# UCSF Diversity, Equity, Inclusion and Belonging

**2022–2023**

**ANNUAL REPORT**

# UCSF Land Acknowledgment

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.

To learn more about the Land Acknowledgment, visit tiny.ucsf.edu/landacknowledgment

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The UCSF mission is to advance health worldwide. The COVID-19 pandemic, with its disproportionate impact on historically marginalized groups, deepened our understanding of how important equity, justice, and an inclusive community are to our mission. This past year, as restrictions lessened and the UCSF community began to gather in person once more, we strengthened our resolve to cultivate an institutional climate of equity, inclusion, and belonging.

Despite great challenges, I am inspired by the work to break down barriers and dismantle systems of oppression across our university. Our investment in advancing equity in research, education, patient care, and decision-making is reflected in the progress documented in this report.

With respect and gratitude, I recognize the leadership of Vice Chancellor Renée Navarro in this essential and integral development of our institution. I am thankful to the entire Office of Diversity and Outreach team and our community partners for their dedicated service and commitment.

As we continue to connect, whether on campus or online, I encourage all members of our university to seek, build, and champion a culture of belonging.

*Sam Hawgood*

**Sam Hawgood, MBBS**
Chancellor
Arthur and Toni Rembe Rock
Distinguished Professor

In September 2022 University of California president Michael V. Drake, MD, issued the UC Presidential Priorities Plan, naming four focus areas that will enable UC to "strengthen the education, health and well-being of people across California." The Office of Diversity and Outreach is gratified that our efforts align with and support these priorities.

In 2022-2023, we worked to Expand Opportunity and Excellence (Priority 1) through innovative educational pathways programs such as the Linked Learning Hub at Mission Bay and faculty and staff recruitment programs. Priority 3, Strengthening an Inclusive, Respectful, & Safe Community, is central to our goals, and we aim to foster a culture of belonging across campus and UCSF Health. We advanced our UCSF Climate Survey action planning, strengthened practices and policies to mitigate bias and discrimination, expanded accessibility and disability services, and advanced DEI competencies of leaders through the IDEAL Academy. Priority 4, Promoting Health in California's Vulnerable Communities, has long been an area of strength at UCSF. We continue to find new ways to lead, with innovative research, an expanded Health Equity Division, and work for and with local communities by the Black Health Initiative, Latinx Center of Excellence and others.

The activities showcased in this report are not meant as comprehensive documentation of all the important efforts to advance diversity, equity and belonging at UCSF. We recognize many groups and individuals throughout our organization contribute to this work daily--and we are deeply grateful for your commitment and engagement. As we encounter a world of upheaval and dissent, cultivating a climate of belonging, support, and mutual understanding is all the more important.

*J. Renée Navarro MD*

**J. Renée Navarro, PharmD, MD**
Vice Chancellor, Diversity and Outreach,
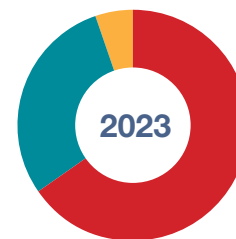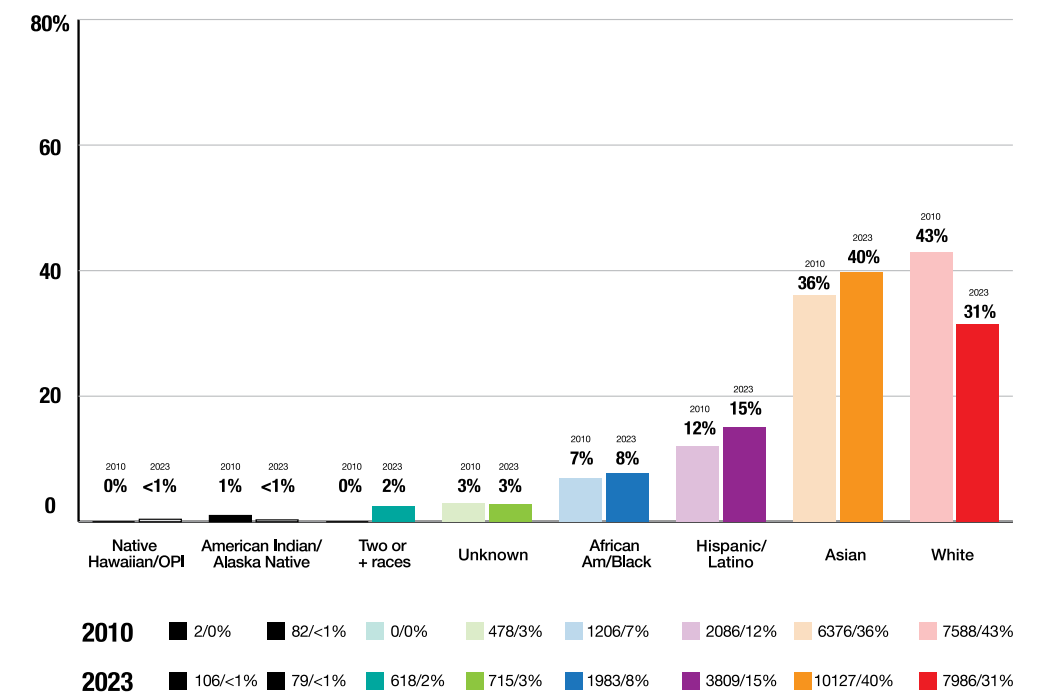Chief Diversity and Outreach Officer

