Equity and Inclusion, one of four priority areas for UCSF, are essential to fulfilling our core missions of research, patient care, and education in the tradition of excellence for which our university is world-renowned. As the second largest employer in San Francisco and one of its significant economic contributors, UCSF strives to reflect the diversity of the city in which we serve. This annual report features some of the outstanding examples of how UCSF is advancing the various aspects of diversity and inclusion across the schools of Dentistry, Medicine, Nursing, and Pharmacy, the Graduate Division, and the UCSF Health System.

Whether in our administrative, patient care, research, or academic settings, my administration remains committed to the creation of a more diverse, inclusive, and equitable campus and medical center for all patients, students, faculty, trainees, and staff as embodied in our PRIDE Values. I appreciate the leadership of Vice Chancellor Renee Navarro and the dedication, perseverance, and hard work of the Office of Diversity and Outreach team that made this report possible as well as efforts of many others at UCSF who also are working tirelessly every day toward fulfilling these priorities.

Sam Hawgood, MBBS
Chancellor
Arthur and Toni Rembe Rock Distinguished Professor

Greetings from the Office of Diversity and Outreach.

UCSF continues to make significant strides to living our commitment to diversity, equity and inclusion. During this past academic year, as events at the national level continued to affect the UCSF community, we remained active in our efforts to create a more inclusive campus. In September, we held a “Defending DACA” forum, which reached close to 110,000 people over social media and filled Cole Hall with over 350 people. The forum educated the community about this temporary federal program, which offers certain undocumented immigrants protection from deportation and the ability to work in the country. The event aimed to advocate for a reinstatement of DACA, rescinded by the current administration in September 2017. More on the work at UCSF can be seen here.

Our efforts to provide opportunities for individuals and groups to increase self-awareness of unconscious bias, microaggressions, power, privilege and structural barriers to full equity and inclusion and facilitate their development of mitigating strategies increased this past academic year. The ODO conducted more than 50 training sessions reaching over 1800 people. Among these, our Diversity and Inclusion Certificate program has now trained over 100 primarily staff members. Given that staff is the largest component of the UCSF community, we dedicated a number of programs to them in 2017-2018. This included the Chancellor’s Leadership Forum on Diversity and Inclusion, which addressed issues impacting staff equity and inclusion and included candid conversation on the challenges that underrepresented staff members face.

We also held our annual Staff Resource Day, attended by 575 people. We thank our colleagues in Campus Life Services and Human Resources for their partnership in this effort.

We are pleased to report that this past year our office received a $450,000 grant from the UC Office of the President to advance faculty diversity. Thanks to these funds, we welcomed three Ladder Rank underrepresented minority faculty to the Schools of Dentistry (1) and Nursing (2). This grant complemented the ongoing efforts of our Faculty Equity Advisors, who serve across the four schools to bring diversity awareness and best practices during faculty searches. The Center for Science Education and Outreach (CSEO) was also fortunate to receive a $1.3M Upward Bound grant, greatly expanding our ability to grow our pipeline of underrepresented students to UCSF.

This year’s report highlights the efforts of the professional schools, the Graduate Division and UCSF Health as well as the Office of Diversity and Outreach’s individual units. These are highlights only, and not meant as comprehensive documentation of all the important work being done across campus and the health system. We know that diversity, equity and inclusion is the work of all of us at UCSF. We are deeply grateful for your ongoing commitment and engagement. We are optimistic and look forward to accomplishing more together this academic year.

Renee Chapman Navarro, PharmD, MD
Vice Chancellor Diversity and Outreach
Demographics

**Faculty Race/Ethnicity Trend***

<table>
<thead>
<tr>
<th>Year</th>
<th>Native</th>
<th>Hawaiian/OPI</th>
<th>Alaskan Native</th>
<th>Two+</th>
<th>Af-Am/ Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>0%</td>
<td>7%</td>
<td>3%</td>
<td>3.5%</td>
<td>21.7%</td>
<td>72.6%</td>
</tr>
<tr>
<td>2017</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>2.7%</td>
<td>28.6%</td>
<td>61.9%</td>
<td></td>
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**Faculty Gender***

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1064</td>
<td>1376</td>
</tr>
<tr>
<td>2017</td>
<td>1507</td>
<td>1514</td>
</tr>
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</table>

