



University of California  
San Francisco

# 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*



# CELEBRATING 10 YEARS

UCSF OFFICE OF DIVERSITY & OUTREACH

Office of Diversity and Outreach - Presentation  
to Chancellor's Cabinet June 2020



# 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.

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

**1971**



**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.

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

**2007**



**2009 - 2010**

The Office of Diversity & Outreach (ODO) is established after student activists send a critical Call to Action to UCSF leadership.



ODO establishes the Multicultural Resource Center and UCSF deploys the first campus-wide Climate Survey & Action Plan.

**2011-2013**



**BLACK LIVES MATTER**

**2014**

Student group White Coats 4 Black Lives organize a “Die-In” against police brutality. As a result, SOM creates the Differences Matter Initiative.

ODO hosts the first Staff Resource Day and launches the Diversity & Inclusion Staff Certificate Program to help develop a more inclusive workforce.

**2016**



**2018**

UCSF holds inaugural Student Leadership Forum on Diversity and campus leaders participate in first university-wide diversity retreat.

New search best practices lead to three new executive leaders joining the Chancellor's Cabinet, all from historically marginalized communities.

**2019**



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

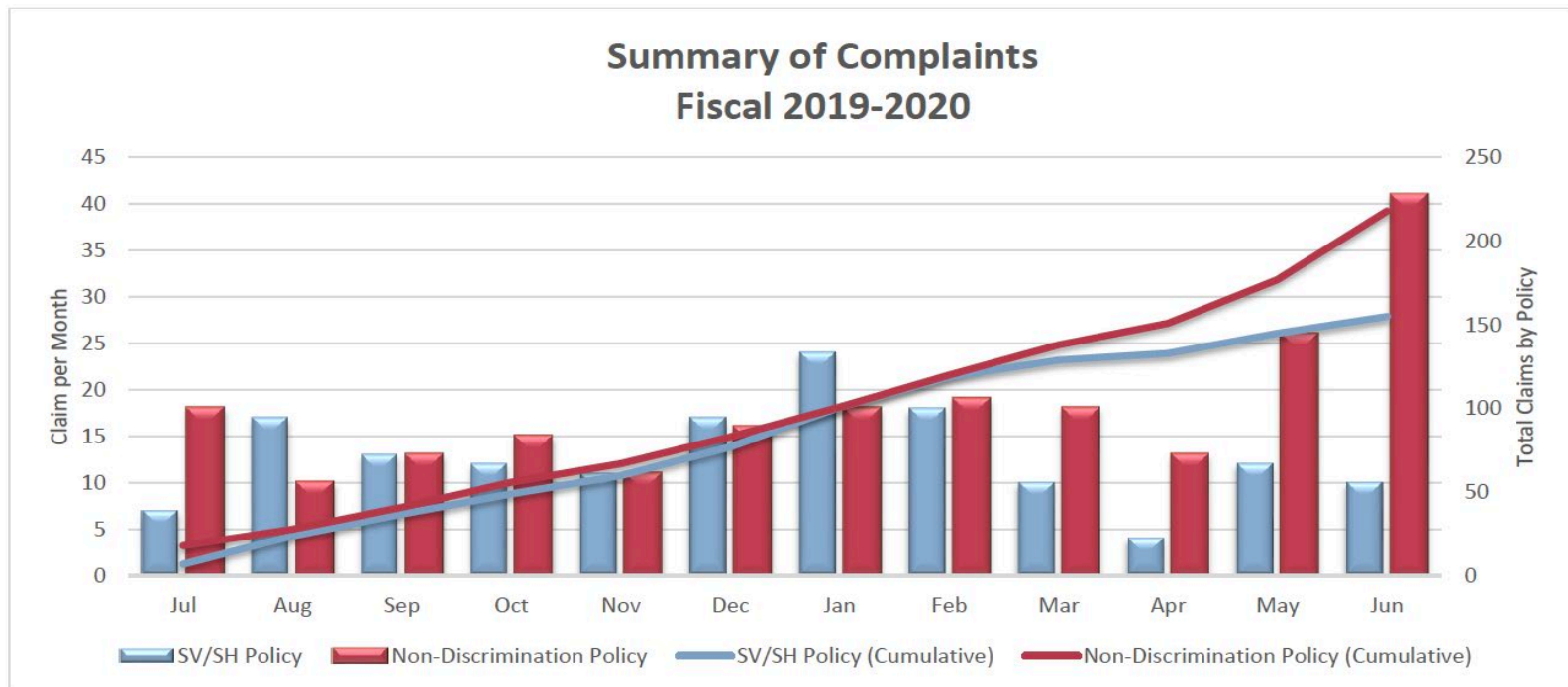
# Climate Improvement Strategies

- 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





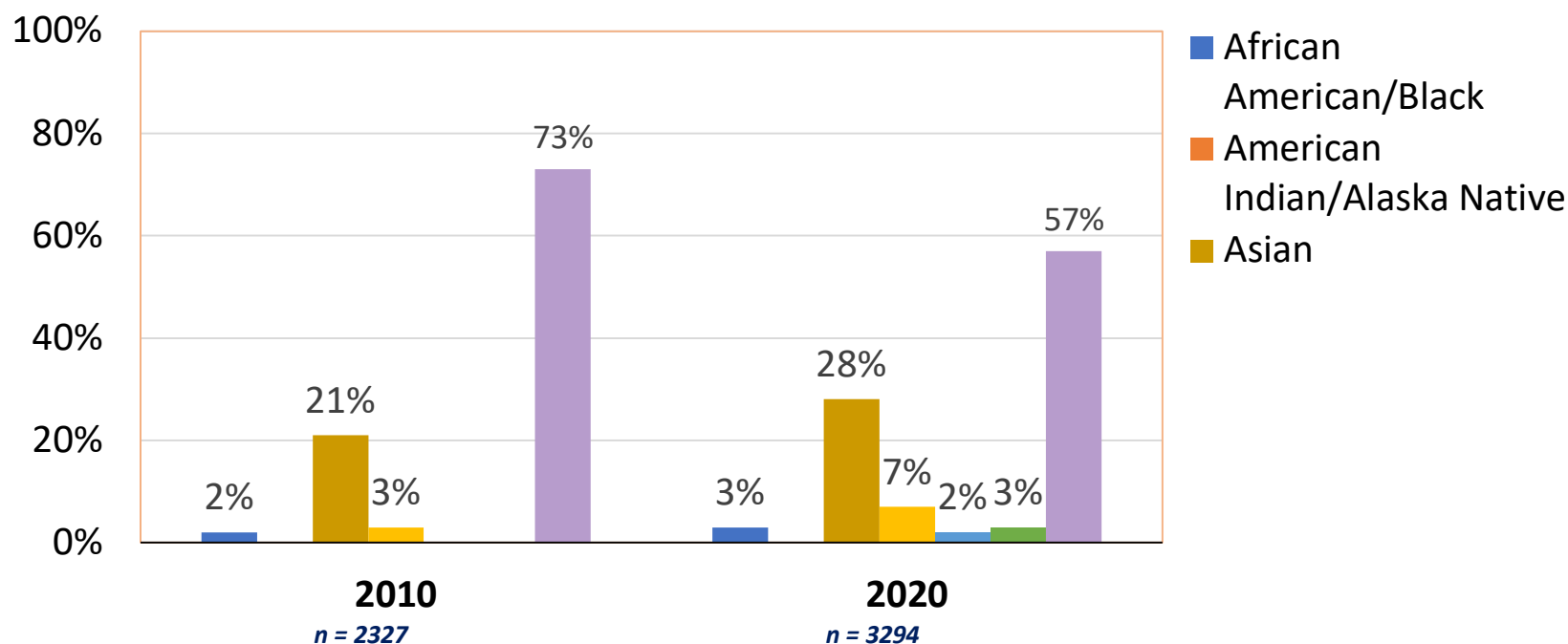
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*A look at the data*