# Demographics

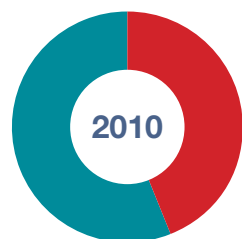## Staff Gender Trend
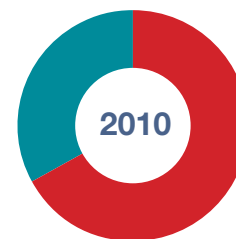
**2010**
Female 11866/ 67%
Male 5952/ 33%

**2023**
Female 16809/ 65.5%
Male 7560/ 29.5%
Unknown 1299/ 5.1%

## Staff Race/Ethnicity Trend



| | Native Hawaiian/OPI | American Indian/ Alaska Native | Two or + races | Unknown | African Am/Black | Hispanic/ Latino | Asian | White |
|---|---|---|---|---|---|---|---|---|
| 2010 | 0% | 1% | 0% | 3% | 7% | 12% | 36% | 43% |
| 2023 | <1% | <1% | 2% | 3% | 8% | 15% | 40% | 31% |

| 2010 | 2/0% | 82/<1% | 0/0% | 478/3% | 1206/7% | 2086/12% | 6376/36% | 7588/43% |
| 2023 | 106/<1% | 79/<1% | 618/2% | 715/3% | 1983/8% | 3809/15% | 10127/40% | 7986/31% |

## Faculty Gender Trend

**2010**
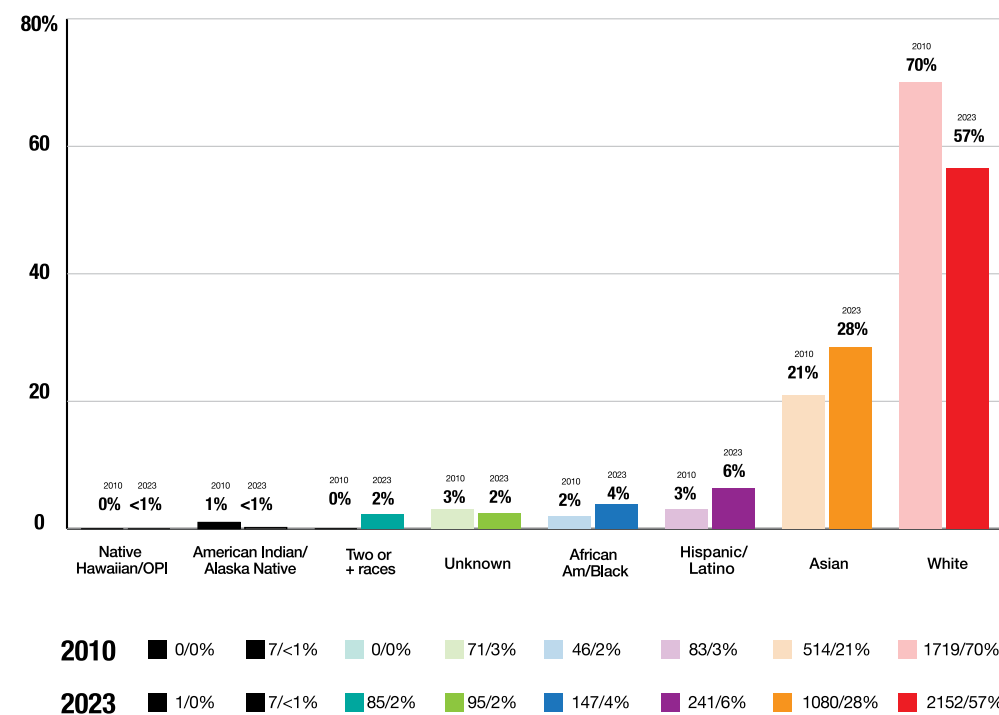Female 1064/ 44%
Male 1376/ 56%
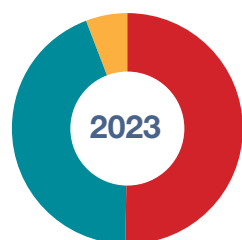
**2023**
Female 1920/ 50.4%
Male 1667/ 43.8%
Unknown 221/ 5.8%