**Staff Race/Ethnicity Trend***

<table>
<thead>
<tr>
<th>Year</th>
<th>Native</th>
<th>Hawaiian/OPI</th>
<th>Alaskan Native</th>
<th>Two+</th>
<th>Af-Am/ Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>7%</td>
<td>3%</td>
<td>3.5%</td>
<td>36.8%</td>
<td>41.8%</td>
</tr>
<tr>
<td>2017</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>2.8%</td>
<td>38.7%</td>
<td>39%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Staff Gender***

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>11,866</td>
<td>5952</td>
</tr>
<tr>
<td>2017</td>
<td>14,034</td>
<td>6552</td>
</tr>
</tbody>
</table>

**Student & Learner Race/Ethnicity Trend***

<table>
<thead>
<tr>
<th>Year</th>
<th>Native</th>
<th>Hawaiian/OPI</th>
<th>Alaskan Native</th>
<th>Two+</th>
<th>Af-Am/ Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>4%</td>
<td>8.9%</td>
<td>35.7%</td>
<td>50.2%</td>
</tr>
<tr>
<td>2017</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>11.1%</td>
<td>37.4%</td>
<td></td>
<td></td>
</tr>
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</table>

**Learner Gender***

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>3303</td>
<td>2499</td>
</tr>
<tr>
<td>2017</td>
<td>3485</td>
<td>2542</td>
</tr>
</tbody>
</table>

*Excludes Unknown/Did Not Answer.
Pipeline & Outreach

Interprofessional Health Post-Baccalaureate Certificate Program

Serving those from underserved communities, disadvantaged backgrounds, and groups historically underrepresented in Dentistry, this year-long program is designed to help post-baccalaureate students become more competitive dental school applicants.

2016 Cohort:
33% accepted into UCSF SOD

2017 Cohort:
43% accepted into UCSF SOD

Dental Student Outreach
283 pre-dental students served
at Hispanic Student Dental Association (HSDA) Bridges Conference, Student National Dental Association (SNDA) Impressions Conference, and DentStay.

Student Scholarships & Awards

6 scholarships
9 awards
$5000-$20,000 per year per student

Climate
Assessment & Improvement
A far-reaching effort to enhance the SOD climate as experienced by students and other learners, staff, and faculty.

• 2017-2018: Focus Groups & Survey
• Fall 2018: Town Halls
• Fall 2018-onward: Initiatives/Implementation

HEALS Training
Worked with School of Nursing to bring HEALS training, a structured approach to addressing bias, micro-aggressions and exclusionary behavior, to SOD.

Research, Health Disparities & Community

CAN DO
Center to Address Disparities in Children's Oral Health is a transdisciplinary virtual Center with multiple NIH-funded projects generally for the purpose of researching ways to reduce oral health disparities in children’s oral health.

California Oral Health Plan
Collaboration with California Department of Public Health’s Oral Health Program to address oral health disparities that disproportionately burden diverse, vulnerable populations statewide.

San Francisco Children’s Oral Health Collaborative
Addresses disparities in oral health focused largely on 3 diverse neighborhoods.

Policy Summit, Washington, D.C.
6 students funded to learn foundations of advocacy and meet with law makers to discuss DACA, Undocumented Students, and Graduate and Professional Health Sciences.
In August 2017, the Graduate Division welcomed D’Anne Duncan, PhD, as its new Director of Diversity and Outreach. Dr. Duncan directs programs dedicated to supporting underrepresented undergraduates and PhD students, spearheads efforts to understand and evaluate the needs of students, and develops and implements new diversity and inclusion initiatives across graduate programs. Dr. Duncan also partners with other offices dedicated to diversity, equity and inclusion at UCSF, including the Multicultural and LGBT Resource Centers. Prior to joining UCSF, Dr. Duncan served as the Associate Director of the NIH’s Broadening Experiences in Scientific Training (BEST) Consortium. She earned her PhD in Neuroscience from Northwestern University in 2011, and pursued postdoctoral training in visual neuroscience at Vanderbilt University.

### Pipeline & Outreach

#### Summer Research Training Program (SRTP)
- **50** students
- **70%** go on to pursue a graduate degree

Offers the opportunity to conduct research in the basic biomedical sciences to undergraduates that are underrepresented in STEM fields, come from socioeconomically disadvantaged backgrounds, are first generation to college, and/or attend undergraduate institutions that provide minimal exposure to scientific research.

#### Initiatives for Maximizing Student Development (IMSD) Fellowship

- **100+ recipients since 1997**

Designed to improve the academic and research competitiveness of underrepresented minority students and to facilitate their progress toward careers in biomedical research through a summer research rotation, financial support, peer mentorship, and professional development activities.

