

# LGBTQ Committee Report

## Academic Year-End 2022-2023



# Accomplishments



Collaborated to make a difference for our intersectional communities

Fostered LGBTQ community inclusion events and opportunities at UCSF

4 Subcommittees focused on 4 survey-identified climate issues:

- **Community Building**
  - Collaborated to support guest speaker Dr. Kevin Nadal webinar "[Together We Rise: Celebrating Asian American & Pacific Islander and LGBTQ Resilience](#)" (June 15, 2023)
- **Inclusive Facilities**
  - Worked with the Inclusive Facilities Steering Committee toward positive change:*
  - Menstrual supplies and disposal in men's, women's and gender inclusive restrooms
  - Awareness of gender inclusive restroom locations, now on the [UCSF Mobile App](#)
- **Representation in Data**
  - Successfully advocated for featuring sexual orientation, gender identity and intersectional race data from the [\(Gallup\) Staff Engagement Survey](#) (slides 17, 25-28)
- **Visibility of UCSF DEI Resources**
  - Shared ODO Job Digest with all Committee members (not only staff, included faculty)
  - Successfully advocated for the launch of a [UCSF Gender Recognition & Lived Name Implementation webpage](#), promoted visibility of activities and provided project input
  - Proposed, coordinated and/or presented at [Staff Resource Days](#) events "[Community Connect Resource Fair!](#)" / "[How to Recruit Equitably!](#)" / "[Shout it Out: How to celebrate and recognize DEI collaborators!](#)" / "[How to have a difficult conversation!](#)" / "[Professional Development Guide!](#)" / "[Staff DEI Collaborators Networking Mixer!](#)" / "[Drag Queen Bingo!](#)"

- **Addressing SOGI Documentation in Apex**
  - Brought together siloed workgroups (including the [Health IT AR Committee](#)); fixed some misgendering issues within Apex identified in sampling work that were previously unknown
- **[International Pronouns Day – awareness tabling](#)**
- **[LGBTQ Community MS Teams space](#)**
  - Hosted asynchronous community connection avenues, an opportunity for Committee members and non-Committee members alike to be involved in the conversation
- **[Out-in-Science Panel “Being Queer in a Digital Age”](#)**
  - Co-hosted with the Gladstone Institute, Graduate & Postdoc Queer Alliance
- **[San Francisco Pride Parade - UCSF Contingent](#)**
  - Advocated for, participated in and contributed to organizing a centralized UCSF pride presence from former siloed marching groups, 2<sup>nd</sup> year: participation grew by hundreds!
- **[UCSF LGBTQ End of Year Gathering](#)**
  - Co-hosted for dozens of UCSF LGBTQ staff, faculty and students to network and connect with community. Trivia game provided visibility for the Committee, LGBT Resource Center and organizational initiatives (e.g. inclusive facilities, Gender Recognition/Lived Name Policy)
- **[UCSF LGBTQ Training Resources – new webpage](#)**
  - Collated, elevated LGBTQIA+ training opportunities from across different UCSF entities

# Challenges



- **Apex medical chart templates reinforce misgendering and dead-naming our patients.**
  - Despite expertly trained documentation practices, Apex medical record reporting templates sets UCSF colleagues up to fail using patients' lived names and pronouns correctly.
  - Multiple Apex work tickets on this issue have remained unaddressed (one for over a year!). Apex IT analysts and other experts are aware, skilled and passionate allies who wish to build solutions but report not being allocated staff time to address this known issue due to budgetary, regulatory, leadership and organizational priorities pushing this work out of scope.
- **Diversity Committees are overwhelmed, face recruitment challenges, unsure how to address climate issues with diversity leadership.**
  - Volunteer minority labor, intersectional minorities called to serve multiple Committees, and general burnout in the current political climate has affected ability to recruit, retain and recognize members.
  - Navigating institutional resources, reliable documentation, or collaborating with other Committees takes a significant dedication of time with minimal venue, guidance, reward, or administrative support.
  - DICI prioritized resources over Committee meeting times, staffing and advisory opportunities. Role clarity, turnover and responsiveness with ODO staff inquiries continues to be a shifting landscape.
  - Questions about if Diversity Committees can make an impactful difference, and whether these Committees have influence with diversity leadership to provide or be sought for input, are frequent.
- **Gender Inclusive Restrooms (GIRRs) at UCSF have been difficult for many to locate.**

Barriers to inclusive restroom access for our transgender and nonbinary community members have been flagged to the LGBTQ Committee and discussed with Facilities:

  - Conflicting information posted on multiple GIRR location lists - *"Some GIRRs appear on one published online list, but not another published online list, and vice versa"*
  - Documentation inaccuracies - *"bathrooms promoted as GIRRs online, are actually gendered in real life"*
  - Physical barriers to access - *"GIRRs exist, but behind a locked suite door or are located in hard-to-navigate places"*
  - UCSF locations with no GIRR - *"building/campus is not on the list and/or does not have GIRR"*
  - Building code regulations prevent addition of a GIRR (require a "male" and a "female" bathroom) – *"facility may not have the infrastructure to designate a 3rd, GIRR"*
- **Transgender/nonbinary representation is left out of UCSF's diversity data metrics report-outs and goal-setting.**
  - "Male" or "Female" -only metrics erase the existence of transgender/nonbinary community, undermine goals and resource allocation that can only gain traction with inclusion in data.
  - "Not enough data" is sometimes cited as a reason not to include a 3<sup>rd</sup> gender, when 0 or null data cases are ones in which representation is still important (possibly actually elevates its importance).
  - "Trying to protect privacy" objections to including a 3<sup>rd</sup> gender also need to consider the role of stigmatization informing or being reinforced by this choice, that stealth members of our community may identify as M/F too, consented self-reporting and reporting done in aggregate are standards of practice to enable sharing.
- **UCSF has a reputation for lack of accountability on microaggressions and discriminatory offenses.**
  - There is a feeling of hopelessness in UCSF's follow-up for healing and remediation.
  - The sentiment that there are "no consequences" to deter discriminatory behavior and repeat offenses undermines our UCSF PRIDE values.
- **UCSF schools' curricula struggle to incorporate LGBTQ core competencies (seeking standardized organizational guidelines).**
  - Resources are spent on siloed trainings, designed by and for diversity champions, that unfortunately do not scale or create a consistent learning experience across UCSF for our diverse people.
  - World-class UCSF learners and faculty are unable to align, measure or enforce culturally competent curriculum without institutionally-defined guidelines or policy for standards of practice.

# Ideas



## Equity in Research / Equity in Patient Care



Reflect lived name & at least 3 gender options in all UCSF systems and data metrics, in alignment with the [UC Lived Name & Gender Recognition Policy](#).

- **Positive Example:** [UCSF Employee Engagement Survey](#)
- **Opportunity:** Allocate resources toward Apex medical record template
- **Idea:** LGBT/Trans/GRLN websites to provide guidance for system and data owners, as well as navigation for system users

## A Commitment to the Bay Area



Prioritize & provide wayfinding signage to Gender Inclusive Restrooms (GIRRs) in UCSF-owned buildings.

- **Positive Example:** [List of All Inclusive Restrooms](#)
- **Opportunity:** merge [conflicting lists](#) into one source-of-truth, update & prioritize locations without a GIRR
- **Idea:** add category or icon for protected/staff doors; leverage our position as an Anchor Institute to advocate for inclusive building code

## Closing Knowledge Gaps



Standardize LGBTQ, anti-racism, & disability cultural competency learning objectives guidelines/policy for all UCSF schools' curriculum & training initiatives to follow.

- **Positive Example:** [Gender Recognition eCourse](#)
- **Opportunity:** training for managers & [patient caretakers](#)
- **Idea:** require [DEI Foundations eCourse](#) as a promotion prerequisite

## Equity in Decision Making



Provide more regular venues for Diversity Committees & leadership to cross-collaborate, discuss, share resources & communicate.

*Support multiple minorities who, working together, can elevate each other, learn from one another & address intersectional issues.*

- **Positive Example:** 4CI Diversity Committee highlight
- **Opportunity:** centralize documentation of ODO Committee guidance & support/contacts
- **Idea:** coordinate cross-Committee meeting ambassadors, diversity leader meetings & retreats

## Diversity in Leadership



Explore opportunities to recognize & compensate volunteer minority labor above & beyond role; address Diversity Committee lack of bandwidth/burnout.

- **Positive Example:** [Recognize.ucsf.edu](#)
- **Opportunity:** expand [job alerts](#) for faculty, elevate promotional consideration opportunities for those with Diversity Committee service on their resume, devote 5% of all job descriptions to DEI
- **Idea:** provide a [stipend](#) for Committee chairs, nominate Committee members for group [STAR awards](#) (for Campus staff only) and other organizational or departmental [compensation programs](#)

## A Safe & Welcoming Climate



Pave paths to healing & remediation; address concerns that UCSF remains unaccountable when a discrimination offense or microaggression occurs.

- **Positive Example:** [Ombuds Addressing Bullying guide](#), med student SAFE DEI reporting system
- **Opportunity:** require [management training on anti-bullying](#), disseminate a non-management anti-bullying learning resource
- **Idea:** post a discrimination reporting accountability procedure workflow and/or service level agreements for response timelines, expand infrastructure for restorative justice practices