Office of Diversity and Outreach
J. Renee Navarro, Pharm D, MD
Vice-Chancellor

Departmental Diversity Leaders
May 22, 2015
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.
Strategic Goals

- Recruitment: Attract an outstanding diverse faculty, staff and student body.
- Provide a Campus Climate that is equitable and inclusive in which faculty, students, trainees and staff thrive.
- Ensure a curriculum and educational environment that reflects the diversity of our patients and acknowledges the disparities in health and health care nationally and internationally.
- Ensure a research and scholarship agenda that is reflective of the diversity of our patients and addresses the disparities in health and health care nationally and internationally.
- Provide unparalleled care that is culturally competent.
- Expand our Community Engagement.

https://diversity.ucsf.edu/sites/diversity.ucsf.edu/files/Strategic_Plan_Diversity_UCSF2013.pdf
Demographics: Students/Trainees 2014

- Gender: 56.8% Female and 43.2% Male
- Race/Ethnicity
  - White: 43%
  - Asian: 34%
  - Hispanic: 9%
  - Other: 7%
  - Black: 5%
  - American Indian/Alaskan Native: < 1%
  - Native Hawaiian/Other Pacific Islander: < 1%
<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Resident</th>
<th>Postdoc</th>
<th>All PhD</th>
<th>Pharmacy</th>
<th>Medicine</th>
<th>Dentistry</th>
<th>Nursing MS+MEPN</th>
<th>All Other Masters + DPT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>435</td>
<td>390</td>
<td>212</td>
<td>311</td>
<td>200</td>
<td>214</td>
<td>76</td>
<td>114</td>
</tr>
<tr>
<td></td>
<td>29%</td>
<td>37%</td>
<td>26%</td>
<td>64%</td>
<td>30%</td>
<td>54%</td>
<td>19%</td>
<td>30%</td>
</tr>
<tr>
<td>Black</td>
<td>58</td>
<td>24</td>
<td>46</td>
<td>22</td>
<td>57</td>
<td>14</td>
<td>27</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>2%</td>
<td>6%</td>
<td>5%</td>
<td>9%</td>
<td>4%</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>75</td>
<td>83</td>
<td>90</td>
<td>35</td>
<td>99</td>
<td>53</td>
<td>66</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>8%</td>
<td>11%</td>
<td>7%</td>
<td>15%</td>
<td>13%</td>
<td>17%</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td>148</td>
<td>24</td>
<td>70</td>
<td>36</td>
<td>56</td>
<td>21</td>
<td>28</td>
<td>41</td>
</tr>
<tr>
<td></td>
<td>10%</td>
<td>2%</td>
<td>9%</td>
<td>7%</td>
<td>8%</td>
<td>5%</td>
<td>7%</td>
<td>11%</td>
</tr>
<tr>
<td>White</td>
<td>779</td>
<td>538</td>
<td>390</td>
<td>74</td>
<td>246</td>
<td>88</td>
<td>189</td>
<td>168</td>
</tr>
<tr>
<td></td>
<td>52%</td>
<td>51%</td>
<td>47%</td>
<td>15%</td>
<td>37%</td>
<td>22%</td>
<td>47%</td>
<td>45%</td>
</tr>
</tbody>
</table>

- NH/OPI over 1% for Masters & DPT, otherwise NH/OPI & AI/AN < 1%
### UCSF Faculty Gender by Series

Dec-2014  
*n = 2544*

<table>
<thead>
<tr>
<th>Series</th>
<th>Adjunct</th>
<th>Glin X</th>
<th>HS Clinic</th>
<th>In Res</th>
<th>Ladder</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Female</strong></td>
<td>223</td>
<td>174</td>
<td>500</td>
<td>177</td>
<td>111</td>
</tr>
<tr>
<td><strong>Male</strong></td>
<td>186</td>
<td>265</td>
<td>401</td>
<td>290</td>
<td>217</td>
</tr>
</tbody>
</table>

Data provided by the Office of Institutional Research
Faculty Ethnicity by Series

UCSF Faculty Ethnicity by Series
Dec-2014
n = 2644

<table>
<thead>
<tr>
<th>Series</th>
<th>Adjunct</th>
<th>Clin X</th>
<th>HS Clinic</th>
<th>In Res</th>
<th>Ladder</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Clin X</td>
<td>105</td>
<td>110</td>
<td>266</td>
<td>110</td>
<td>47</td>
</tr>
<tr>
<td>HS Clinic</td>
<td>6</td>
<td>8</td>
<td>17</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>In Res</td>
<td>25</td>
<td>24</td>
<td>55</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>Ladder</td>
<td>20</td>
<td>16</td>
<td>23</td>
<td>21</td>
<td>3</td>
</tr>
</tbody>
</table>

Data provided by the Office of Institutional Research
3 Year Faculty Trend

Data provided by the Office of Institutional Research.