#### For Postdocs: Institutional Research and Academic Career Development Award (IRACDA)

- **4-year program**

IRACDA’s mission is to cultivate a diverse group of biomedical scientists to pursue independent academic careers and to enrich the collaborative relationship between UCSF and SFSU in research, training, and mentoring. Program directed by Holly Ingraham, PhD, Professor and Vice Chair of Cellular and Molecular Pharmacology, UCSF.

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2018 IMSD-IRACDA Annual Retreat. Photo: Dr. Elizabeth Silva.
Differences Matter is a comprehensive School of Medicine program working to make UCSF the most diverse, equitable and inclusive academic medical system in the country.

**Climate**

John A. Watson Faculty Scholars Program

34* UIM (Under-represented in Medicine) and/or equity or inclusion-focused faculty

3-year award

$75,000/year

*Since program’s inception in 2015.

Diversity, Equity and Inclusion (DEI) Champion Training

600 faculty trained

Undergraduate Medical Education Curriculum

Addresses issues of health care disparities and social justice using a firm understanding of race, racism, bias, and privilege.

Clinical Health Equity Toolkits

Designed for implementation in Core Oversight and Patient Experience Departments

Committees Policy

All SOM committees must now be composed of at least 50% women or UIM

Pipeline & Outreach

Pathway, Pipeline, Outreach Network

Utilizing the Office of Diversity and Outreach’s Diversity Hub, Differences Matter created a directory of over 70 UCSF-affiliated pathway, outreach, and pipeline programs; formed network of program directors to share best practices and institute pipeline/outreach policies.

**INCLUDE**

An inter-program collaboration funded by the National Science Foundation’s Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (INCLUDE).

**Diversity Supplement**

20 high school students

Supplement obtained to create research internships for 20 UIM high school students in Cancer Center labs.

**UIM Residents**

<table>
<thead>
<tr>
<th>Year</th>
<th>Match 2012</th>
<th>Match 2015</th>
<th>Match 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12%</td>
<td>18%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Note: Larger programs achieved matches between 25-50% UIM.
School of Nursing

**FirstGenRN**
FirstGenRN provides career development and support to the nearly 30% School of Nursing students who are first in their family to attend college.

<table>
<thead>
<tr>
<th>30% of SON students are FirstGen</th>
</tr>
</thead>
<tbody>
<tr>
<td>“It was really hard to get here….I struggle in ways faculty wouldn’t know unless you asked.”</td>
</tr>
</tbody>
</table>

**Diversity in Action Committee (DIVA)**
DIVA is known for developing the HEALS Model, a structured approach to addressing bias, micro-aggressions, and exclusionary behavior, and to create and foster an inclusive community.

- **Collaborated** with School of Dentistry to bring HEALS training to SOD and presented to University Relations.
- **Developed** a Student Climate Survey.
- **Trained** UCSF Health Dept. of Quality Improvement on cultural humility and foundational concepts in diversity, equity and inclusion.

**Pipeline & Outreach**

**Howard University Collaborative**
5 Undergraduates
UCSF sponsored and hosted 5 undergraduate nursing students from Howard University to participate in Nursing Leaders of Tomorrow to learn about:
- Funding opportunities
- Various roles and duties
- New research and curricula

**Nursing Leaders of Tomorrow**
50+ Attendees
A two-day program with the goal of increasing underrepresented individuals pursuing nursing graduate education.

**Outreach**
45+ Events Attended
- Bay Area Black Nurses (BABNA)
- Greater San Jose National Association of Hispanic Nurses Chapter (NAHN)
- Los Angeles Chapter of National Association of Hispanic Nurses
- Stanford Undergraduate Minority Medical Association
- National Association of Black Nurses (NBNA)
- National Alaska Native American Indian Nurses Association (NANAINA)
- And others
**Pipeline & Outreach**

**Interprofessional Health Post-Baccalaureate Certificate Program**

A year-long program for prospective students from underserved communities, disadvantaged backgrounds, and groups historically underrepresented in pharmacy who have completed undergraduate coursework and need a stronger academic foundation to be competitive when applying to pharmacy school. The cohort is small to provide personalized support to each student.

**35 participants**

**83% acceptance rate into a school of pharmacy**

**76% accepted into UCSF School of Pharmacy**

*Since program’s inception in 2010.