*In spite of DEI efforts,  
continuous underrepresentation*

# UCSF Faculty 2010 and 2020

## Race/Ethnicity

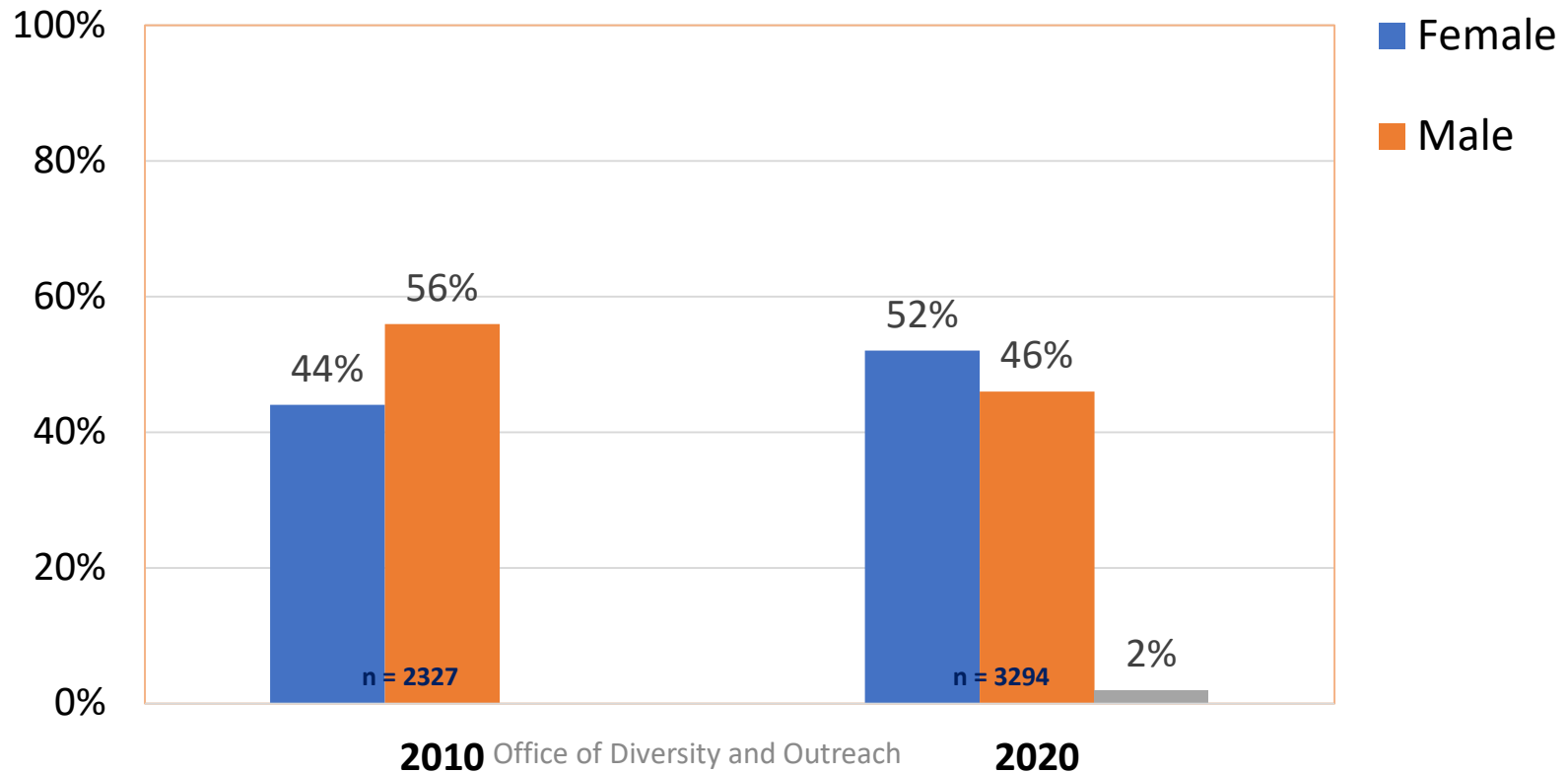


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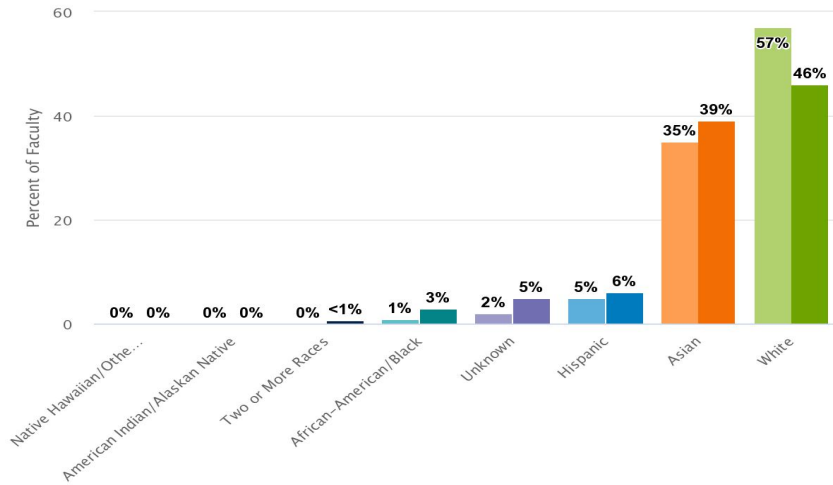