UCSF Faculty Trends
n = 2475 / 2419 / 2544

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Amer Ind</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>Other</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dec 2012</td>
<td>1120</td>
<td>1355</td>
<td>8</td>
<td>583</td>
<td>43</td>
<td>115</td>
<td>67</td>
<td>1659</td>
</tr>
<tr>
<td>Dec 2013</td>
<td>1097</td>
<td>1322</td>
<td>7</td>
<td>584</td>
<td>48</td>
<td>115</td>
<td>72</td>
<td>1593</td>
</tr>
<tr>
<td>Dec 2014</td>
<td>1185</td>
<td>1359</td>
<td>6</td>
<td>638</td>
<td>47</td>
<td>131</td>
<td>83</td>
<td>1639</td>
</tr>
</tbody>
</table>
# Faculty Hires 2009 to 2014

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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<th></th>
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<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td></td>
<td>17</td>
<td>30.9%</td>
<td></td>
<td>0</td>
<td>0.0%</td>
<td></td>
<td>1</td>
<td>1.8%</td>
<td></td>
<td>1</td>
<td>1.8%</td>
<td></td>
<td>36</td>
<td>65.5%</td>
<td>55</td>
</tr>
<tr>
<td>2010</td>
<td></td>
<td>25</td>
<td>24.5%</td>
<td></td>
<td>2</td>
<td>2.0%</td>
<td></td>
<td>4</td>
<td>3.9%</td>
<td></td>
<td>7</td>
<td>6.9%</td>
<td></td>
<td>64</td>
<td>62.8%</td>
<td>102</td>
</tr>
<tr>
<td>2011</td>
<td></td>
<td>26</td>
<td>18.7%</td>
<td></td>
<td>1</td>
<td>0.7%</td>
<td></td>
<td>9</td>
<td>6.5%</td>
<td></td>
<td>4</td>
<td>2.9%</td>
<td></td>
<td>99</td>
<td>71.2%</td>
<td>139</td>
</tr>
<tr>
<td>2012</td>
<td></td>
<td>34</td>
<td>24.5%</td>
<td></td>
<td>6</td>
<td>4.3%</td>
<td></td>
<td>8</td>
<td>5.8%</td>
<td></td>
<td>6</td>
<td>4.3%</td>
<td></td>
<td>84</td>
<td>60.4%</td>
<td>139</td>
</tr>
<tr>
<td>2013</td>
<td></td>
<td>64</td>
<td>40.5%</td>
<td></td>
<td>5</td>
<td>3.2%</td>
<td></td>
<td>11</td>
<td>7.0%</td>
<td></td>
<td>9</td>
<td>5.7%</td>
<td></td>
<td>69</td>
<td>43.7%</td>
<td>158</td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td>60</td>
<td>24.9%</td>
<td></td>
<td>8</td>
<td>3.3%</td>
<td></td>
<td>14</td>
<td>5.8%</td>
<td></td>
<td>57</td>
<td>23.7%</td>
<td></td>
<td>101</td>
<td>41.9%</td>
<td>240</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>226</td>
<td>27.3%</td>
<td>22</td>
<td>2.3%</td>
<td>47</td>
<td>5.1%</td>
<td>84</td>
<td>7.5%</td>
<td></td>
<td>453</td>
<td>57.6%</td>
<td></td>
<td>833</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

AI/AN and NH/OPI rates below 1%

Data provided by the Office of Institutional Research
Climate: “the current attitudes, behaviors, and standards of faculty, staff, administrators, and students concerning the level of respect for individual needs, abilities and potential” (Rankin).

– an assessment of personal experiences, perceptions and institutional efforts
UCSF Survey Response Rate

- UCSF highest campus response rate: 47%  
  (n = 9,434)
  - Faculty: 45%
  - Staff non-union: 51%
  - Staff union: 26%
  - Graduate/Professional Student: 38%
  - Postdocs: 57%
  - Residents/Fellows: 25%
“Within the past year, have you personally experienced any exclusionary (e.g. shunned, ignored) intimidating, offensive/or hostile (bullied, harassing) behavior at UCSF?”