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**Advocacy**

**Graduate and Professional Dream Advocates (GAPDA)**

Undocumented School of Pharmacy students Ana Cruz (PharmD, 2018) and Min Ku Choi are among the founding members of UCSF’s GAPDA, an interprofessional and interdisciplinary student organization whose mission is to support undocumented immigrant graduate and professional students by:

- Promoting awareness
- Establishing a support system
- Advocating for increased access to educational programs and health care

“Both pharmacy school and activism are very time consuming and rigorous, but I have the passion, so it doesn’t feel like work.”

—Ana Cruz, PharmD, 2018

“I received so much help as a DACA student – from upper classmates like Ana, from the School of Pharmacy, from the Office of Diversity. I’m really grateful for that. The only way to show my gratitude is to become a mentor and advocate myself.”

—Min Ku Choi, School of Pharmacy

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**Climate & Training**

**Unconscious Bias Training**

**122 first year students trained**

**PharmD Curriculum Transformation & Cultural Humility**

Cultural Humility is a pillar of the newly redesigned SOP curriculum, woven throughout courses through all years rather than discrete modules.
UCSF Health works with the Office of Diversity and Outreach and School of Medicine Differences Matter to improve diversity, equity, and inclusiveness at the Medical Centers and other clinical sites.

**Focus Areas**

**Language & Literacy**
Reduce language and literacy-associated disparities.

**Data**
Measure, analyze, and address race/ethnic and cultural differences in health care quality at UCSF-affiliated sites.

**Patient Experience**
Create an inclusive environment for patients at UCSF-affiliated clinical sites.

**Actions**
- In collaboration with Differences Matter, created Health Equity Council at UCSF Health.
- Launched UCSF Health’s effort to systematically collect patient race and detailed ethnicity data.
- 10 recommendations on language/literacy for all campuses developed.
- Secured question on satisfaction with language services upon discharge and approval for nursing pilot “one conversation per shift with every limited-English proficiency patient” at Zuckerberg San Francisco General Hospital (ZSFG).
- Created Children’s Hospital Diversity Committee.

**Caring Behaviors Training**
Comprehensive training for caregivers includes modules dedicated to identifying implicit bias, crucial conversations, and cross-cultural communications.

**Advocacy**

**Rally for Dreamers**
Pediatric residents organized a rally at Benioff Children’s Hospital Oakland to urge Washington to support a clean DREAM act for DACA enrollees (Deferred Action for Childhood Arrivals)—one that does not exchange Dreamers’ future for the passage of other legislation.

**Patient Survey Results**
Campus Climate Events
77 campus climate events
7+ events and programs per month/average
5600+ attendees

Education & Training
18,881 participated in Sexual Violence Harassment and Prevention training (online or in-person)
2559 participated in additional diversity and inclusion training (in-person)*
21,440 total participants
*Does not include School of Medicine Diversity, Equity and Inclusion Champion Training.

Outreach/Pipeline
3510 students directly served
15,000 students indirectly served
$1,760,000 total grants and awards received

Compliance
352 complaints filed in 2017-2018 fiscal year
47% complaints under Sexual Violence/Sexual Harassment policy
53% complaints under Nondiscrimination policy
25%+ increase in complaints in 2017-2018
The Office of Diversity and Outreach conducts a wide array of programs dedicated to fostering a more inclusive climate for all.

**11th Annual Chancellor’s Leadership Forum on Diversity and Inclusion**

An Examination of Issues Impacting Staff Climate and Equity

**Highlights:**

**Video** Commemorating the 50th Anniversary of the UCSF Black Caucus

**Conversation** with Panelists

**Staff Resource Day**

575+ attendees

95% of surveyed attendees will return to this event

One-day event in June 2018 offered information and workshops to support the professional and personal lives of UCSF staff employees. Partners: Campus Life Services, Human Resources, and Council on Campus Climate, Culture and Inclusion (4CI) Staff Subcommittee.

**Chancellor Diversity Awards**

Thirteen community recipients were recognized for their contributions to advancing equity and inclusion.

