Office of Diversity and Outreach Updates

Achieving Equity at UCSF

Faculty Development Day 9/16/20

Renee Chapman Navarro, PharmD, MD

pronouns she/her/hers

VC, Chief Diversity Officer and Professor of Anesthesiology
Paving the Way
Toward a More Equitable and Inclusive Campus

1968 - 1970
The Black Caucus becomes the first staff activist group at UCSF and organizes the Janitor’s Strike to protest staff inequalities.

1971
Chancellor Philip R. Lee creates the first Diversity Committee at UCSF: the Advisory Committee on the Status of Women.

1984 - 1999
UCSF creates the Women’s Resource Center and later, the first LGBT Resource Center at any health science professional school in the U.S.

2007
UCSF holds the inaugural Chancellor’s Leadership Forum on Diversity & Inclusion, a critical platform to build consensus and promote accountability.

2009 - 2010
The Office of Diversity & Outreach (ODO) is established after student activists send a critical Call to Action to UCSF leadership.
As the Office of Diversity and Outreach celebrates its 10-year anniversary, we recognize the legacy of advocacy and activism that has shaped our efforts to foster a more diverse, equitable, and inclusive campus for all. We honor this work and look forward to the road ahead - a road we can pave together.
Foundations

• **Equity**
  • The state, quality or idea of being just, impartial and fair (aspirational)
  • The principle of equity acknowledges the often invisible structural and systemic barriers that impact marginalized and underrepresented communities – addressing the assumption of “fairness”
  • In practice, equity involves providing the resources an individual needs in order to be successful, achieve a desired outcome, or experience parity

• **Inclusion**
  • The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

  “Diversity is being asked to the party. Inclusion is being asked to dance.”
  
  Verna Myers, Inclusion Strategist

• **Belonging is dancing as if no one is watching!**
ODO Mission

- To **build** a broadly diverse faculty, student, staff and trainee community,
- to **nurture** a culture that is welcoming and supportive, and
- to **engage** diverse ideas for the provision of culturally competent education, discovery, patient care and community engagement.

*Strategic Plan: Roadmap to Inclusive Excellence*
ODO Diversity, Equity and Inclusion Initiatives

- Pathway and Pipeline Programs
- Hiring and Promotions
- Climate of Equity and Inclusion
- Accountability and Compliance
Advancing Excellence in Faculty Recruitment

- Faculty Equity Advisors
- Best Practices in Faculty Recruitment
- Committee composition
- Committee Training
- Contributions to Diversity Statements
- Advancing Faculty Diversity Grants
- Recruitment incentives for contributions to diversity
Welcome to the LGBT Resource Center

Meet the Staff
Come get to know us better.

Events
A central resource highlighting news and programming that fosters a collaborative culture.

Community
Explore our vibrant and colorful community of learners and educators.

Training
Individual & group consultation, workshops, and training for the campus community and medical center.

Queer Spotlight
STONENWALL50
CELEBRING 50 YEARS OF ACTIVISM AND RESILIENCY

Our Authentic Selves
UCSF community reflects on LGBT progress through portraits & stories.

The Center aims to sustain visibility and a sense of community throughout the campus and medical center. We are committed to building workplace equity, promoting student and staff leadership, and providing high quality, culturally sensitive care to our patients.
Multicultural Resource Center Director

Transforming Health Through a Social Justice Lens

Welcome to the Multicultural Resource Center

Meet the Staff
Learn about who we are and what drives our work.

Student Support
Here's what the MRC can do for you.

Events
Join the MRC for curated events and activities.

Social Justice
Discover the legacy of student activism.

MRC Spotlight

MEDITATION & STRETCH
FOR BIPOC (BLACK, INDIGENOUS, AND PEOPLE OF COLOR) STUDENTS, STAFF, AND FACULTY
Every Tuesday from 1-1:30 PM to collectively breathe and release. Kindly RSVP at: tiny.ucsf.edu/meditationandstretch

Why I love the MRC by Daniel Bernard
What We Do

The CARE Advocate provides free, confidential support to any UCSF affiliate including students, staff, faculty, post docs and researchers who have experienced interpersonal violence such as sexual assault, dating/intimate partner violence, sexual harassment or stalking.

