

February 2011

## University of California, San Francisco

### **UCSF Council on Campus Climate Culture and Inclusion**

Co-chaired by Chancellor Susan Desmond-Hellmann, EVCP Jeffery Bluestone, and Dr. Robert Baron, the council of 37 is composed of broad campus representatives and includes several community members. The charge to this council is to advise the chancellor and, as appropriate, the campus community regarding campus climate issues that leave many faculty, trainees, students and staff feeling marginalized; to engender the identification and sharing of best practices that promote diversity and inclusion; to monitor progress on the campuses; and to provide effective oversight. A roster and council information may be found on the Chancellor's website at <http://www.ucsf.edu/chancellor/council-campus-climate-culture-and-inclusion>

The council commenced on July 22, 2010 and will meet on the 3<sup>rd</sup> Thursday of each month from 3-4:30 in the afternoon. To date, there have been 6 meetings held.

### **Update on Advisory Council focus areas:**

#### **Priorities, Goals and Action Plan**

Dr. Renee Navarro was appointed as UCSF's first Vice Chancellor of Diversity and Outreach effective December 1, 2010. The vice chancellor is charged with addressing all aspects of the UCSF mission including outreach, recruitment, retention, climate, curriculum and research, and serving all members of the UCSF community including students, trainees, staff and faculty. The office will collaborate with the medical centers and hospital teaching sites in promoting diversity and will be responsible for the development of the campus – wide diversity plan. She is further charged to establish an Office of Multicultural Affairs. She will serve as one of the new co-chairs of the CCCCCI in the place of Dr. Bluestone.

#### **Understanding Campus Climate**

The Chancellor's Council on Faculty Life has completed development of a Faculty climate survey with input from council members on issues of diversity and inclusion. The survey will be launched in March 2011. The previous faculty climate was done in 2001. The results from that survey lead to the initiation of faculty welcoming, mentoring, development and enrichment programs. The staff survey will also be launched in March as a component of a staff engagement program. For students and trainees a climate survey tool is under development. The CCCCCI committee will review the results of all of the surveys and assist in developing recommendations to address identified issues.

To establish a climate that respects equity, diversity and inclusion we have sessions during orientation for each professional school and the graduate division on the power of community. During those collaborative, interactive discussions we present the UC definition of diversity and the UC Principles of Community and discuss the efforts on campus to nurture the community. The curriculum undergoes ongoing reviews and assessments on establishing content that is culturally sensitive, while also facilitating discussions on health and health care inequities.

The Director of Academic Diversity led focus groups with the Jewish Student Association, the Muslim Student Association, Graduate students and Postdoctoral scholars, as well as professional student groups to identify issues and concerns. Summaries from these focus groups are presented to the CCCCCI committee.

The School of Dentistry formed a Gay-Straight Alliance to facilitate dialogue, support and resource sharing among students, faculty and staff.

The LGBT Resource Center held the nation's first Summit on LBGT Issues in Medical Education, for medical school faculty and administrators and in February 2011 we will host the third annual LGBT Health Forum.

### **Diversity Structure**

The Vice Chancellor Diversity and Outreach is a member of the chancellor's executive committee and is currently in the process of developing the plan for this new office on campus. She is working with the campus community to better align the outreach, recruitment, access, climate, and retention and promotion programs on campus and is also charged with the development of an Office of Multicultural Affairs. She is also a member of the newly charged UCOP working group on diversity structure.

### **Campus Climate Reporting/Response System**

The Campus Climate Reporting/Response System was introduced to the CCCCCI committee and the campus community in September 2010. To date, we have had one incident reported via this online tool and it was rapidly resolved. The UCSF incident report template was submitted to UCOP on February 4.

### **Catalog and Share Campus Best Practices**

1. Best Practices for Faculty Recruitment includes the Academic Demographic System (an online applicant demographic survey) as a key tool to understanding the applicant pool for any given faculty position and allowing for ready comparison to national availability data. Since the implementation of the system in 2008, the response to the survey has increased from 2% to 75%. The Director of Academic Diversity was charged to meet with search committees to assist in identifying an applicant pool that reflected the diversity of the general availability pool. In addition, reports produced from the system allow for analysis of faculty hiring practices. Reports of yearly hiring data from 2008-09 and 2009-10 will be presented to the CCCCCI committee (2/11) for review and to facilitate planning.

2. The CTSI Traveling Ambassador Program assists in outreach and faculty recruitment efforts. Faculty receive background information and training, travel to national meetings where they are charged to reach out to potential faculty applicants and encourage them to consider UCSF, in exchange for partial reimbursement for the trip. Contacts made by Traveling Ambassadors are housed in a tracking system so they may be linked with open UCSF position announcements.
3. A holistic admissions process has been adopted by all of the professional schools. Regular meetings of the Admissions Directors across professional schools and the graduate division have led to the sharing of best practices for the admissions review process. This year's incoming class, in both the schools of Pharmacy and Dentistry, has the highest enrollment of underrepresented students.
4. Leadership Accountability is a key component of sustaining commitment to diversity. The Annual Chancellor's Leadership Panel on Diversity is now in its 4<sup>th</sup> year. Led by the Chancellor, this is a presentation to the campus community of our diversity goals, accomplishments, challenges and plans for the future. The Chancellor, Deans and members of the executive committee participate in this important program and are available for a question and answer period. Each year the event attracts over 200 people in person and by simulcast to the other UCSF campus locations. Additional accountability measures include annual reporting by each of the deans on assessment, efforts and outcomes within their school/division.
5. Annual Best Practices Luncheon Event, in its 11 year, recognizes units for excellent performance in reaching established metrics within their affirmative action goals. The Chancellor speaks each year at this event signifying the importance of best practices in recruitment and diversity. Education and special attention is given to those departments who have not reached their goals to ensure they have the tools needed to successfully establish and meet their unit objectives.
6. Annual Chancellor's Awards on campus recognizing a student, faculty and staff member for contributions for four distinct awards: LGBT, Disability, Women's Issues, and Social Justice (MLK award).
7. Annual LGBT Health Forum and the Summit on LGBT Issues in Medical Education.
8. UCSF Medical Center received a perfect score on the national LGBT Healthcare Equality Index (3<sup>rd</sup> year – the only hospital in the nation to achieve this record).

### **Campus Access to Council**

The Chairs of the Chancellor's advisory committees for diversity, GLBT, status of women and disability issues are all members of the council and are asked to bring issues from their group. In addition, the previous Director of Academic Diversity held quarterly

focus groups with various segments of the campus community to allow their feedback regarding climate among other things. Information from those focus groups has been presented to the Council. The VC Diversity and Outreach is currently meeting with numerous campus members, individuals from the community and alumni for feedback on the climate and other diversity related issues at UCSF. Information from the upcoming climate surveys will also be reviewed and analyzed by the council.

### **Progress Challenges and Gaps**

Significant progress has been made in the development of systems of accountability in the recruitment of underrepresented students, faculty and staff. The diversity of our students has increased as a result of these concerted efforts. Progress, however, in increasing the total numbers of individuals from underrepresented groups has not occurred as rapidly as desired for faculty and staff. It is our belief that information from the climate surveys will assist in defining the issues related to retention. Another area of focus will be on the nurturing of the internal pipeline from student to trainee or postdoctoral fellow to faculty and along the staff pathway to leadership.