- [ ] No
- [ ] Yes, but it did not interfere with my ability to work or learn
- [ ] Yes, and it interfered with my ability to work or learn
% Comfortable with UCSF Climate by Race/Ethnicity (UCSF Overall, by Position)

<table>
<thead>
<tr>
<th>Position</th>
<th>White</th>
<th>Asian</th>
<th>Underrepresented Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty (n = 1158)</td>
<td>72%</td>
<td>76%</td>
<td>69%</td>
</tr>
<tr>
<td>Staff (n = 616)</td>
<td>73%</td>
<td>76%</td>
<td>70%&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td>Students (n = 6044)</td>
<td>89%</td>
<td>88%</td>
<td>71%&lt;sup&gt;a,b&lt;/sup&gt;</td>
</tr>
<tr>
<td>Residents/Fellows (n = 1186)</td>
<td>91%</td>
<td>86%</td>
<td>84%</td>
</tr>
<tr>
<td>Post Doc (n = 419)</td>
<td>85%</td>
<td>86%</td>
<td>82%</td>
</tr>
</tbody>
</table>

<sup>a</sup>URM significantly different than Asian
<sup>b</sup>URM significantly different than White
% Exclusionary Behavior by Race/Ethnicity (UCSF Overall, by Position)

- **Students** (n = 1187)
  - White: 19%
  - Asian: 22%
  - URM: 37% $^{a,b}$$^1$

- **Residents/Fellows** (n = 420)
  - White: 19%
  - Asian: 24%
  - URM: 28%

- **Post Doc** (n = 616)
  - White: 20%
  - Asian: 19%
  - URM: 37% $^{a,b}$$^1$

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**Legend**
- Dark blue: Does not interfere with ability to work or learn
- Light blue: Interferes with ability to work or learn

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$^1$URM significantly different than Asian
$^a$URM significantly different than White
Plans for the Future

- Climate Survey Response
  - Focus on elimination of Exclusionary Behavior (All staff, URM learners)
  - Improve Climate Overall (URM and LGBT students and Individuals with Disability)
  - Improve clarity of promotions and salary determination process for faculty.

- UCSF Pillar of Inclusion - *we will actively promote diversity, equity and inclusion across all of our missions, attracting faculty, staff, and learners who value and contribute to this core principle of our success.*
  - Leadership Training and Accountability
  - SOM Race Matters Retreat Follow up
The Office of Diversity and Outreach (ODO) was founded in December 2010, with a mission 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 and patient care.

In alignment with results from the UC wide campus Climate Survey, the ODO conducts a vast array of programming dedicated to address campus climate and support UCSF goals of greater diversity, equity and inclusion. Those efforts include:

- Chancellor’s Annual Forum on Diversity
- Chancellor’s Diversity Awards
- Diversity Dialogues, Films Series
- Visibility Projects (Multicultural and LGBT resource centers)
- Heritage Month Celebrations and work with Registered Campus Organizations
- LGBTQI Health Forum
- CARE Advocate

ODO provides programs and services aimed at diversifying the educational pipeline beginning with efforts in K-12 and continuing with initiatives to increase the number of underrepresented minorities in academia. The UCSF Early Academic Outreach Program (EAOP) supports select schools in the San Francisco Unified School District through individualized academic advising, workshops (district and city-wide) on college access; financial aid planning; science enrichment programs; mentoring by UCSF students and exposure to health education and careers.

Programs to increase recruitment and retention within the educational pipeline include:

- Summer Science camp to inspire 5th graders to pursue health sciences
- Inside UCSF bringing minority undergraduate students interested in health to campus
- UC Diversity Pipeline Initiative to encourage females to pursue careers in academia
- Underrepresented in Health Sciences Series for current UCSF students
- The Visiting Elective Scholarship Program (VESP)*
- The Travelling Ambassadors program*
- Support AAMC Professional Development (minorities, early and mid career women)*
- Diversity Hub* online database to consolidate all UCSF diversity led efforts

* These initiatives are supported by the Career Development Program of The Clinical & Translational Science Institute (CTSI)

As part of its educational efforts, the ODO supports an annual Health Disparities Research Symposium. In addition, the office conducts multiple trainings throughout the year in the areas of Climate, Compliance and Outreach. Common topics include:

- Introduction to Diversity
- Mentoring across Diversity
- LGBTQI/Transgender
- Unconscious Bias Initiative
- Sexual Harassment & Sexual Violence Prevention (VAWA)

To request a session please visit http://diversity.ucsf.edu

In order to advance its work through additional structures that involve students, faculty, staff and trainees, the ODO facilitates the work of the following committees:

- Chancellor’s Advisory Council on Campus Climate, Culture and Inclusion
- Chancellor’s Advisory Committee on the Status of Women (CACSW)
- Chancellor’s Advisory Committee on Disabilities Issues (CDI)
- Committee on LGBT Issues
- Staff Subcommittee

Updated May 18, 2015
Resources

- Principles of Community
- The Office of Diversity and Outreach Website [http://diversity.ucsf.edu](http://diversity.ucsf.edu)
  - Join our listserve, follow us on social media
  - Schedule a training [https://ucsf.co1.qualtrics.com/jfe/form/SV_6yFiDvFuR4Ed5T7](https://ucsf.co1.qualtrics.com/jfe/form/SV_6yFiDvFuR4Ed5T7)
- Tools for Department Chairs and Deans [http://ucal.us/facultyleadership](http://ucal.us/facultyleadership)
- Attend our events
How can we support your efforts?