**Dr. Martin Luther King, Jr, Leadership Award**

Rosny Daniel, MD – Resident
Judy Young, MPH – Staff

**Holly Ingraham, PhD** – Faculty

**Disability Service Award**

Megan Winkelman – Student
Stephen Fernandez – Staff

**Kirk Hudson** – Staff
**Salman Saeed** – Staff

**Advancement of Women Award**

Julie Boiko, MD, MS – Faculty
Naledi Saul, MPM – Staff

**Christina Mangurian, MD, MAS** – Faculty

**LGBTQI Award**

Thomas Nguyen – Student
Julia Goldstein – Student

**Danielle Castro, MA, MFT** – Staff
The CARE Advocate, LGBT Resource Center and Multicultural Resource Center work to create a welcoming, supportive and inclusive climate for all members of the UCSF community. 2017-2018 activities are highlighted here. Many events are co-sponsored with colleagues across campus.

**CARE Advocate**

The Campus Advocacy Resources and Education (CARE) program offers free and confidential support to UCSF community members who have experienced interpersonal violence. Our CARE Advocate also raises awareness about issues surrounding interpersonal violence, and what we all can do to prevent it.

79 direct survivors served
31 trainings and presentations conducted

**Key Events**

<table>
<thead>
<tr>
<th>Event</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UCSF Denim Day</strong></td>
<td><strong>Rape of Recey Taylor</strong> Film Screening and Discussion</td>
</tr>
<tr>
<td><strong>Art as Healing events</strong></td>
<td><strong>Trauma-Informed Yoga</strong>, an ongoing program for survivors</td>
</tr>
</tbody>
</table>

**LGBT Resource Center**

The Center aims to sustain visibility and a sense of community across the campus and medical centers.

20+ Events 20 Trainings & Consultations

**Key Events**

<table>
<thead>
<tr>
<th>Event</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th Annual LGBTQIA Health Forum: Guest speaker Janet Mock 400+ participants</td>
<td>2nd Annual Coming Out Monologues 50 participants</td>
</tr>
<tr>
<td>PRIDE Parade 300+ UCSF participants</td>
<td>Out in Science 100 participants</td>
</tr>
<tr>
<td>Inaugural LGBTQ Undergraduate Queer Institute 35 participants</td>
<td>20th Anniversary of the LGBT Resource Center</td>
</tr>
</tbody>
</table>

**CARE Advocate:** 1486 UCSF constituents reached

**LGBT Resource Center:** 2471 UCSF community members served
Multicultural Resource Center

Committed to shaping physical and intellectual environments that honor the experiences of all members of our UCSF family.

By the Numbers:
MRC Events & Programs
28 Student Support
18 Education/Training
13 Cultural Heritage
7 Volunteer/Sponsorships
2 Social Justice
2 Wellness

Key Events
The Color Purple @ UCSF
Bailamos: Latinx Dancing
Write It Out
Diversity Graduation
Film screenings:
The Immortal Life of Henrietta Lacks
Coco

Multicultural Center:
3855 UCSF community members served

Undocumented Student Support Services

Undocumented Student Support Services is a resource for current and prospective students, faculty, staff, and allies.

Immigration Events & Support from UCSF Community:

Defending DACA Town Hall
111,000 constituents reached*

UCSF faculty and students participated in a panel discussion and forum on the Trump administration’s decision to rescind DACA. The forum was open to all UCSF community members.

Panelists:
Rachel Ray, UC Immigrant Legal Services Center
David Wolfsy, Associate Dean for Admissions, School of Medicine
Walter Mancia, Graduate Division Student
Ana Cruz, School of Pharmacy ’18

RealTalk: Undocu @ UCSF

A presentation, discussion, and Q&A session about current policies and campus resources surrounding undocumented students at UCSF.

Defending DACA Phone Bank

*In-person and online viewers
Diversity and Inclusion committees provide a forum through which senior leadership is apprised of recommendations and concerns from the diverse campus community. Membership is voluntary and may include faculty, students and staff.

Our Committees

- Asian Pacific American Systemwide Alliance (APASA)
- Black Caucus
- Chicano Latino Campus Association (CLCA)
- Council on Campus Climate, Culture and Inclusion (4CI)
- Council on Campus Climate, Culture and Inclusion (4CI) Staff Subcommittee
- Department Diversity Leaders
- Committee on Disability Issues
- Committee on LGBT Issues
- Committee on the Status of Women

2018: 50th Anniversary of the UCSF Black Caucus

Formed in 1968, the Black Caucus provides an open forum for all people of African descent on campus to express matters of race as they affect life on campus and in the community. This year the Black Caucus celebrated its 50th anniversary with a commemorative video that premiered at the annual gala and was shown to a wider audience at the Chancellor’s Leadership Forum on Diversity and Inclusion.