# UCSF Faculty 2010 and 2020

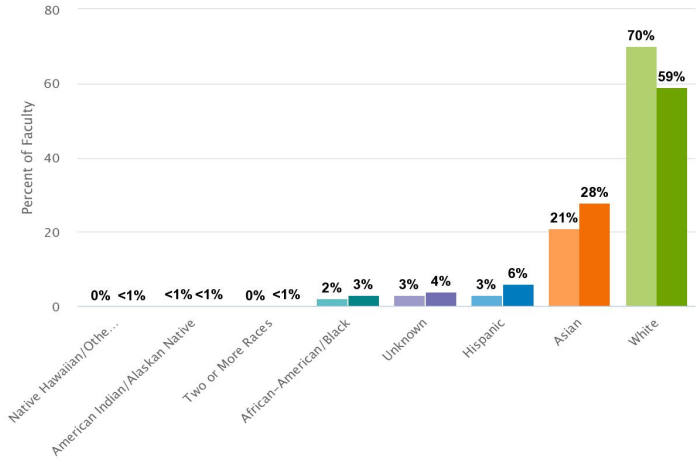
## Gender



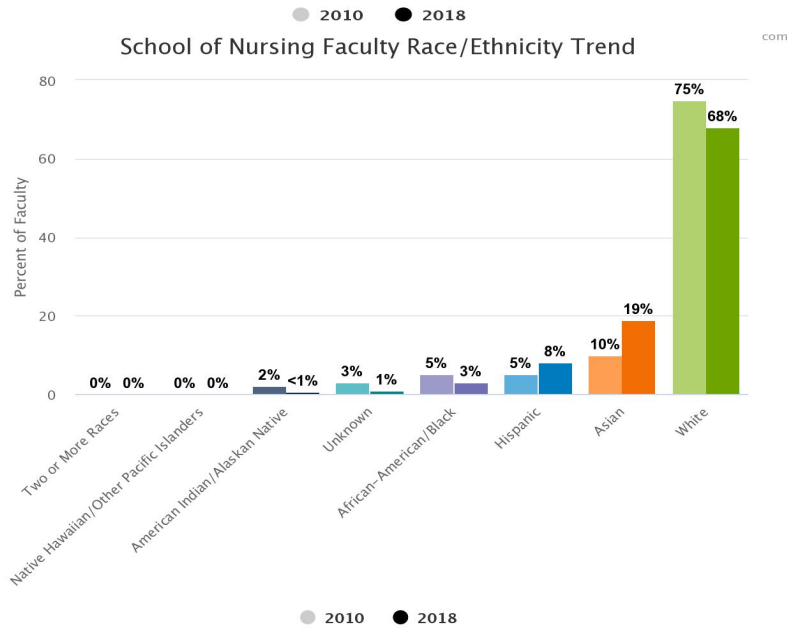
### School of Dentistry Faculty Race/Ethnicity Trend



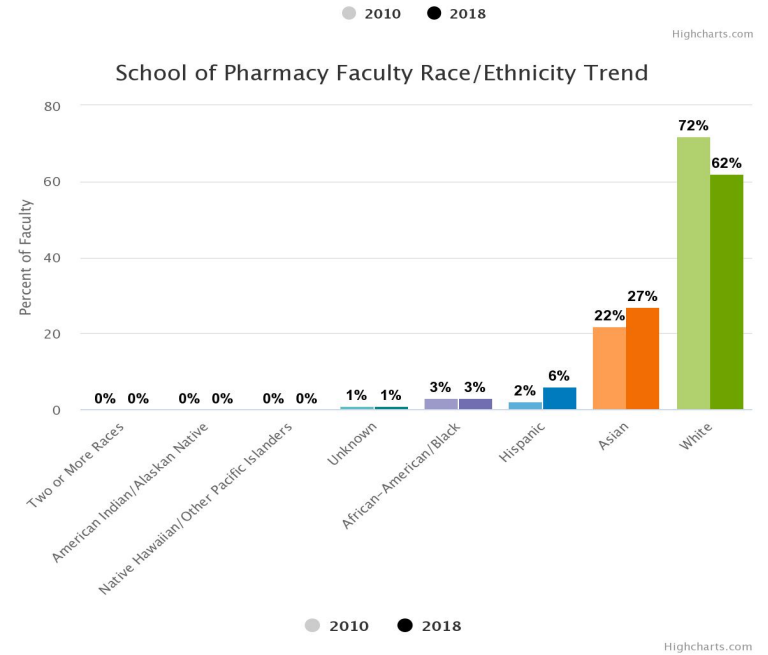
### School of Medicine Faculty Race/Ethnicity Trend



