



UCSF Office of Diversity and Outreach

Diversity Statements

Diversity Statement 1

I am a first generation to college individual from a working class Italian-American family. There were enough meatballs and macaroni to feed any guests who might arrive but no college fund. Enduring energy, persistent ambition, and academic aptitude enabled me to complete college and graduate school while working. My core values of social justice, service, and integrity have provided the compass that has guided me in my thirty-year academic journey.

During my time at UCSF, I have been a diversity champion in the School of Dentistry. I designed “Take My Daughter and Son to Work” Programs annually; chaired the School’s Diversity Committee for several years; created cultural curriculum as part of a ten year RWJ grant; successfully added an EHR medical history question asking patients about personal and cultural health beliefs; lobbied successfully for a phone interpreter service and translations of the medical and dental history forms in regional languages; created a new role as patient advocate in the clinics for patients at high risk for stigma, unconscious bias, or othering; directed the Service Learning Externship Program in which dental students treat vulnerable patients at FQHCs; chaired both the Chancellor’s Academic Committee on Disability and the Equal Opportunity Faculty Committee; piloted a successful Teledentistry program addressing children’s dental fear in Eureka California using puppets; authored a contribution to the UCSF Faculty Success Handbook that provided clarity about diversity contributions; and designed and implemented diversity and inclusion workshops for faculty, staff, and students at regular intervals for years.

I am committed to continuing to pursue efforts to enhance diversity, equity and inclusion at UCSF. Most recently, I am currently a member of the Chancellor’s Committee on LGBT Issues, act as an Equity Advisor approving faculty search plans, and co-chair the School of Dentistry’s Climate Transformation Project with the Dean of Diversity and Inclusion. I am a first generation to college faculty member who participates in mentoring those whose dreams seem a galaxy away.

Diversity Statement 2

My commitment to promoting diversity and inclusion in academia and the physician workforce is grounded in my personal experience, my many years of leadership and teaching, and my deep commitment to improving the health of the diverse population of California and the nation. I believe that medical education has an essential role in cultivating a physician workforce to meet the needs of our diverse communities.

I am the first woman in my family to attend college and the first person to seek post-graduate education. I grew up in a working class white family in a racially segregated, predominantly African American neighborhood in the South. My parents were and still are service-minded, progressive people who instilled in me the importance of political awareness and community engagement. I have directly experienced economic uncertainty, which manifested in part as periodic lack of access to healthcare. My family's navigation of our life experiences reminded me daily of the ways that social inequities affect opportunities and security. My parents and my community inspired me to pursue what at times felt like a distant ambition of becoming a physician who could address these inequities. As a faculty member at UCSF and a practicing clinician at ZSFG, I have been fortunate to have the opportunity to do so not only as an individual, but also as part of a larger whole.

In my 15 years in undergraduate and graduate medical education I have directly observed the many ways that diverse teams make academia stronger. I have been fortunate to work alongside talented, creative and insightful trainees and faculty to solve complex problems. I have been inspired by the tenacity and honesty of our learners who overcame many obstacles to become medical students, residents and fellows, and who maintain deep commitments to social justice and their communities. As a supervising attending, I have learned both through direct observation and from the insightful academic work of my colleagues how cultural and language concordance improve the care we provide to our patients.

Since improving health of diverse communities was my primary motivation for becoming a physician, it feels natural to dedicate myself to addressing equity and inclusion in all I do. As an Advisory College Mentor for the UCSF School of Medicine I had the honor of mentoring a number of UIM students through significant personal and professional challenges and the good fortune of receiving exceptional peer faculty mentorship on how to do better for my advisees. As UCSF AOA Chapter Councilor for the past two years, I co-designed and led a principled, multistep holistic review process that resulted in an AOA class composed of 26 outstanding students, with 35% of the AOA class identifying as UIM. As an Associate Program Director for the UCSF Internal Medicine Residency Program, my proudest accomplishment has been leveraging my position in the leadership to change the discourse around the ideal UCSF Internal Medicine resident. Though I absolutely did not do it alone, and am particularly indebted to our diverse educators and leaders, I feel that years of personally learning and practicing skills of holistic review, challenging my fellow selection committee members to address issues of bias, and maintaining a clear articulation of the importance of diversity for our residency helped produce positive results. I am committed to supporting our diverse trainees once they join our program and have gladly given my creativity, time and resources to that endeavor, one from which I have received great personal reward. I have collaboratively developed and led formal curricula on addressing health care disparities at the bedside and women in leadership in academic medicine. I strive to maintain knowledge and sensitivity of the impact of race/ethnicity, gender, sexual orientation and gender identity on medical education and clinical care in my daily clinical teaching as well.

