



Office of Diversity
and Outreach

UCSF Anti-Racism Initiative

School of Pharmacy Equity & Inclusion Speaker Series

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March 22, 2022

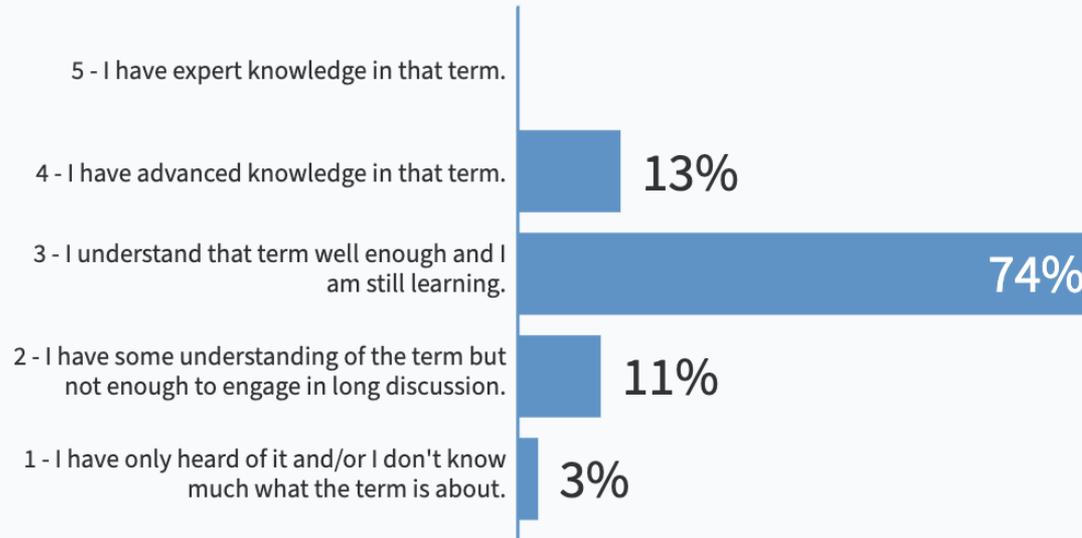


We would like to acknowledge the Ramaytush Ohlone people, who are the traditional custodians of this land. We pay our respects to the Ramaytush Ohlone elders, past, present, and future who call this place, the land that UCSF sits upon, their home. We are proud to continue their tradition of coming together and growing as a community. We thank the Ramaytush Ohlone community for their stewardship and support, and we look forward to strengthening our ties as we continue our relationship of mutual respect and understanding.



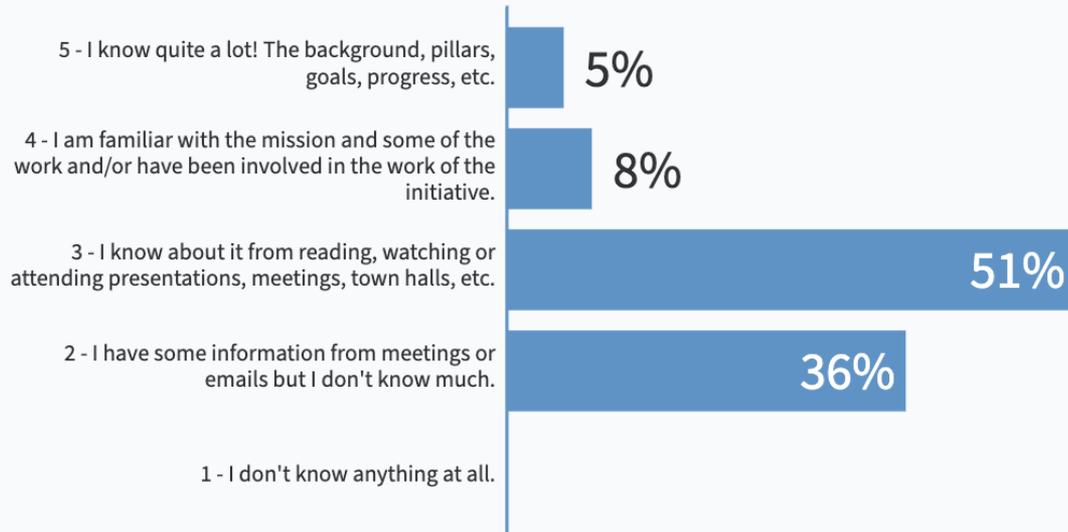
Results from the live poll

How well do you understand the term "Anti-Racism"?