## Faculty Race/Ethnicity Trend



| | Native Hawaiian/OPI | American Indian/ Alaska Native | Two or + races | Unknown | African Am/Black | Hispanic/ Latino | Asian | White |
|---|---|---|---|---|---|---|---|---|
| 2010 | 0% | 1% | 0% | 3% | 2% | 3% | 21% | 70% |
| 2023 | <1% | <1% | 2% | 2% | 4% | 6% | 28% | 57% |

| 2010 | 0/0% | 7/<1% | 0/0% | 71/3% | 46/2% | 83/3% | 514/21% | 1719/70% |
| 2023 | 1/0% | 7/<1% | 85/2% | 95/2% | 147/4% | 241/6% | 1080/28% | 2152/57% |

## Student/Learner Gender Trend
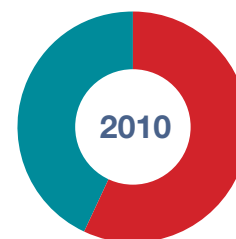
**2010**
Female 3295/ 57%
Male 2510/ 43%
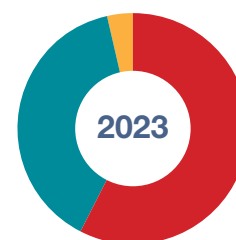
**2023**
Female 3510/ 57.5%
Male 2373/ 38.9%
Unknown 219/ 3.6%

## Student/Learner Race/Ethnicity Trend



| | Native Hawaiian/OPI | American Indian/ Alaska Native | Two or + races | Unknown | African Am/Black | Hispanic/ Latino | Asian | White |
|---|---|---|---|---|---|---|---|---|
| 2010 | <1% | 1% | | 12% | 3% | 8% | 31% | 44% |
| 2023 | <1% | <1% | 5% | 8% | 7% | 14% | 37% | 30% |

| 2010 | 15/<1% | 21/<1% | 30/1% | 701/12% | 203/3% | 449/8% | 1822/31% | 2564/44% |
| 2023 | 10/<1% | 8/<1% | 291/5% | 463/8% | 430/7% | 868/14% | 2232/37% | 1818/30% |
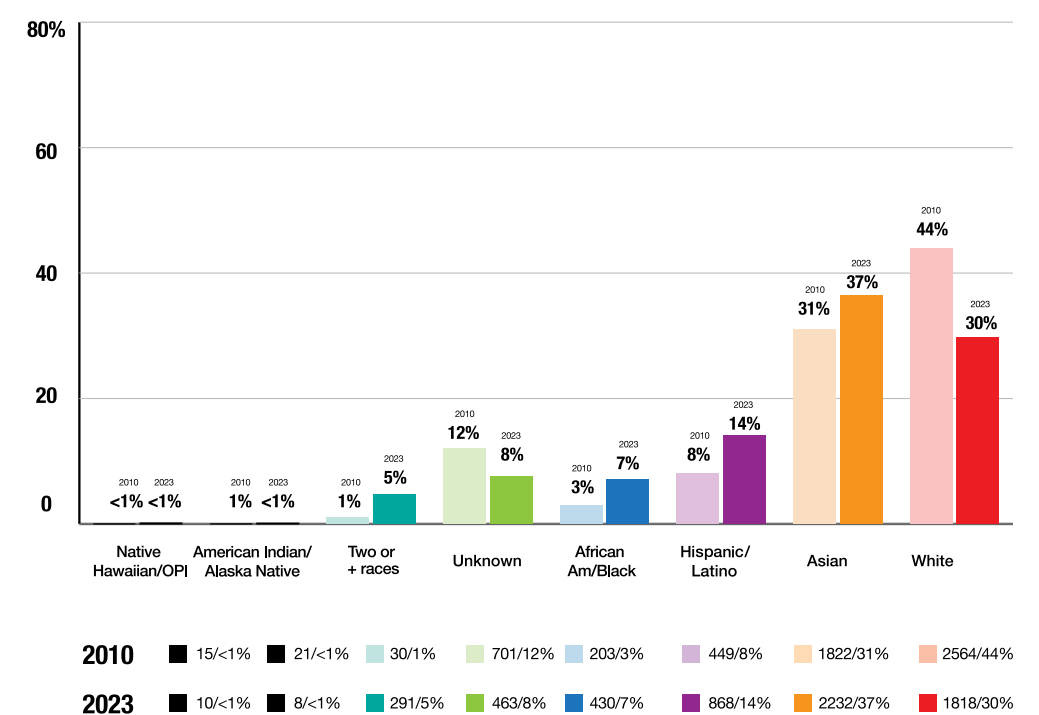
Data as of October 2023