My current efforts continue to reflect my commitment to enhancing diversity, equity and inclusion. In the past five years I have had the opportunity to address diversity and inclusion on a departmental and campus-wide level in my roles as Associate Chair for Strategic Planning and Faculty Experience and my position as one of eight UCSF Faculty Equity Advisors for the entire campus. I co-led a DOM Diversity Task Force to develop a departmental strategic plan and just

completed a successful recruitment for the newly created position of DOM Director of Faculty Diversity. As a member of the DOM Research Council, I serve on the working group for diversity in physician researchers and advise on a new program to offer financial support to physician-scientist fellows whose work supports the diversity mission of the DOM. I connect and support diverse faculty to professional development opportunities, lead implicit bias trainings for our divisions, and am a recipient of the Differences Matter Diversity Champions Training. I review and advise all DOM faculty search committees on best practices for recruitment of diverse faculty candidates.

Diversity Statement 3

I have a long-standing commitment towards reducing inequities in health care as well as improving equity and diversity in University faculty recruitment and retention. One of my main areas of research focuses on disparities in health care and I have published numerous original research articles on that topic. These publications include assessments of racial/ethnic differences in HIV infection, sexually transmitted diseases, medication adherence, birth outcomes, prenatal care and childhood obesity. I received a Champion of Diversity award from my University for my research activities in health disparities.

At my University, I have served on the Center for AIDS Research (CFAR) Diversity Committee and for the past three years, I was the analyst and advisor for the University-wide faculty salary review, which looked at equity between under-represented minority (URM) faculty and non-URM, in addition to equity between female and male faculty. A little over a year ago, I was selected as a senior faculty Equity Advisor to help ensure excellence, equity, and diversity for all recruited faculty at my University. In my role as Equity Advisor, I attended the 2016 UC Diversity Leaders Retreat, a campus-wide meeting for diversity and engagement. In 2017, I was trained and certified as a Diversity, Equity and Inclusion Champion and became a member on the Academic Senate Committee on Equal Opportunity.

Looking ahead to my new roles at the University, I intend to use my training, skills and position to ensure excellence and increase equity and diversity at my University and in society.

Statement 4

I can easily express my commitment to diversity, as I can also easily express my experiences of responding to the physical, emotional, social, and institutional barriers that constantly remind some of us of our differences. My life experiences have earned me an affiliation with a number of “marginalized groups.” My commitment to diversity is informed by my experiences as an African American woman; as a single mother raising children in an urban, inner-city community; as a sister of a formerly incarcerated man; and as the mother-in-law to my daughter’s wife. As a mother of a U.S. Marine vet and police officer, I bring additional insight to the issues concerning the military and tensions between the police and young black males.

I have dedicated my work in research and advocacy to framing the disproportionate burden of tobacco among marginalized communities as a social injustice. My research of previously secret

tobacco documents uncovered 1) the tobacco industry's relationships with African American leadership groups, 2) the accumulation of nicotine in tissues containing melanin, 3) the disproportionate marketing of menthol cigarettes in inner-city communities, and 4) tobacco companies' in-house research on the use of menthol as a flavor additive in cigarettes. I recently completed a research study funded by the California Tobacco-Related Disease Research Program that examined potential challenges of implementing a citywide smokefree multiunit housing ordinance in a diverse urban city.

I have built an academic career integrating my research and my wide-reaching public service, while engaging with communities, particularly communities of color and other priority populations. I have spent countless hours advocating for policies at the local, state, and federal level to achieve equity within tobacco control. The California State Tobacco Control Program (CTCP) asked me to revitalize its Capacity Building Network (CBN), which has the primary objective of strengthening the capacity of CTCP-funded projects to serve California's diverse priority populations and to address the tobacco-related needs of those communities.

I am a founding member of the African American Tobacco Control Leadership Council (AATCLC). Formed in 2008, the AATCLC has as its primary goal to move from the periphery to center stage the debate and discussion of how African Americans and other communities of color are disproportionately targeted by the tobacco industry. I am also currently a board member of the National African American Tobacco Prevention Network, Inc., which works closely with the national voluntaries and other public health advocacy partners.

I mentor students on an ongoing basis; and on three separate occasions, I have received the Cornelius Hopper Diversity Award Supplement (CHDAS) from the UC Office of the President's Tobacco-Related Disease Research Program to mentor and train individuals interested in pursuing research careers focused on eliminating tobacco-related health disparities. I recently mentored a student selected to participate in the inaugural cohort of the UC Smoke- and Tobacco-Free Fellowship Program. These fellowships represent UC President Janet Napolitano's commitment to developing future leaders who then contribute to the health of their communities. All of my mentees in these aforementioned programs are from groups underrepresented in science and research.

My ongoing commitment to diversity, equity and inclusion is solid. Diversity, to me, is not just something to be achieved or talked about or theorized; it is the source of life for me.