UCSF Anti-Racism Initiative
School of Pharmacy Equity & Inclusion Speaker Series

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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"?

- 5 - I have expert knowledge in that term. 13%
- 4 - I have advanced knowledge in that term. 13%
- 3 - I understand that term well enough and I am still learning. 74%
- 2 - I have some understanding of the term but not enough to engage in long discussion. 11%
- 1 - I have only heard of it and/or I don't know much what the term is about. 3%
## Results from the live poll

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

<table>
<thead>
<tr>
<th>Level</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>1 - I don’t know anything at all.</td>
<td>5%</td>
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<tr>
<td>2 - I have some information from meetings or emails but I don’t know much.</td>
<td>36%</td>
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<td>3 - I know about it from reading, watching or attending presentations, meetings, town halls, etc.</td>
<td>51%</td>
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<td>4 - I am familiar with the mission and some of the work and/or have been involved in the work of the initiative.</td>
<td>8%</td>
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<tr>
<td>5 - I know quite a lot! The background, pillars, goals, progress, etc.</td>
<td>5%</td>
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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.

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.
Movement for Black Lives (2013)

Founders of BLM: Patrisse Cullors, Alicia Garza, and Opal Tometi
White Coats for Black Lives (2014)
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 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. 

By Mark Walker

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 ME SHERMAN on August 1, 2020
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
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

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

- **June 2020**: Chancellor Hawgood announces Anti-Racism Initiative at UCSF
- **August 2020**: Anti-Racism Town Hall I: Focus on Learners
- **September 2020 – May 2021**: Anti-Racism Initiative Planning Group: Formulated the initiative’s pillars and identified goals and measures to each pillar
- **October 2020**: Anti-Racism Town Hall II: Focus on Staff
- **January 2021**: Anti-Racism Town Hall III: Focus on Faculty
- **March 2021**: Anti-Racism Town Hall IV: Focus on Health System
- **August 2021**: Final Report of Pillars and Goals: Presented to the Chancellor’s Cabinet
- **September - October 2021**: DEI Executive Leadership Council: The newly formed council meets quarterly to consult on the operation of the Anti-Racism Initiative
- **December 2021**: Anti-Racism Town Hall V: Updates from the Initiative

**DEI Executive Leadership Council**

- **Meeting Dates**: Quarterly
- **Purpose**: Consult on the operation of the Anti-Racism Initiative

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

**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

tiny.ucsf.edu/DEIannualreport202021
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?
THANK YOU!

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