# UC Presidential Priorities Plan

## Alignments & Intersections

In September 2022, UC President Michael V. Drake outlined his priorities for the University of California, naming four key focus areas:

1. Expanding Opportunity and Excellence
2. Leading on Climate Change
3. Strengthening an Inclusive, Respectful and Safe Community
4. Promoting Health Across California, Including Its Most Vulnerable Communities

The UCSF Office of Diversity and Outreach is pleased to see that our work is in alignment with the larger goals of the University California. We, along with our partners, support these priorities through the pillars of the Anti-Racism Initiative and other long-established programs, many of which are detailed in this report.

> "Everyone should be looking for ways to contribute to progress on these priorities, not because of a mandate from the Office of the President, but because it will contribute to our University's ability to strengthen the education, health and well-being of people across California."

**Michael V. Drake, MD**
President – University of California

# UCSF Anti-Racism Initiative

Organized into seven key pillars of work, the UCSF Anti-Racism Initiative seeks to dismantle the policies, practices, procedures and attitudes within our organization that preserve structural barriers to full equity and inclusion for all people. Established in the summer of 2020, the initiative entered its third year with a focus on synthesizing workstreams to improve our climate and culture as well as operationalizing our efforts for maximum efficacy.

**PILLAR 1:**

Creating a Safe, Welcoming & Healthy Climate

**PILLAR 2:**

Addressing Anti-Racism Knowledge Gaps

**PILLAR 3:**

Equity in Decision-Making

**PILLAR 4:**

Diversity in Leadership

**PILLAR 5:**

Equity in Patient Care

**PILLAR 6:**

Commitment to the Bay Area

**PILLAR 7:**

Equity in Research

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PILLAR 1

# Creating a Safe, Welcoming & Healthy Climate

Fostering a climate of inclusion, safety and belonging for learners, employees and patients is foundational to the Anti-Racism Initiative, and is an ongoing, central focus of the Office of Diversity and Outreach and our partners across UCSF. The work in this pillar aligns with UC Presidential Priority 3: Strengthening an Inclusive, Respectful, & Safe Community. To enhance this work, the Office of Diversity and Outreach announced the hiring of an inaugural Assistant Vice Chancellor of Climate and Belonging to join UCSF in 2023-2024. Key climate accomplishments in 2022-2023 are highlighted on these pages.

SPOTLIGHT

### UCSF Climate Survey Action Planning

In 2022-2023, the Office of Diversity and Outreach worked to develop a climate survey action plan, incorporating listening sessions, discussion space, and leadership action reporting. Climate survey results tailored to specific work groups and identities were created and distributed. Between January and June 2023, 16 sessions were hosted with leadership from the four professional schools, UCSF Health, staff leadership organizations, learner leadership, faculty councils, and identity-based and equity-focused committees.

SPOTLIGHT

### Disability Visibility

In June 2023, UCSF launched a campaign to raise the visibility of people living with a disability at UCSF and to share resources available to serve and support this community. Building upon previous campaigns, a series of stories were published to celebrate the ongoing efforts to contribute to an inclusive and accessible UCSF. Learn more about the campaign: ucsf.edu/news/faces-of-ability

SPOTLIGHT

### Safe and Welcoming Clinical Care

Code CARE is a UCSF Health de-escalation and crisis intervention program with an anti-racism and trauma-informed care lens to provide optimal care when racial, medical, or policy concerns arise for patients and families. The program launched in March 2021 at BCH San Francisco. It was piloted at the Parnassus campus from April – June 2021 and permanently established on three units in October 2022. The program has continued to grow at each campus and will launch at BCH Oakland this fiscal year.