Quick Links

How to Help a Friend or Colleague

Frequently Asked Questions

18th Annual UCSF Interpersonal Violence Prevention Conference

News & Events

Confidential Resources

CARE Advocate
(415) 502-8802

Office of the Ombuds
(415) 502-9800

UCSF Student Health and Counseling
(415) 476-1281

CARE Advocate Services
Climate Improvement Strategies

• Systems changes and measurement of equity
  • Committee composition, hiring process improvement, complaint resolution process improvement, salary equity analysis

• Awareness and education
  • Unconscious Bias, Staff Certification, DEI Champion (DM), Allyship, Pronouns Matter...

• Resource Centers – community visibility, support, advocacy and enterprise – wide education and training

• Support for campus committees – 4CI, Disability Issues, LGBT, Status of Women, APASA, Black Caucus, CLCA
Guiding Principles

- 75% of all Faculty are satisfied or very satisfied (particularly intellectual stimulation, collaboration, mix of work)
- 66% have formal or informal mentors (positively correlated with satisfaction)
- 60% believe the climate is good at all levels for women vs 80% for men
- 33% of URM faculty say they face unequal treatment at every level (dept, school, and UCSF) vs. 10% non URM
- 36% of White, 37% of Asian faculty believe that UCSF effectively promotes a climate free of racial/ethnic discrimination vs. 23% of URM faculty

https://academicaffairs.ucsf.edu/FacultyClimateSurvey/media/FCS2017/2017%20Faculty%20Climate%20Survey-Full%20report%20without%20appendices.pdf

https://academicaffairs.ucsf.edu/FacultyClimateSurvey/media/2019%20Faculty%20Climate%20Survey%20Task%20Force%20Report.pdf
The demographic data
Faculty Gender Trend

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
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<tbody>
<tr>
<td>2010</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>2018</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
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Office of Diversity and Outreach
Faculty Development Day 2020
Faculty Race/Ethnicity Trend

- **White:** 70% (2010), 58% (2018)
- **Asian:** 21% (2010), 27% (2018)
- **Hispanic:** 3% (2010), 6% (2018)
- **Unknown:** 4% (2010), 3% (2018)
- **African-American/Black:** 3% (2010), 2% (2018)
- **Two or More Races:** <1% (2010), <1% (2018)
- **American Indian/Alaskan Native:** <1% (2010), <1% (2018)
- **Native Hawaiian/Other Pacific Islander:** 0% (2010), 0% (2018)
Office of Diversity and Outreach
Faculty Development Day 9.2020
Faculty Series by Race
2019, N = 3,261

URM
Black Faculty = 108 (3%)
Hispanic Faculty = 175 (5%)
Native American = 10 (<1%)

https://academicaffairs.ucsf.edu/academic-personnel/media/Faculty%20Headcount%202019.pdf
New imperatives...
A new imperative

Determining leadership’s actions and response to – Equitable Covid Recovery

- Addressing Impact During Academic Review
- Covid Disaster Relief Fund
- Efforts to support working families
  - YMCA Learning Camps
  - Childcare Centers
  - 1:1 Childcare Referral Services
  - Dependent Care Services

https://coronavirus.ucsf.edu
A new imperative
Determining leadership’s actions and response to – Black Lives Matter

UCSF Benioff Children’s Hospital , June 4, 2020
A new imperative
Determining leadership’s actions and response to – Black Lives Matter

UCSF Fresno Department of Pediatrics, June 4, 2020

UCSF Hellen Diller Cancer Center, Parnassus June 2, 2020
Themes of “calls to action” by UCSF Community

• **Police violence**
  • Declare it a public health crisis
  • Address bias in UCSF security/policing practices

• **Training** – Mandatory DEI training for all

• **Healing/Wellness**
  • Diverse mental health providers and culturally focused programs
  • Bias Incidence rapid response - Restorative Justice