Results from the live poll

How much do you know about the UCSF Anti-Racism Initiative?



Presentation Overview

- How We Got Here – History & Background
- UCSF Anti-Racism Initiative
- Committing to Change
- Questions & Answer

How We Got Here

History & background leading to the UCSF Anti-Racism Initiative

Paving the Way

Toward a More Diverse and Inclusive UCSF



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.

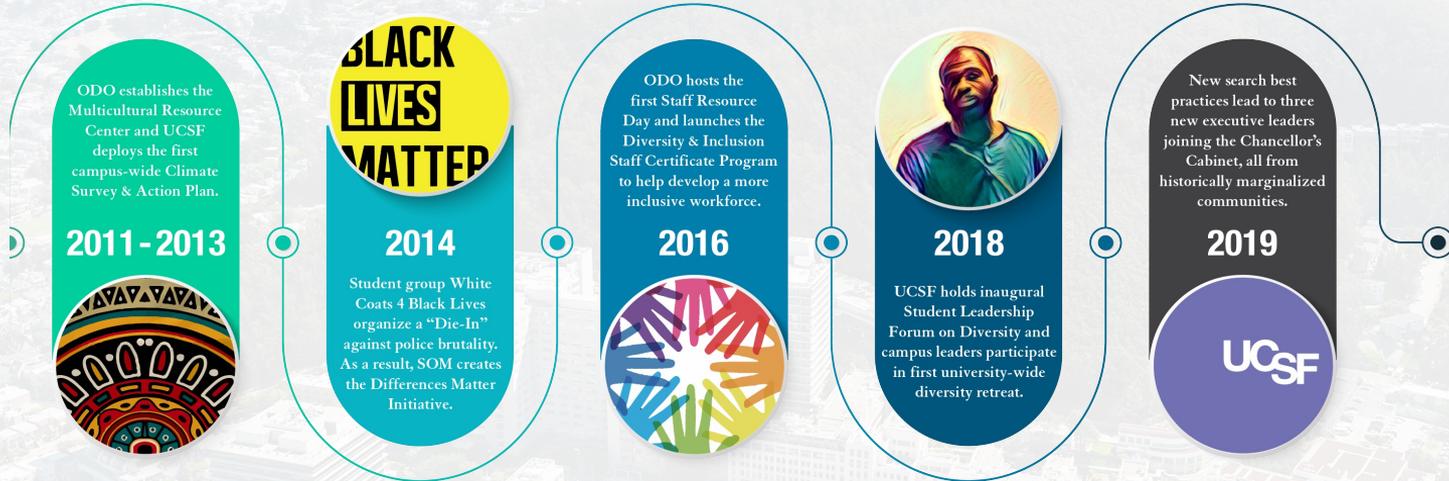
UCSF holds the inaugural Chancellor's Leadership Forum on Diversity & Inclusion, a critical platform to build consensus and promote accountability.

2007

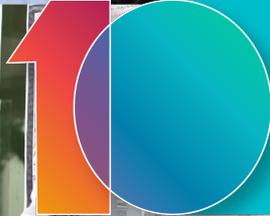


2009 - 2010

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



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.



CELEBRATING 10 YEARS

UCSF OFFICE OF DIVERSITY & OUTREACH



Movement for Black Lives (2013)



Founders of BLM: Patrisse Cullors, Alicia Garza, and Opal Tometi

White Coats for Black Lives (2014)



Differences Matter



Differences Matter

A multi-year, multi-faceted School of Medicine initiative designed to make UCSF the most diverse, equitable and inclusive academic medical system in the country

A Catalyst for Change



A protester carries a U.S. flag upside, a sign of distress, next to a burning building Thursday, May 28, 2020, in Minneapolis. Protests over the death of George Floyd, a black man who died in police custody Monday, broke out in Minneapolis for a third straight night. (Julio Cortez)

STOP AAPI HATE

Our communities stand united against racism. Hate against Asian American Pacific Islander communities has risen during the COVID-19 pandemic. **Together, we can stop it.**

Report a hate incident in:
Select language

ACT NOW

AN INITIATIVE BY AASPOON ACAA DEPARTMENT OF HEALTH AND HUMAN SERVICES

'A Devastating Blow': Virus Kills 81 Members of Native American Tribe

More than 10 percent of the Mississippi Band of Choctaw Indians has had the coronavirus, and the tribe is bracing for a second wave and more devastation.