SPOTLIGHT

### Gender Recognition and Lived Name Policy Website

At UCSF, we cultivate a culture of belonging, an environment free of discrimination and harassment in which all members of our community — including transgender and nonbinary people — can thrive. As part of the UCSF effort to implement the UC Presidential Policy on Gender Recognition and Lived Name (GRLN) to ensure that all employees, learners, patients, and affiliates are identified by their accurate gender identity and lived names, the Office of Diversity and Outreach collaborated with the UCSF GRLN steering committee to launch a website with resources and information. Visit the site: diversity.ucsf.edu/initiatives/GRLN

**Striving for Equity at ZSFG**

In May 2023, the Zuckerberg San Francisco General (ZSFG) Equity Council held a strategic planning retreat dedicated to advancing diversity, equity and inclusion. The Equity Council holds Executive Leadership and the DEI Department accountable in leading ZSFG community in dismantling institutional and structural racism and building a culture of equity, respect, and inclusion. The work of the Equity Council and the DEI Department is made possible through the critical support of Chief Operating Officer, Equity Council Chair and DEI executive sponsor, Andrea Turner.

**UCSF Black Women's Health & Livelihood Initiative**

Under the auspices of the UCSF National Center of Excellence in Women's Health and a partner of the Office of Diversity and Outreach, the Black Women's Health & Livelihood Initiative addresses health and health care disparities for Black women so they can lead, thrive, and contribute their best. Co-founders Judy Young, MPH, and Andrea Jackson, MD, MA, lead a team of dedicated professionals who collaborate to offer a range of services, including perinatal care, leadership development programs, a wellness clinic and center, and more.

Visit the website: womenshealth.ucsf.edu/coe/ucsf-black-womens-health

**Reimagining Campus Community Safety: Police Accountability Board (PAB)**

The UCSF PAB is an independent, civilian accountability body that has developed procedures to review investigation reports regarding complaints filed against UCPD. As part of the new procedures, police complaint investigations cases are now led and reviewed by an independent investigation group at UC Davis.

**Benioff Children's Hospitals (BCH) Diversity, Equity, Inclusion & Anti-Racism (DEI/AR) Council**

The BCH DEI/AR Council continues to lead in creating a climate of inclusion through holding community events that uplift diversity. The Council developed an enterprise-wide action plan for FY2023 with the following focus areas: DEI/AR in Education, Patient Experience, Quality & Safety, Workforce Equity, DEI/AR Synergy Across Enterprise, MyChart Access Equity, and Code CARE.

Learn more on the website: diversitybch.ucsf.edu

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PILLAR 2

# Addressing Anti-Racism Knowledge Gaps

UCSF is addressing anti-racism knowledge gaps by increasing training opportunities for members of our community. These opportunities include a mandatory Foundational DEI Training module, the Diversity and Inclusion Certificate Program (DICP), anti-oppressive curricula at the professional schools and in the Graduate Division, and innovative programs designed to increase understanding and expand knowledge. 2022-2023 highlights are showcased on these pages.

- The School of Medicine's Anti-Oppression Curriculum (AOC) Initiative made significant progress in 2022-2023. Topic-based task forces, focused on Race & Ethnicity, Sex/ Gender/ Sexuality (SGS), Disability and Working Against Ableism, and Weight Bias, review how these identities are presented in clinical cases. The task forces expect to deliver recommendations for use in the curriculum in 2023-2024. Draft recommendations from the Race and Ethnicity & Sex, Gender & Sexuality (SGS) Task Force were shared with internal faculty, staff, and students in May 2023, and the Executive Summary was made publicly available in June 2023.Learn more about the AOC Initiative at meded.ucsf.edu/md-program/anti-oppression-curriculum-initiative

- Under the direction of D'Anne Duncan, PhD, Assistant Dean for Diversity and Learner Success, the Graduate Division expanded its Justice, Equity, Diversity, and Inclusion (JEDI) courses, programs, and initiatives. There is a full year of courses for first year students, and after the qualifying exam, graduate students can learn more about critical theories that examine oppression and power in cademic and scientific environments in the GRAD210: Justice, Equity, Diversity, and Inclusion Academic Leadership course.

