

LGBTQ Committee Report

Academic Year-End 2021-2022

Accomplishments

Fostered intersectional events, conversations, & advocacy

- **Chancellor’s Guidance on Composition of Leadership Committees**
Advocated successfully for the addition of “nonbinary & gender nonconforming” to “women & URM” definition
- **Chancellor’s LGBTQ Diversity Award**
Provided nominee selection & feedback support with an anti-racist & non-binary lens; invited nominees to apply to Committee
- **Diversity Committee Monthly Co-chairs Discussions**
Hosted & participated in first-ever regular meetings of diversity committee co-chairs; also created MS Teams chat to collaborate, communicate, validate & share resources.
- **Additional ODO staffing administrative, event, communication & meeting support**
Advocated for & contributed to interview panel for hiring a Special Projects Manager
- **International Women’s Day #BreakTheBias events**
Shared feedback & speaker/topic ideas to Committee on Status of Women to center gender equity and queer/transgender women of color
- **Staff Resource Month**
Advocated for, coordinated, & presented at sessions:
 - *“Addressing Bullying & Abusive Conduct in the Workplace”*
 - *“Managing Stress & Protecting Against Burnout”*
 - *“Meet Your Diversity Committees”*
 - *“ODO Diversity Groups Panel”*
 - *“Pronouns Matter: Addressing Gender in Work & Conversation”*
 - *“Practicing a Restorative Mindset”*
 - *Professional Development: “Networking,” “Exploring Your Career: Career Pathing & Tracking,” & “Bringing Your Whole Self to the Interview”*
- **Presidential Chair Dr. Camara Jones**
Hosted presentation & discussion at LGBTQ Committee meeting
- **QTBIPOC Community Gathering**
October 2021 event (*Note: QTBIPOC stands for Queer Transgender, Black, Indigenous and People of Color*)

Accomplishments, continued

Supported LGBTQ inclusion, visibility, & community

- **[\(Gallup\) Staff Engagement Survey Results](#)**
Advocated successfully for featuring sexual orientation & gender identity data from the organization-wide survey
- **Mitigated targeted hate emails & fostered asynchronous community conversation avenues**
Including creating & hosting new [LGBTQ Community MS Teams space](#)
- **Elevated Healthcare Equality Index Training**
Publicized training toward [UCSF maintaining its status as a leader in LGBTQ-inclusive healthcare](#)
- **Monthly “community time” discussion**
Dedicated time at Committee meetings for community connection & resource sharing (e.g. DEI Collaboration Spaces, gender-affirming training at UCSF, pronoun champion tips, visibility data)
- **Out in Science Event: Queer Futurism in STEM Panel**
Co-hosted with the Gladstone Institute and the Graduate & Postdoc Queer Alliance in June 2022
- **[UCSF LGBTQ End of Year Gathering](#)**
Hosted June 2022 event for +75 UCSF LGBTQ community attendees. Honored outstanding community member. Provided visibility for the Committee & LGBT Resource Center
- **UCSF Center for Sexual and Gender Minority Health**
[Letter of support](#) submitted to continue LGBTQ research/training
- **[2022 San Francisco Pride Parade UCSF Contingent](#)**
Advocated for, participated in, & contributed to organizing a centralized UCSF pride presence, resulting in a contingent of ~600 pre-registered marchers, including a Vice Chancellor!
- **COVID Town Hall - LGBTQ Panel (June 2022)**
Highlighted trans youth & LGBTQ inclusion during June/Pride month in the wake of anti-LGBTQ policies/violence in the US

Recommendations

Toward improving the climate for the LGBTQ community at UCSF, centering our gender-nonconforming community in the wake of recent climate survey findings

- 1) Data Visibility:** provide representation beyond the male-or-female gender binary in data collection and reporting.
Positive examples: [Climate Survey results](#) | [Gallup employee engagement survey](#) | [Chancellor's Composition of Leadership Committees Guidelines](#).
Opportunity areas: [Diversity Office annual reports](#) | [Diversity Certificate program review](#) | [Gender Inclusiveness \(naming convention\)](#) | UC Path SOGI data.
- 2) Reflecting lived name, gender, and sexual orientation:** in UCSF systems, in alignment with the [UC Lived Name & Gender Recognition Policy](#).
Proposals: provide project management support and regular, community-accessible report-outs on UCSF's implementation of the policy.
Update the [LGBT.ucsf.edu](#) & [Trans.ucsf.edu](#) websites for visibility & accessibility resources as becomes available.
- 3) Facilities:** Designate/provide wayfinding to at least one all-gender restroom in each UCSF-owned building. Provide all-gender space for each UCSF-owned locker room/changing facility.
Positive example: visible [list of all inclusive restrooms](#).
Opportunity areas: install or repurpose restrooms at UCSF buildings which are currently missing an inclusive restroom; improve access (unlock doors!) & wayfinding (e.g. signage) onsite.
- 4) Training:** standardize required LGBTQ cultural competency in training objectives, particularly toward affirming transgender patients, learners, staff & faculty.
Positive examples: [DEI Foundations eCourse](#) (required), [Gender Recognition eCourse](#) (optional), sexual harassment prevention.
Opportunity areas: standardized required training for managers, faculty/student curriculum, & patient caretakers (regarding intake & SOGI data collection).
A possible starting point would be providing education & resource sharing at School of Dentistry (contact: Gwen Essex).
- 5) Intersectionality:** ODO to host regular opportunities for diversity committee/leadership cross-collaboration, discussion, resources & communication.
Acknowledge & support multiple minorities who, working together, can elevate each other & address intersectional issues.
Positive example: Staff Resource Month. Opportunity areas: open discussion space at regularly scheduled 4CI Committee meetings, involve both Committees & DICP alum in advisory opportunities, do not schedule DICP during established Committee meetings, centralize documentation of guidelines & report-outs.
Proposals: host a summit for all diversity committee members (not just chairs), coordinate cross-committee meeting ambassadors, foster awareness about the great work being done.
- 6) Administrative support:** provide additional ODO staff dedication to diversity committee operations, events, communication, training, & meeting support.
Opportunity areas: ODO Committee guidelines published & refreshed annually, onboarding packet for chairs, regular meetings with ODO staff & Committees.
Proposals: group facilitation training for committee chairs, "meet your ODO team" events, Pride planning committee to convene & announce involvement opportunities earlier in the year.
- 7) Compensation & recognition:** explore opportunities to recognize & compensate volunteer minority labor above & beyond role; address Committee lack of bandwidth/burnout.
Opportunity areas: provide stipends for diversity Committee members – especially elevated for chairs, prioritize & notify DEI champions (including faculty) on leadership/diversity job openings, include financial compensation for awards other than STAR, pave the way for non-managers & less high-profile staff/depts to both receive & submit recognition award nominations.
Proposals: set up award nominations as department/unit roll-ups, recognize groups instead of individualism (ideas: formalize recognition for those who are nominated but did not receive the award &/or allow more than 1 winner per category), add diversity as 5% of all UCSF job descriptions, track & reward mentorship work.
- 8) Healing:** advocate for paths to healing & remediation; address concerns that UCSF remains unaccountable when a discrimination offense occurs.
Positive examples: Ombuds Addressing Bullying [guide](#) & [management training course \(optional\)](#). Proposal: expand infrastructure for restorative justice practices.
Opportunity areas: provide a discrimination reporting accountability procedure workflow, require [management training on anti-bullying/healing/remediation practices](#) & UCSF resources.



How can we appropriately serve as advisors, ask for support, & provide recommendations such that they are heard, responded to, & followed-up upon?

LGBTQ Committee Inquiry