### School of Nursing Faculty Race/Ethnicity Trend



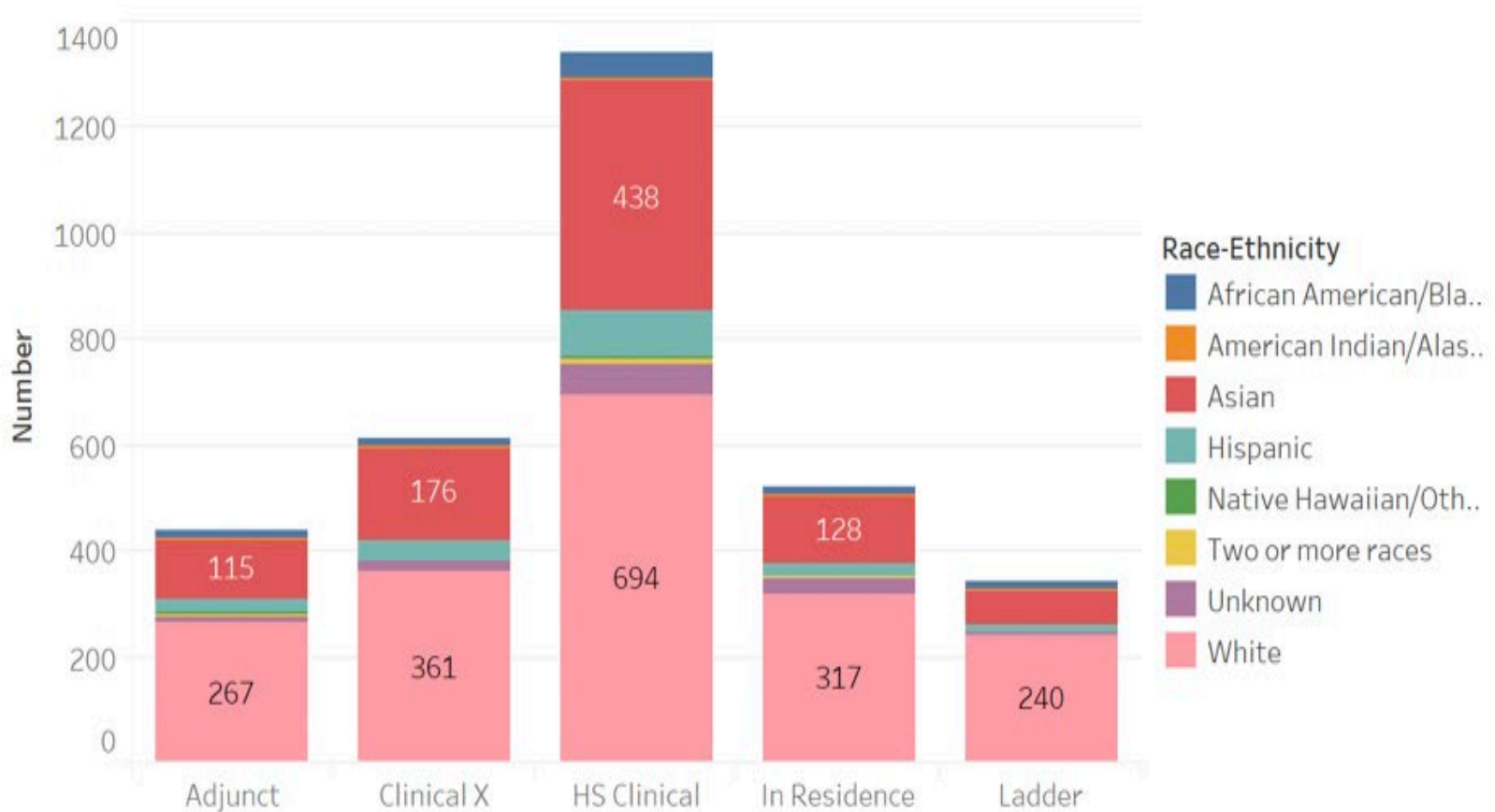
### School of Pharmacy Faculty Race/Ethnicity Trend





# Faculty Series by Race

2019, N =3,261



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

## URM

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



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# 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





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# *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”*





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*Thank you*