Logan Denson's grandmother Lena John Denson died from the coronavirus in June in Choctaw, Miss. The Mississippi Band of Choctaw Indians has been one of the state's hardest-hit communities. Rory Doyle for The New York Times

By Mark Walker

Published Oct. 8, 2020 Updated Oct. 9, 2020



PUBLIC HEALTH Too Many Black Americans Are Dying from COVID-19

The pandemic exposed a glaring health gap caused by systemic racism. Here's how to narrow it

By THE EDITORS on August 1, 2020



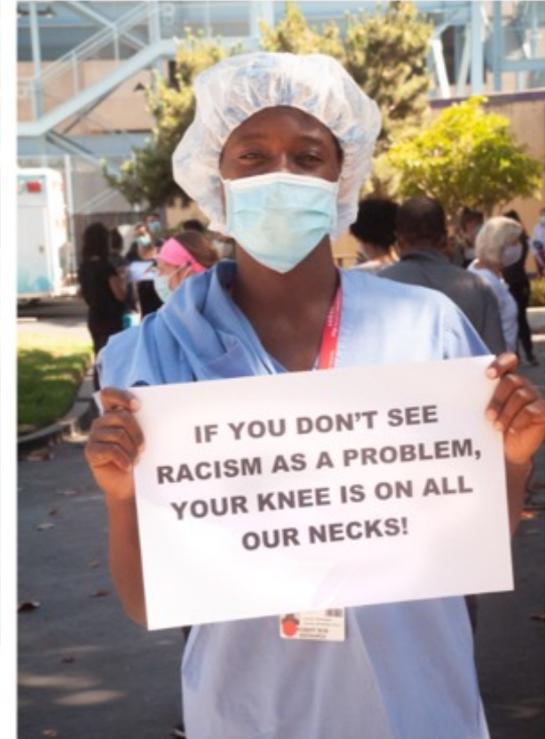
Credit: Dani Pendergast

A New Imperative

UCSF's response to Black Lives Matter



UCSF Benioff Children's Hospital, June 4, 2020



A New Imperative

UCSF's response to Black Lives Matter



UCSF Fresno Department of Pediatrics,
June 4, 2020



UCSF Hellen Diller Cancer Center,
Parnassus June 2, 2020



Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources.

Dr. Camara Jones
UCSF Presidential Chair 2021-2022

Structural Racism and Oppression

Complex **system** by which racism is developed, maintained and protected –ultimately perpetuating racial and other inequity

- Public policies
 - Education, police, criminal justice, housing, economic and environmental
- Institutional practices
- Representation
- Compound history overtime – cumulated inequities

UCSF Seeks to Be An Anti-Racism Institution

- Centering the voice of Black people and other marginalized groups
- Dismantling of systemic racism
- Strategic disruption of the status quo
- Continuous equity improvement approach



PDCA Cycle - What is the Plan-Do-C...
asq.org

https://www.ucop.edu/uc-health/_files/uc-health-sciences-diversity-taskforce-report.pdf



UCSF ANTI-RACISM INITIATIVE

A NEW IMPERATIVE

Determining *collective actions* and response to Black Lives Matter movement

UCSF Anti-Racism Initiative

From year 2020 to now

Anti-Racism Initiative: 2020 to 2021



7 Pillars of the Anti-Racism Initiative



Climate that is healthy, safe, and welcoming for all



Address anti-racism knowledge gaps



Equity in decision making process



Achieve demographic diversity in leadership



Achieve patient care equity



Further UCSF commitment to the Bay Area



Anti-racism and equity in research

Governance Model

4CI

- Kept informed
- Provide input

Chancellor's Executive Team

- Remain visible and vocal supporters of initiative goals
- Commit resources as needed
- Hold institution accountable for achieving outcome

Dr. Renee Navarro, Vice Chancellor, Diversity and Outreach

- Advocate for and allocate resources

Office of Diversity and Outreach

- Collect, analyze and publish data on Initiative progress and outcomes
- Remain transparent in communication with campus community about progress on goals

