle school, high school and undergraduate students, providing programs to support academic success, improve access to higher education, increase college attendance and expose them to career paths in Science, Technology, Engineering and Mathematics (STEM).

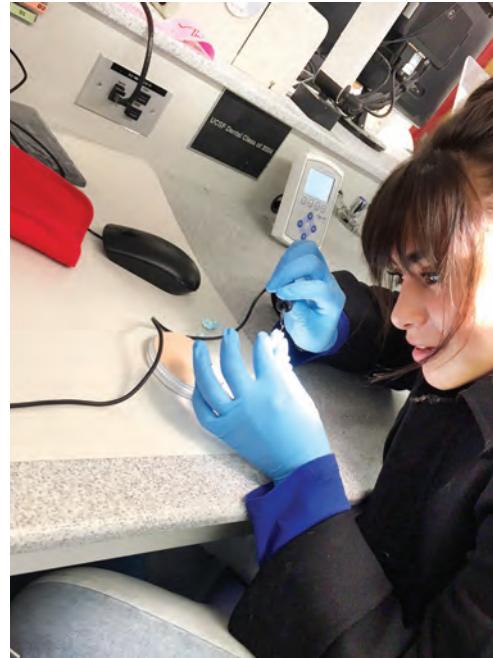
In 2017-2018, CSEO directly served:

3510 students

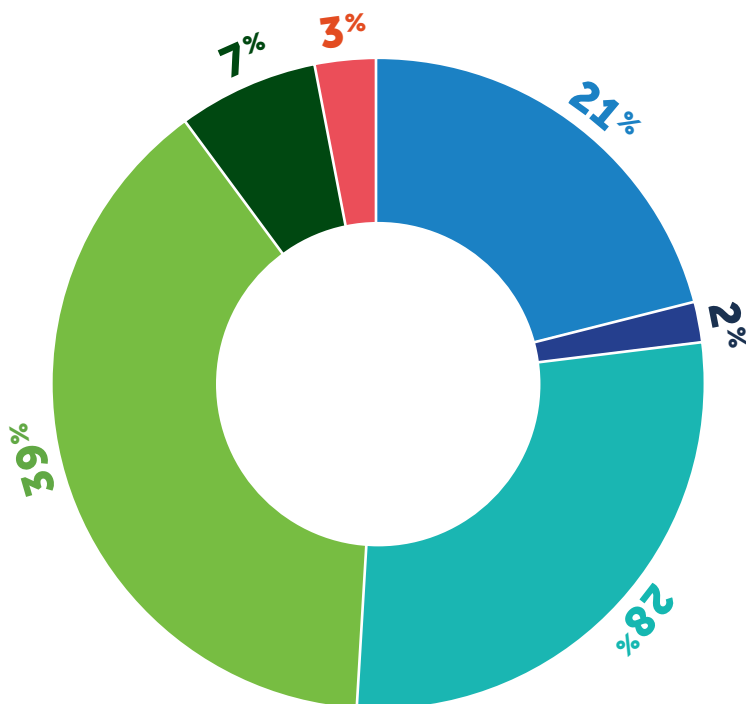
581 families

38 SFUSD High School Counselors

1000+ indirectly served



2017-2018 Student Race/Ethnicity



- African American
- American-Indian/Alaska Native
- Asian (Chinese, East Indian, Filipino, Japanese, Korean, Vietnamese, Other Asian)
- Chicano/Latino
- Pacific Islander
- Other/More than one

■ Programs

Academic Outreach Program (EAOP)

Provides academic services to help increase the number of underrepresented students attending college.

3115 students

Math, Engineering, Science Achievement (MESA)

Works to improve middle and high school students' math and science skills and ensure higher education eligibility.

335 students



P-20 Partnerships

Improve access to college for underrepresented high school students in Antioch, San Francisco and Oakland Unified School Districts.

15,000 students indirectly served

Upward Bound

Supports high school students from first generation and/or low-income families students in their preparation for college entrance.

60 students

Inside UCSF

Brings underrepresented college students to campus for an inside look at health professions and UCSF graduate schools.

100 students

■ Entrance to College

91% of our cohort of high school seniors will be attending a higher education institution Fall 2018

76% of our cohort of Seniors will be attending a 4-year institution Fall 2018

69% of our cohort of Seniors declared a major related to health

■ Grants & Awards

Upward Bound	\$1,300,000
Science Education Partnership Award (SEPA)–National Institute of General Medical Sciences (NIGMS)*	\$ 460,000
National Science Foundation	\$ 150,000
TOTAL	\$1,910,000

*Co-PI Elizabeth Ozer, PhD, Professor of Pediatrics and ODO Director of Research

Outreach/Pipeline Faculty



Saul Villeda, first-generation PhD, assistant professor of anatomy, shown here in the Villeda Lab.