"UCSF was known as the plantation on the hill."
– Joanne Lewis, Co-Founder
UCSF Black Caucus

"It takes an organization to move an organization."
– David Johnson, Co-Founder
UCSF Black Caucus

“But a role model in the flesh provides more than inspiration; his or her very existence is confirmation of possibilities one may have every reason to doubt, saying, 'Yes, someone like me can do this.'”
– Sonia Sotomayor
Office for the Prevention of Harassment and Discrimination

The Office for the Prevention of Harassment and Discrimination (OPHD) supports the University policy prohibiting discrimination and harassment of any person on the basis of their membership in a protected category. As part of this work, OPHD responds to complaints from persons who believe they have been subjected to discrimination, harassment, and/or retaliation on the basis of a protected category or activity. OPHD also has responsibility for preparing the annual written Affirmative Action Plan and Program for minorities and women, persons with disabilities, and covered veterans.

During the 2017-2018 fiscal year, OPHD received and responded to 352 internal complaints alleging discrimination and/or harassment based on protected categories described in the Sexual Violence/Sexual Harassment Policy and the Nondiscrimination Policy. These complaints included 522 allegations of harassment and/or discrimination.

Fiscal Year 2017-2018: 352 complaints 522 allegations

Note that the total number of complaints is not equal to the total number of allegations because complaints may include allegations of harassment and/or discrimination based on multiple protected categories.
Center for Science Education and Outreach

Since 1998, the Center for Science Education and Outreach (CSEO) has been serving California elementary, middle school, high school and undergraduate students, providing programs to support academic success, improve access to higher education, increase college attendance and expose them to career paths in Science, Technology, Engineering and Mathematics (STEM).

In 2017-2018, CSEO directly served:

3510 students
581 families
38 SFUSD High School Counselors
1000+ indirectly served

2017-2018 Student Race/Ethnicity

- African American: 3%
- American-Indian/Alaska Native: 7%
- Asian (Chinese, East Indian, Filipino, Japanese, Korean, Vietnamese, Other Asian): 21%
- Chicano/Latino: 28%
- Pacific Islander: 2%
- Other/More than one: 39%
Programs

Academic Outreach Program (EAOP)
Provides academic services to help increase the number of underrepresented students attending college.
3115 students

Math, Engineering, Science Achievement (MESA)
Works to improve middle and high school students’ math and science skills and ensure higher education eligibility.
335 students

P-20 Partnerships
Improve access to college for underrepresented high school students in Antioch, San Francisco and Oakland Unified School Districts.
15,000 students indirectly served

Upward Bound
Supports high school students from first generation and/or low-income families in their preparation for college entrance.
60 students

Inside UCSF
Brings underrepresented college students to campus for an inside look at health professions and UCSF graduate schools.
100 students

Entrance to College
91% of our cohort of high school seniors will be attending a higher education institution Fall 2018
76% of our cohort of Seniors will be attending a 4-year institution Fall 2018
69% of our cohort of Seniors declared a major related to health

Grants & Awards

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upward Bound</td>
<td>$1,300,000</td>
</tr>
<tr>
<td>Science Education Partnership Award (SEPA)—National Institute of General Medical Sciences (NIGMS)*</td>
<td>$ 460,000</td>
</tr>
<tr>
<td>National Science Foundation</td>
<td>$ 150,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$1,910,000</strong></td>
</tr>
</tbody>
</table>

*Co-PI Elizabeth Ozer, PhD, Professor of Pediatrics and ODO Director of Research
UCSF is committed to increasing diversity in our faculty, students and other academic personnel. Our campus works to recruit and retain diverse scholars, especially those who have been systematically and historically underrepresented. Our Faculty Equity Advisors are charged with leading this effort.

### Advancing Excellence in Faculty Recruitment

Launched in 2016-2017, the Faculty Equity Advisor (FEA) program was implemented fully in 2017-2018. All Faculty Equity Advisors are engaged in search and shortlist sign-offs, educating committees across all schools about:

- **Best practices**
- **Proactive search procedures**
- **Countering applicant selection bias**

### Advancing Faculty Diversity Grant

**$450,000 from the UC Office of the President to increase underrepresented faculty**

The grant funds:
- Outreach & search ambassadors
- Advertising & branding
- 2nd visits
- Recruitment incentives

Thanks to this funding, UCSF welcomes new ladder-rank faculty members: Eni Obadan-Udoh, DDS, MPH, Dr. Med. Sc., Assistant Professor, Division of Oral Epidemiology and Dental Public Health; Orlando Harris, PhD, RN, FNP, MPH, Assistant Professor of Nursing, and Stacy Torres, PhD, Assistant Professor, Social and Behavioral Sciences, School of Nursing.
Research & Academic Presentations

11th Annual Health Disparities Research Symposium

Building community among disparities researchers across disciplines, units, schools, and the Bay Area

The Health Disparities Research Symposium showcases research on health disparities conducted by faculty and trainees at UC San Francisco and other Bay Area healthcare and research institutions, inspiring collaborations and future research.