Cabinet Members | Leaders of the Health Equity Council (and other Health leaders) | Anchor Institution Initiative Leadership | Chief of Police | Education Deans | HR

- Remain accountable for progress of projects tied to the Anti-racism Initiative in their respective areas
- Report out (quarterly) to ODO

DEI Executive Leadership Council

– Functional, Operational Owners of the Work

- Contributing by providing regular status updates to identify roadblocks/gaps and report on successes
- Advise VC Navarro on metrics and prioritization of resources
- Check and adjust on areas of focus for upcoming FY

Anti-Racism Town Halls

Objectives

- Inform communities UCSF-wide
- Find ways for community members to take action
- Address questions and feedback

Town Halls in 2022

- April 28 - Chancellor Leadership Forum on Diversity and Inclusion
- Fall – October/November



7 Pillars of the Anti-Racism Initiative

Pillar 1: Create a healthy, safe, welcoming climate for employees and learners at UCSF

Objectives

- Enhance safety programs
- Address racial injustices
- Raise awareness in wellness
- Track & analyze climate regularly

Ongoing interventions

- ✓ De-escalation programs and new safety officers in place
- ✓ Hiring of a CARE Advocate for Racial Justice
- ✓ Use of UCSF Land Acknowledgement statement
- ✓ Wellness Resources Hub and community well-being grants
- ✓ Ongoing UCSF climate surveys and analysis

Pillar 2: Address Anti-Racism Knowledge Gaps

Objectives

- Established baseline knowledge and understanding
- Revise and update education curriculums
- Advance DEI work in management
- Address Anti-Black Racism in Science and Medicine and healthcare.

Ongoing interventions

- ✓ Foundations of DEI Training: 32,000+ trained
- ✓ Expansion of training offerings: DEI Champion Training, Diversity & Inclusion Certificate Program (general & managers track)
- ✓ Anti-racism and equity curriculum in all professional schools and graduate division
- ✓ 2500+ managers to complete required training on setting DEI goals and creating action plans
- ✓ ODO to support the [REPAIR Project](#).

Pillar 3: Embed equity as part of essential criteria in decision-making

Objectives

- Review leadership level decision-making bodies and processes
- Evaluate faculty advancement decision process
- Leverage restorative justice mindset and practices in management

Ongoing interventions

- ✓ [Guidance](#) on the composition of decision-making committees
- ✓ Track the race/ethnicity and gender composition on the Chancellor's leadership teams and committees
- ✓ Standardized rubrics for assessing diversity contributions for faculty advancement decision
- ✓ Launch of a restorative justice manager training series

Pillar 4: Achieve demographic diversity in leadership for manager level 3 & above

Objectives

- Expand the [Advancing Excellence in Staff Recruitment program](#)
- Improve faculty diversity in hiring and leadership position
- Review participation diversity in high-profile leadership development opportunities
- Create programs to ensure leadership development for underrepresented groups.

Ongoing interventions

- ✓ 6 Staff Equity Advisors and 1 Diversity Talent Strategist hired
- ✓ Launched of an online [Staff Toolkit for Best Practices in Diversity Recruitment](#) and a [Hiring Guide document](#)
- ✓ [LEAD toolkit](#) to facilitate equitable and inclusive selection of diverse departmental faculty leaders
- ✓ Ongoing review of leadership development programs by Learning & Organizational Development.

Pillar 5: Achieve equity in patient care, including affiliates

Objectives

- Review and revise policies that may be racist or have a differential impact on specific populations
- Identify, intervene and measure impact of health outcomes by race/ethnicity
- Support work that addresses health care and patient equity

Ongoing interventions

- ✓ 7 policies updated
- ✓ Develop a framework for policy review
- ✓ Health Equity Council:
 - ❖ Hemoglobin A1C for Black and Latinx patients
 - ❖ Evaluating Asian and Black patients experience
 - ❖ COVID Vaccination for Black and Latinx patients
- ✓ Black Health Initiative to increase engagement with Black communities
- ✓ BCH DEI & Anti-Racism Council

Pillar 6: Further commitment to the Bay Area

Objectives

- Support the work of the UCSF Anchor Institution Initiative in the following categories:
 - Workforce development
 - Procurement
 - Community investment

Ongoing interventions

- ✓ Increase UCSF's capacity to train, hire, and promote people from under-resourced populations
- ✓ Increase effectiveness of the education pipeline for under-resourced populations
- ✓ Give more purchasing power to spend on small, local businesses that are owned by or employ under-resourced populations by 50 percent by 2024.
- ✓ Establish a pilot investment program directing \$5 millions to social impact investments.