Advance. Transform.

Join us. The University of California, San Francisco has been the top public recipient of NIH funding for the past seven years, and offers a diverse, inclusive environment for research and teaching.

UCSF is currently accepting applications for diverse faculty in Basic Science, Dentistry, Medicine, Nursing and Pharmacy. For more information about our community, visit aprecruit.ucsf.edu/.

UCSF Office of Diversity and Outreach



UCSF is committed to increasing diversity in our faculty, students and other academic personnel. Our campus works to recruit and retain diverse scholars, especially those who have been systematically and historically underrepresented. Our Faculty Equity Advisors are charged with leading this effort.

UCSF advertisement funded by the UCOP Advancing Faculty Diversity Grant.

■ Advancing Excellence in Faculty Recruitment

Launched in 2016-2017, the Faculty Equity Advisor (FEA) program was implemented fully in 2017-2018. All Faculty Equity Advisors are engaged in search and shortlist sign-offs, educating committees across all schools about:

- Best practices
- Proactive search procedures
- Countering applicant selection bias

266 searches opened and approved by FEAs

■ Advancing Faculty Diversity Grant

\$450,000 from the UC Office of the President to increase underrepresented faculty

The grant funds: **Outreach & search ambassadors** • **Advertising & branding** • **2nd visits** • **Recruitment incentives**

Thanks to this funding, UCSF welcomes new ladder-rank faculty members: **Eni Obadan-Udoh, DDS, MPH, Dr. Med. Sc.**, Assistant Professor, Division of Oral Epidemiology and Dental Public Health; **Orlando Harris, PhD, RN, FNP, MPH**, Assistant Professor of Nursing, and **Stacy Torres, PhD**, Assistant Professor, Social and Behavioral Sciences, School of Nursing.



Research & Academic Presentations

■ 11th Annual Health Disparities Research Symposium

Building community among disparities researchers across disciplines, units, schools, and the Bay Area

The Health Disparities Research Symposium showcases research on health disparities conducted by faculty and trainees at UC San Francisco and other Bay Area healthcare and research institutions, inspiring collaborations and future research.

Keynote speaker:

Hannah Valentine, MD, MRCP, FACC – NIH Chief Officer for Scientific Workforce Diversity

375 attendees **10 oral presentations**
64 poster presentations



■ Presentations

During the 2017-2018 academic year, the Vice Chancellor of Diversity and Inclusion presented at numerous regional and national conferences, sharing diversity, equity and inclusion research, best practices, and challenges.

14 presentations to external (non-UC) audiences

Highlights:

Association of American Medical Colleges (AAMC) Learn Serve Lead Annual Meeting

Association of American Medical Colleges (AAMC) Group on Diversity & Inclusion (GDI)

Bay Area Regional Collaboration to Expand and Strengthen STEM (RECESS)

Genentech (SMNA) The Change Sequence Conference

South by Southwest (SXSW) Conference Health & Medtech Track

Student National Medical Association (SMNA) Annual Medical Education Conference



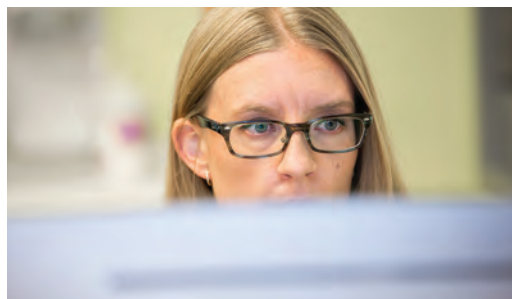
Education & Training

■ Compliance Training

The Office for the Prevention of Harassment and Discrimination (OPHD) monitors UCSF's compliance with systemwide sexual harassment and prevention training requirements. Online and in-person training are offered at UCSF. Here are the 2017-2018 results.

Online Training

Target Audience	Participants
Non-supervisory staff	13,602
Faculty and/or supervisor	5122
Total Audience	18,724



Life Theatre

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.

87 staff and faculty members satisfied the UC sexual harassment and prevention training requirement with Life Theatre in 2017-2018

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

"Life Theatre is a superb resource."

"The examples were complex and real."



■ Diversity Training Series

The Office of Diversity and Outreach and the Department of Medicine collaborated on a series of trainings to support staff members in better understanding diversity and inclusion in the workplace. The trainings were offered to all UCSF Campus and Health staff members, as well as other members in the community.