• **Mission Areas**
  • **Education** – Antiracism curriculum, support programs/services and staffing, recognition of trainees’ contributions to diversity
  • **Health Care** – Develop race-conscious standards and best practices
  • **Research** – diversification of participants in clinical research

• **Staff/Faculty**
  • Promote BIPOC hiring, development and advancement (promote from within)
  • Diversify faculty and provide faculty development

• **Accountability, resources and communication**
  • Rematriation of Mt. Sutro land
  • Funding for Equity (Black groups, students, residents and faculty)
  • Public statement about the urgency of addressing health crisis in prisons and jails
  • Communication – Ongoing engagement, Transparency and Resources
Office of Diversity and Outreach
immediate responses to
Black Lives Matter

Webinar Series:
Anti-Blackness and Its Link to White Racism, Privilege,
and Power
by Dante King
Race and Racism

• Race is a social construct, not a biologic one.

• Racism is racial prejudice, discrimination or antagonism directed against a person or people based on their membership in a particular racial or ethnic group.

• Racism in the belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.
Anti-Racism

ANTI-RACISM

- Racist: One who is supporting a racist policy through action or inaction; One who expresses or endorses a racist idea
- Anti-Racist: One who is supporting an anti-racist policy through action or expresses anti-racist ideas
- Racist Policy: Any measure that produces or sustains racial inequity
- Anti-Racist Policy: Measure or policy that produces and sustains racial equity

“WHAT’S THE PROBLEM WITH BEING ‘NOT RACIST’?

It is a claim that signifies neutrality: ‘I am not a racist, but neither am I aggressively against racism.’ But there is no neutrality in the racism struggle. … One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an antiracist. There is no in-between safe space of ‘not racist.’ The claim of ‘not racist’ neutrality is a mask for racism.”

– IBRAM X. KENDI

AUTHOR OF HOW TO BE AN ANTIRACIST

Office of Diversity and Outreach
Faculty Development Day 2020
Comprehensive Anti-Racism Initiative
- valuing black lives and dismantling systemic inequities

- The State of Blacks at UCSF
  - Salary equity analysis, review of layoffs

- Wellness and Resiliency Resources
  - Healing
  - Care Advocate

- Policing of Campus and Health system
  - Eliminating racial profiling

- Education and Training
  - Mandatory Foundational training
  - Dante King Anti-Racist Webinar Series
  - Leadership Education and Training
  - Distinguished Lecture Series

- The Climate
  - Truth and Reconciliation Committee
  - Microaggression Rapid Response Team
  - Anti-Bias Campaign – including the Face Mask Campaign

- Human Resources
  - Standard work for recruitment and hiring – Equity Advisor
  - Second Look review of staff separations

- Academic
  - Anti – racism curriculum across schools
  - Advancing Faculty Diversity Recruitment and ongoing support Incentives
  - Standard work - selection of departmental leadership positions
  - Accountability and Consequences

- Research Diversity
  - Clinical trial participation
  - Research support

- Health System
  - Health Equity
  - Quality of care data disaggregation
  - Black Patient Community Councils or Councils that include Black patients

VC Renee Chapman-Navarro 6/29/20
Leadership Actions

UCSF’s Anti-racism Initiative

• Safety Taskforce on security and policing at UCSF
• New DEI mandatory education and training
• Anti-Racism curriculum – all schools and Grad division
• Advancing excellence in staff recruitment and faculty recruitment
• Advancing Anchor Institution - pathway support
• Examining the use of Race in Medicine
• Research Diversity Initiative
• Work group on wellness and healing from racial trauma
UCSF PRIDE Values

• Professionalism
• Respect
• Integrity
• Diversity
• Excellence

We welcome:
All races
All religions
All countries of origin
All sexual orientations
All genders
All ethnicities
All abilities

We stand with you.
diversity.ucsf.edu/WelcomeAll

我們歡迎
所有種族
所有宗教
所有原國籍
所有性取向
所有性別
所有族裔
所有能力

我們與您攜手並肩
Thank you
diversity.ucsf.edu