Pillar 7: Make structural changes required to address equity and anti-racism for research endeavors at UCSF

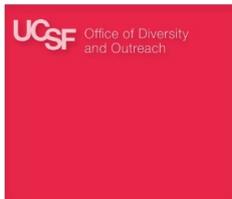
Objectives

- Establish a system of accountability on anti-racism and equity for the UCSF research enterprise
- Implement and promote UCSF anti-racism scholarship
- Create and develop a more diverse UCSF research workforce
- Promote and support community-engaged research

Ongoing interventions

- ✓ Task Force on Research Equity and Anti-Racism reported executive level outcome
- ✓ Hiring an Inaugural Associate Vice Chancellor for Research, DEI & Anti-Racism
- ✓ 2 Anti-Racism Research Grants to support capacity-building projects and research projects addressing anti-Black racism
- ✓ Academy of Medical Educators internal anti-racism research grants funded

UCSF Diversity, Equity, and Inclusion Annual Report 2020-2021



UCSF DIVERSITY, EQUITY AND INCLUSION ANNUAL REPORT 2020-2021



ODO ANNUAL SNAPSHOT

Campus Climate
Compliance
Education & Training
Student Pipeline & Outreach



13,650* participated in Sexual Violence Harassment & Prevention Training (online or in-person)
27,777* participated in additional diversity and inclusion training (online or in-person)
41,716 total participants

*Does not include learners FTEs as of July 20, 2021. Does not include School of Medicine Diversity, Equity and Inclusion Champion Training.



65 Campus climate events in 2020-2021
5+ Events and programs per month on average
12,000+ attendees



88% of CSEO participants go on to higher education
70% attend a four-year institution
63% declare a health-related major



367 complaints filed in 2020-2021 fiscal year
31% complaints filed under Sexual Violence/Sexual Harassment policy
65% complaints filed under Nondiscrimination policy
9% increase in complaints in 2020-2021



ODO AREAS OF WORK

Campus Climate

Staff Resource Day

In 2021, UCSF took Staff Resource Day online and expanded the programming. UCSF staff joined colleagues across campus and UCSF Health over three Fridays in February to learn about the multitude of resources available to support professional and personal development. Over 1400 staff employees attended webinars and drop-in sessions about financial planning, career fulfillment, physical wellbeing, staff groups, and much more.



International Women's Day

UCSF featured a week of programming in honor of International Women's Day in March. Events designed to celebrate, inspire, and empower included talks with UCSF leaders, a "Picture a Scientist" film screening and discussion, professional development programming, and a fireside chat focused on allyship.



UCSF Climate Survey

Dr. Elizabeth Ozer, Professor of Pediatrics & Associate Vice Provost, Faculty Equity, and Janhavi Bonville, Associate Executive Vice Chancellor, led a small team of UCSF colleagues tasked with creating a campus climate survey. Designed with the goal of helping the University better understand the working and learning experiences of the UCSF community, this team worked steadily to develop key questions for uncovering areas for improvement. The survey launched in fall of 2022.



tiny.ucsf.edu/DEIannualreport202021

Dr. Camara Phyllis Jones

UCSF Presidential Chair 2021-2022



Camara Phyllis Jones, MD, MPH, PhD is a family physician, epidemiologist, and Past President of the American Public Health Association whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of our nation and the world.

[More on her biography.](#)

Anti-Racism in Action



Dr. Jones' Anti-Racism Collaborative Framework

- **Naming Racism**
- **Asking How is Racism Operating here?**
 - ❖ Mechanisms of racism are in structures, policies, practices, norms and values.
- **Collective Action Teams**

Create an equity roadmap with UCSF partners guided by three principles:

1. Value all individuals and populations equally
2. Recognize and rectifying historical injustices
3. Provide resources according to need.

Committing to Change

Question & Answer

Results from the live poll

**As an individual, what are your next steps
in DEI and Anti-Racism?**





Office of Diversity
and Outreach

THANK YOU!

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