Keynote speaker:
Hannah Valentine, MD, MRCP, FACC – NIH Chief Officer for Scientific Workforce Diversity

375 attendees  10 oral presentations
64 poster presentations

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Presentations

During the 2017-2018 academic year, the Vice Chancellor of Diversity and Inclusion presented at numerous regional and national conferences, sharing diversity, equity and inclusion research, best practices, and challenges.

14 presentations to external (non-UC) audiences

Highlights:
Association of American Medical Colleges (AAMC) Learn Serve Lead Annual Meeting
Association of American Medical Colleges (AAMC) Group on Diversity & Inclusion (GDI)
Bay Area Regional Collaboration to Expand and Strengthen STEM (RECESS)
Genentech (SMNA) The Change Sequence Conference
South by Southwest (SXSW) Conference Health & Medtech Track
Student National Medical Association (SMNA) Annual Medical Education Conference
Education & Training

Compliance Training

The Office for the Prevention of Harassment and Discrimination (OPHD) monitors UCSF’s compliance with systemwide sexual harassment and prevention training requirements. Online and in-person training are offered at UCSF. Here are the 2017-2018 results.

Online Training

<table>
<thead>
<tr>
<th>Target Audience</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-supervisory staff</td>
<td>13,602</td>
</tr>
<tr>
<td>Faculty and/or supervisor</td>
<td>5122</td>
</tr>
<tr>
<td><strong>Total Audience</strong></td>
<td><strong>18,724</strong></td>
</tr>
</tbody>
</table>

Life Theatre

Life Theatre Services troupe presents training sessions with professional actors playing the roles of supervisors and employees. The actors provide information through skits and scenarios, and then, staying in character, take questions from the audience.

87 staff and faculty members satisfied the UC sexual harassment and prevention training requirement with Life Theatre in 2017-2018.

“Great group! A very helpful way to see the nuances about harassment and violence.”

“Life Theatre is a superb resource.”

“The examples were complex and real.”

Diversity Training Series

The Office of Diversity and Outreach and the Department of Medicine collaborated on a series of trainings to support staff members in better understanding diversity and inclusion in the workplace. The trainings were offered to all UCSF Campus and Health staff members, as well as other members in the community.

130+ attendees

**Topics:** Unconscious Bias, CARE Advocacy, Trans 101, LGBTQIA+
Diversity and Inclusion Staff Certification Program

This four-month program is offered twice a year to UCSF staff members interested in exploring diversity and inclusion concepts, acquiring knowledge and skills to enhance competencies, and gaining tools for creating inclusive workplaces.

### Graduates

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-2017</td>
<td>55</td>
</tr>
<tr>
<td>2017-2018</td>
<td>48</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>103</strong></td>
</tr>
</tbody>
</table>

### Capstone Projects

At the end of the DICP program, participants submit a capstone project that identifies and addresses unmet diversity needs on campus. Below are a few of the 2017-2018 DICP capstone projects.

- Supporting the breastfeeding mother and employee at UCSF
- Improving hiring practices, conducting exit interviews, maintaining a database that monitors demographic data
- Gathering data to demonstrate why inclusion and institutional support have reciprocal benefits for staff and organizations

93% of participants would recommend the program to another staff member

“I learned a lot and I will continue to learn. This course peeled back some uncomfortable questions for me. I’m still processing things, I still have questions, but I will continue to do the work started in this course.”

### On-Demand Training

The Office of Diversity and Outreach delivers free on-demand training to UCSF community members/departments in the categories of Climate, Compliance, Leadership, LGBTQIA+, and Outreach. We also offer consultations.

