The Chancellor welcomed the Council and introductions followed.

5th Annual Chancellor’s Leadership Panel on Diversity

Paul Day, Event and Communications Manager for Diversity and Outreach summarized the event evaluations. Overall, the feedback was very positive. There were approximately 250 people who attended in person and via live stream. Evaluations showed that presentations were informative and the Q&A panelists were informed and easily discussed diversity issues. Suggestions from the committee for next year’s event include: having the 4CI weigh in each year and select a topic to discuss at the forum (talk about the difficult issues happening across campus), having interactive discussions with audience members may get more people engaged, and presenting benchmark data so the audience can get a sense of the progress we’ve made and what the gaps are.

Diversity Strategic Planning Retreat

VC Navarro reported that her office is planning a retreat with diversity stakeholders on May 11 to delve more deeply into the campus priorities surrounding diversity. This retreat will assist her in assessing on what areas the campus should be focused. Members of the council are invited to attend, as well as all the diversity committees. The goal of the retreat is to share progress to date, and engage all stakeholders in order to achieve greater diversity, equity and inclusion on our campus. The retreat will be held at Laurel Heights. Highlights will be presented at the June meeting.

President’s Open Letter to UC Community

Although there are no action items for the Council, Dr. Ghannam informed the group of the recent responses to the President’s Open Letter. Three different stakeholders asked Dr. Ghannam to bring their concerns to the 4CI: California Scholars for Academic Freedom, Arab, Middle Eastern and South Asian communities, and Coalition of Support Groups. They felt that the president’s letter suggests that protesting is lumped into the category of hate crimes. This topic has generated a very strong response across most of the campuses. Groups have requested time with the President, but so far no meetings have been scheduled. Although, this has not been a large issue at UCSF, we should keep this topic up for discussion, as it is an important issue for the UC system. Dr. Ghannam will report back to this group with updates.

Disability Accommodation

Dr. Marshall raised the issue of accommodation and climate for faculty with disabilities. She has been hearing from faculty members that they don’t get appropriate responses from their departments when requesting accommodations. We have to be careful that we do know what the rules are for faculty with
disabilities and that we follow them. We may want to be proactive in collecting data on disabled employees and what their needs are. We seem to have a good response to the issues we are made aware of, but we need to tap into the issues that are never brought to light. It was highlighted that that we don’t always have visual clues for those with disabilities on our campus, as well with other groups (LGBT). It was suggested that we look at medical center patient care surveys to see what the responses are for disabled, URM and LGBT status. The main takeaway is that we need to better communicate to departments what UCSF’s expectations are for accommodating disabled employees.

On a related note, VC Navarro reported that the OFCCP is requesting information about persons with disabilities and veterans at UCSF. We’ve identified approximately 350 individuals who have self-identified as disabled/disabled vet and the auditors will interview 10% of this group. The government has been pushing for institutions to ask applicants in the search process about their status, although there has been no mandates to collect this information. They recommend that we have at least 7% disabled/disabled veteran employees.

**CACGLBTI Update**

Dr. Michael Reyes from the CACGLBTI serves as co-chair along with staff Ivy Kolvan. He presented an update on the committee’s key accomplishments and plans for the upcoming year. The committee includes broad membership from all groups across campus. The charge of the committee: To bring to the attention of the Chancellor issues of concern to the UCSF GLBT community and make recommendations to the Chancellor's Cabinet on current issues affecting the UCSF GLBT community, including, but not limited to: homophobia and transphobia on the campus; discrimination on the basis of sexual orientation and gender identity; and, other "quality of campus life" issues among students, staff, and faculty. Current activities include, working with alumni relations to outreach GLBT alumni, analysis of staff and faculty surveys, and visibility projects. This year they will renew the visibility project, an initiative to profile LGBT faculty, staff and students across campus with photos, stories, and websites. The goal of this initiative is to build community at UCSF. There will also be a GLBT mentorship dinner to be held in May 2012, the GLBT award ceremony, and Coming Out Day (450 out faculty, staff and students). The main takeaway - should we be looking at the data more holistically to get a sense of the climate? We should be transparent about the data, and also target key areas to work on to measure our success. There was a suggestion to call together GLBT faculty focus groups to discuss issues identified in the Faculty Climate Survey.

**4CI Annual Report**

Co-Chair Martin Holland, reviewed the committee charge and encouraged the Council to think about its priorities in the upcoming year and to look at how its activities affect UCSF’s campus climate. All agreed that this Council represents a valuable opportunity to engage the campus community to learn about issues and bring these important concerns back to the leadership and vice versa. Some questions posed include - What will be the experience of our new students and trainees on this campus? What will make a difference? Dr. Martin-Holland anticipated that key priorities will become more clear coming out of the May 11 diversity strategic planning retreat. The Chancellor noted that she would like the Council to
serve as a facilitator in ensuring that diversity becomes a part of all our business practices. She would greatly appreciate anything that this group can do. We should also market the 4Cl group to the campus community to inform them of the work we are doing.

Dr. Martin-Holland suggested that a key focus area for the upcoming year be on unconscious bias. We could be a think-tank to look at what other groups are doing across the nation and bring it back here. The council had a lot of interest in this and agreed that the Council should also serve to import and export best practices in this area.