130+ attendees

Topics: Unconscious Bias, CARE Advocacy, Trans 101, LGBTQIA+

■ Diversity and Inclusion Staff Certificate Program

This four-month program is offered twice a year to UCSF staff members interested in exploring diversity and inclusion concepts, acquiring knowledge and skills to enhance competencies, and gaining tools for creating inclusive workplaces.

Graduates

2016-2017	55
2017-2018	48
Total	103



Capstone Projects

At the end of the DICP program, participants submit a capstone project that identifies and addresses unmet diversity needs on campus. Below are a few of the 2017-2018 DICP capstone projects.

- Supporting the breastfeeding mother and employee at UCSF
- Improving hiring practices, conducting exit interviews, maintaining a database that monitors demographic data
- Gathering data to demonstrate why inclusion and institutional support have reciprocal benefits for staff and organizations

93% of participants would recommend the program to another staff member

"I learned a lot and I will continue to learn. This course peeled back some uncomfortable questions for me. I'm still processing things, I still have questions, but I will continue to do the work started in this course."

■ On-Demand Training

The Office of Diversity and Outreach delivers free on-demand training to UCSF community members/departments in the categories of Climate, Compliance, Leadership, LGBTQIA+, and Outreach. We also offer consultations.

56 Trainings

38 Consultations

1690+ Participants

**Most Requested Training:
Unconscious Bias**

Course Requests by Category

4 Compliance	1 Mentorship
7 Cultural Humility	2 Microaggressions
8 Facilitations	4 PRIDE
1 Imposter Syndrome	2 Stereotype Threat
2 Intro to D&I	23 Unconscious Bias
2 LGBT	

UCSF ODO Staff



Photo, top row, L to R: Zachary Williams, Sara Mueller, Andrea Lacampagne, Kanita Viranond, Nakisha Rice, Branden Barger, Evolve Benton, Angel Max Guerrero, Andrelyn Rivera, Annabelle Villanueva, Tiffani Chan. Bottom row, L to R: Denise Caramagno, Don Woodson, Nyoki Sacramento, Renee Navarro, Alejandra Rincón, LaMisha Hill, Klint Jaramillo

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

Central Office

Alejandra Rincón, PhD
Assistant Vice Chancellor and
Chief of Staff

Alan Carpenter
Applications Director / Data Specialist

Tiffani Chan, MA
Special Projects Manager

Andrelyn Rivera
Executive Analyst to the Vice Chancellor

Barbara Sanchez
Marketing and Communications Manager

CARE Advocate

Denise Caramagno, MA, LMFT

Center for Science Education and Outreach

Don Woodson, MEd Director

Ishman Anderson MESA Program

Glenda Bivens, PhD
Upward Bound Project

Angel Max Guerrero
Outreach Coordinator

Emmanuel Padilla
Early Academic Outreach Program

Consultants

George Dugan Webmaster

Lawrence Rickford Videographer

Resource Centers

LaMisha Hill, PhD

Director, Multicultural Resource Center

Klint Jaramillo, MEd, MSW

Director, LGBT Resource Center

Evolve Benton, MA

Assistant Director of LGBT Resource
Center and Multicultural Resource Center

Branden Barger, MAS

Program Coordinator, LGBT Resource
Center and Multicultural Resource Center

Zoe Samudzi

Graduate Assistant, LGBT Resource
Center and Multicultural Resource Center

Office for the Prevention of Harassment and Discrimination

Nyoki Sacramento, JD Assistant Vice
Chancellor, Director, Title IX Officer

Deborah Ohiomba, JD
Assistant Director, OPHD

Andrea La Campagne, JD
Senior Complaint Resolution Officer

Michael Nisperos, JD
Complaint Resolution Officer

Nakisha Rice, MA Case Coordinator

Kanita Viranond, JD
Complaint Resolution Officer

Zachary Williams, MPH
Senior Complaint Resolution Officer

Faculty Excellence & Outreach

Elizabeth Ozer, PhD
Director, Faculty Equity Advisor Program,
Director, Office of Diversity and Outreach
Research, Professor of Pediatrics

Michael Penn, MD, PhD Director of
Diversity in Basic Science Faculty

UCSF ODO Partners

UCSF

Alumni Relations

Asian American Research
Center on Health **(ARCH)**

Campus Life Services

Center to Address Disparities
in Oral Health

Center for Vulnerable
Populations

Graduate Division

Human Resources

Office of the Chancellor

Office of the Executive Vice
Chancellor and Provost

School of Dentistry

School of Medicine

School of Nursing

School of Pharmacy

UCSF Health

University Relations

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

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

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