

UCSF Diversity Committees Annual Report 2019-2020

Committee Name

UCSF LGBTQ Committee

Committee Chair(s)

James Harrison and Leslie Kleinberg

Committee Members

Anne Alexander, Janette Alvarez, Ronald Balassanian, Jonas Baltazar, Matthew Beld, Evolve Benton, Anja Bircher, Cissie Bonini, Fred Chang, Myriam Chaumeil, Gregory Chin, Dandi De Bella, CJ Frosch, Tracy García, Klint Jaramillo, Natanya Kerper, Brent Kobashi, Christian Leiva, Andrea Long, Arego Mitchell, James Rouse Iñiguez, Matthew Ryan, Kate Shumate, Andrew Tam, Shelley Wong

Meeting Frequency

Monthly

Key Activities and Accomplishments

- In-person committee conversation with Vice Chancellors Renee Navarro, Won Ha, and Francesca Vega. Discussion focused on inclusiveness, outreach and climate for the UCSF LGBTQ community. Additional discussion topics included how the offices of Diversity and Outreach, Communications, and Community & Government Relations can help support the UCSF LGBTQ+ community and how the committee can be a resource to the Vice Chancellors.
- Met with Shay Strachan (Vice President Strategic Partnerships, UCSF Health) and Shane Snowdon (consultant, UCSF Health) in regard to UCSF Health's approach to affiliations and partnerships (e.g. Dignity Health). The main focus was on advocacy and health disparities. Several committee members now participate in UCSF Health's Practice Improvement Committee and/or work groups.
- Co-sponsor of Community Drag Night as part of UCSF's online Pride Celebration (June 24, 2020).
- LGBTQ+ Brown Bag Lunch for International Women's Day. Four committee members planned and attended this gathering, part of the week of celebration planned by Women of UCSF Health and Committee on the Status of Women. Outreach and discussion of LGBTQ+ concerns with a small group of staff/faculty.
- Advocacy 101 training provided to committee members by UCSF Government Relations/Advocacy.
- Survey of committee members to identify topics, concerns and challenges facing the UCSF LGBTQ+ community. Responses were categorized into key themes and domains and sent to the Office of Diversity and Outreach.
- Gathered feedback on proposed UC Presidential Policy Gender Recognition and Lived Name for transmittal to UCOP by LGBT Resource Center.

- Continued to meet monthly via Zoom throughout COVID-19 shelter in place, with good committee attendance. Provided continuity, presented COVID-19 related resources, and served as an ongoing source of support to committee members.

Challenges

- Our committee historically has had subcommittees focus on discrete work areas. This year it has seemed challenging for some of the subcommittees to build momentum. We are exploring new ways to work as a larger committee that might build in time for subcommittee work or drive initiatives as a larger committee.
- The committee lacks visibility across campus and UCSF Health as a potential resource for advice, support, and advocacy related to LGBTQ topics and concerns. We have tried to work to remedy this through outreach to and collaboration with other diversity committees, participation in International Women's Day at UCSF, attendance at a meeting of the Council of Minority Organizations, and outreach across UCSF in conjunction with our call for new members.

Priorities for 2020-2021

- Revisit topics/areas of concern identified in 2019-2020. Determine if any unfinished subcommittee projects should be pursued or if other priorities have emerged. Set realistic milestones for subcommittee work and/or plan to focus on projects as a larger committee and distribute work accordingly.
- Partner with other Diversity Committees to support shared initiatives and recognize intersectionality of identities among the UCSF LGBTQ+ community.
- Recognize racism and anti-Blackness within LGBTQ+ communities and spotlight this issue. Work to identify actions we can take toward undoing the legacy of structural racism.
- Continue to support our transgender and non-binary members and constituents, through work in collaboration with the LGBT Resource Center (e.g. Pronouns Matter initiative, trans.ucsf.edu, inclusive restrooms, education and outreach).
- Increase diversity of our committee membership to reflect the diversity of the University and LGBTQ+ communities – demographically as well as regarding UCSF role and location.

Who will be your committee's Co-Chairs 2020-2021?

Leslie Kleinberg and Myriam Chaumeil

Assets

We would appreciate any photos, art files (flyers, signs), data charts/reports etc. to help promote the work of the committees. Please send your assets along with your committee's report **by Friday, June 19** to:

Tiffani Chan, ODO Project Manager

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