### Course Requests by Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Requests</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compliance</td>
<td>4</td>
</tr>
<tr>
<td>Cultural Humility</td>
<td>7</td>
</tr>
<tr>
<td>Facilitations</td>
<td>8</td>
</tr>
<tr>
<td>Imposter Syndrome</td>
<td>1</td>
</tr>
<tr>
<td>Intro to D&amp;I</td>
<td>2</td>
</tr>
<tr>
<td>LGBT</td>
<td>2</td>
</tr>
<tr>
<td>Mentorship</td>
<td>1</td>
</tr>
<tr>
<td>Microaggressions</td>
<td>2</td>
</tr>
<tr>
<td>PRIDE</td>
<td>4</td>
</tr>
<tr>
<td>Stereotype Threat</td>
<td>2</td>
</tr>
<tr>
<td>Unconscious Bias</td>
<td>23</td>
</tr>
</tbody>
</table>
Staff

Photo, top row, L to R: Zachary Williams, Sara Mueller, Andrea Lacampagne, Kanita Viranond, Nakisha Rice, Branden Barger, Evolve Benton, Angel Max Guerrero, Andrelyn Rivera, Annabelle Villanueva, Tiffani Chan. Bottom row, L to R: Denise Caramagno, Don Woodson, Nyoki Sacramento, Renee Navarro, Alejandra Rincón, LaMisha Hill, Klint Jaramillo

Renee Chapman Navarro, PharmD, MD
Vice Chancellor, Diversity and Outreach
Chief Diversity Officer, Chief Outreach Officer

Central Office
Alejandra Rincón, PhD
Assistant Vice Chancellor and Chief of Staff

Alan Carpenter
Applications Director / Data Specialist

Tiffani Chan, MA
Special Projects Manager

Andrelyn Rivera
Executive Analyst to the Vice Chancellor

Barbara Sanchez
Marketing and Communications Manager

CARE Advocate
Denise Caramagno, MA, LMFT

Center for Science Education and Outreach
Don Woodson, MEd  Director
Glenda Bivens, PhD  Upward Bound Project
Angel Max Guerrero  Outreach Coordinator
Emmanuel Padilla  Early Academic Outreach Program

Consultants
George Dugan  Webmaster
Lawrence Rickford  Videographer

Resource Centers
LaMisha Hill, PhD
Director, Multicultural Resource Center

Klint Jaramillo, MEd, MSW
Director, LGBT Resource Center

Evolve Benton, MA
Assistant Director of LGBT Resource Center and Multicultural Resource Center

Branden Barger, MAS
Program Coordinator, LGBT Resource Center and Multicultural Resource Center

Zoe Samudzi
Graduate Assistant, LGBT Resource Center and Multicultural Resource Center

Office for the Prevention of Harassment and Discrimination
Nyoki Sacramento, JD  Assistant Vice Chancellor, Director, Title IX Officer

Deborah Ohiomba, JD
Assistant Director, OPHD

Andrea La Campagne, JD
Senior Complaint Resolution Officer

Michael Nisperos, JD
Complaint Resolution Officer

Nakisha Rice, MA  Case Coordinator

Kanita Viranond, JD
Complaint Resolution Officer

Zachary Williams, MPH
Senior Complaint Resolution Officer

Faculty Excellence & Outreach
Elizabeth Ozer, PhD
Director, Faculty Equity Advisor Program, Director, Office of Diversity and Outreach Research, Professor of Pediatrics

Michael Penn, MD, PhD  Director of Diversity in Basic Science Faculty
UCSF ODO
Partners

UCSF
Alumni Relations
Asian American Research
Center on Health (ARCH)
Campus Life Services
Center to Address Disparities in Oral Health
Center for Vulnerable Populations
Graduate Division
Human Resources
Office of the Chancellor
Office of the Executive Vice Chancellor and Provost
School of Dentistry
School of Medicine
School of Nursing
School of Pharmacy
UCSF Health
University Relations

UCSF Student Groups
Black Students Health Alliance (BSHA)
Gay Straight Dental Association (GSDA)
Graduate (GAPDA)
Latino Medical Student Association (LMSA)
LGBTQ Student Association
Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
Students National Medical Association (SNMA)
Voces Latina Nursing Student Association (VOCES)
White Coats for Black Lives (WC4BL)

External Partners
Antioch Unified School District
Association of American Medical Colleges (AAMC)
Boys and Girls Club of San Francisco
Oakland Unified School District
Physicians Medical Forum
San Francisco Unified School District

Photos: Noah Berger, Elisabeth Fall, Susan Merrell, Barbara Ries, Elizabeth Silva and ODO staff.
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