Office of Diversity and Outreach Updates

Achieving Diversity, Equity and Inclusion at UCSF

Mentor Facilitators and Departmental Diversity Leaders 2/19/21
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 & Incusion, 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.
ODO Diversity, Equity and Inclusion Initiatives

- Pathway and Pipeline Programs
- Hiring and Promotions
- Climate of Equity and Inclusion
- Accountability and Compliance
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 and new Foundational DEI training

• Resource Centers – community visibility, support, advocacy and enterprise – wide education and training
  • CARE Advocate
  • LGBT
  • Multicultural

• Support for campus committees – Disability Issues, LGBT, Status of Women, 4CI, APASA, Black Caucus, CLCA
Accountability and Compliance

- Chairs Annual Accountability Survey – SOM
- Stewardship Review Assessments
- Office for the Prevention of Harassment and Discrimination (OPHD)
Faculty Hiring Initiatives

• Establishment of Faculty Equity Advisors Program
• Requirement for Contributions to Diversity Statement for all faculty hires
• Advancing Faculty Diversity Grant
  • 2018 - supported 4 FTE recruitments with $100K
  • 2020 - Leadership Equity Advances Diversity (LEAD)
• Basic Science Recruitment Initiative, 2019/20
  • Search facilitator, integrated search process, combined recruitment support
• School of Medicine – Dean’s diversity Initiative Watson Scholars
• Leadership Hiring Initiative – Chancellor’s Cabinet 2019
A look at the data

In spite of DEI efforts, continuous underrepresentation
UCSF Faculty 2010 and 2020

Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2010</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
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<tr>
<td>Asian</td>
<td>21%</td>
<td>7%</td>
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<tr>
<td>Asian Indian/Alaska Native</td>
<td>2%</td>
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<tr>
<td>Asian</td>
<td>3%</td>
<td>28%</td>
</tr>
</tbody>
</table>

Office of Diversity and Outreach
UCSF Faculty 2010 and 2020

Gender

2010 Office of Diversity and Outreach

- Female: 44% (n = 2327)
- Male: 56% (n = 2327)

2020

- Female: 52% (n = 3294)
- Male: 46% (n = 3294)

- Other: 2% (n = 63)

Office of Diversity and Outreach
Faculty Series by Race
2019, N = 3,261

URL: https://academicaffairs.ucsf.edu/academic-personnel/media/Faculty%20Headcount%202019.pdf

URM
Black Faculty = 108 (3%)
Hispanic Faculty = 175 (5%)
Native American = 10 (<1%)
A new imperative...
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
Call to Action

How are we prepared to respond?
The UCSF 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
  - Black Faculty - Support and Retention
- Research Diversity
  - Clinical trial participation
  - Research support
- Health System
  - Health Equity Councils
  - Quality of care data disaggregation
  - Black Patient Community Councils or Councils that include Black patients
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
• Providing for healing from racial trauma
Planning

• Comprehensive wellness and healing
• Confidential Care Advocate for survivors of harassment or discrimination
• Bias Response Team
• NIH Frist Grant – Transformational Institutional Change
• Institute for Racial Justice in Health and Science Proposal
  • “to dismantle patterns of racism and injustice in health science education, academic and staff careers, health care delivery and discovery”
Thank you