**UCSF & GLIDE Center for Social Justice: Partnership for Change**

UCSF partners with the GLIDE Center for Social Justice to offer experiential social justice education to the UCSF community through a "Healers at the Gate" training walk to discover health needs of Tenderloin neighborhood residents and the Justice Pilgrimage to Alabama. On the Justice Pilgrimage, more than 20 UCSF leaders journeyed to Alabama to the Legacy Museum and National Memorial for Peace and Justice to learn about the living history of racism and inequality in our nation. Attendees immersed themselves in America's history of racial injustice and inequality, explored individual biases, created a safe community for learning, and visited local healthcare institutions. The partnership with GLIDE has been facilitated at UCSF by the Office of Diversity and Outreach, the Center for Community Engagement, and other health leaders.

**Institute for Diversity, Equity and Anti-Racism Leadership (IDEAL)**

The IDEAL Academy launched in March 2023 with the goals of: increasing the competencies of UCSF diversity leaders; elevating their inclusion, diversity, equity and anti-racism (DEIA) work; supporting their professional development with trainings and experiences in DEIA; and furthering education and scholarship on the history and impact of racism in the health sciences. The inaugural academy included:

- 29 Department Diversity Leader participants
- 5 Sessions from February to June 2023 on DEI concepts, academic advancement, history of structural racism, anti-racism in health science, skills and resources to facilitate change
- 3 Capstones Projects:
    1. Developing standard criteria for accelerated advancement across departments.
    2. Developing DEI standard job descriptions for Department Diversity Leaders.
    3. Inventory of DEI and Anti-Racism innovations across UCSF.

Norlissa M. Cooper,
PhD, MSN, BSN, RN

reelaviolette
botts-ward, PhD

SPOTLIGHT

**REPAIR Project Welcomes Postdoctoral Scholars**

The Office of Diversity and Outreach is proud to fund the REPAIR Project, a three-year strategic initiative designed to address anti-Black racism and augment Black, Indigenous, People of Color voices and presence in Science and Medicine and healthcare. In 2022-2023 the REPAIR Project welcomed two new postdoctoral scholars, **Norlissa M. Cooper, PhD, MSN, BSN, RN, and reelaviolette botts-ward, PhD, whose scholarship advances the REPAIR mission.**

Visit the website to learn more and attend an event: repair.ucsf.edu

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**PILLAR 3**

# Equity in Decision-Making

Our mission is to embed equity as part of essential criteria in the decisions we make by reviewing processes for populating leadership committees; offering new trainings for managers; and helping managers leverage restorative justice practices.

### Diversity of UCSF Leadership Committees

The Office of the Chancellor, led by Associate Chancellor Terri O'Brien, PhD, has initiated a program to ensure transparency and facilitate adherence to the Guidance on Composition of Leadership Committees Committees. This guidance states that committees appointed by the Chancellor or members of the Chancellor's Cabinet shall comprise 50% women, nonbinary and gender nonconforming individuals, and underrepresented minorities (URM), i.e., committees must include a combination of URM members as well as women, nonbinary, and gender nonconforming members, together totaling at least 50% of the membership. Efforts should be made to include other marginalized groups, such as individuals with disabilities, members of the LGBTQ+ community, and veterans.

First piloted in 2021, the Chancellor and Chancellor's Cabinet members now report annually on committee composition metrics.

### Leadership and Managers Training

Because managers make decisions that have far-reaching impacts, UCSF Learning & Organizational Development Management has created new required trainings to help team leaders understand policies, best practices, and how to build action plans for advancing diversity, equity, inclusion, and anti-racism work. See a list of leadership training and resources on learning.ucsf.edu.

### Office of Restorative Justice Practices

2022-2023 marked the Executive Vice Chancellor and Provost's establishment of the Office of Restorative Justice Practices (RJP). RJP provides services to the entire UCSF community, partnering with trainees, faculty, and staff to create a culture of connectivity that fosters mutual respect, empathy, and trust.

In 2022-2023 the RJP team served 879 individuals through a range of offerings, including consultations, restorative mindset coaching, community circles, restorative conversations, presentations, workshops, and training sessions. In April 2023, 57 staff and faculty from the professional schools, campus services, and UCSF Health participated in facilitator training. To learn more about the offerings of the Office of Restorative Justice Practices, visit *restorativejustice.ucsf.edu.*

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## Diversifying Basic Science Faculty

Michael Penn, MD, and Jason Sello, PhD, Director and Associate Director of the Diversity, Basic Science Faculty program, collaborate with department chairs and faculty to develop strategies to enrich diverse candidate pools and create a recruitment process that ensures outstanding candidates from historically underrepresented groups are fully engaged and actively pursued.

**Welcome New Basic Science Faculty 2022-2023**

Recruitment of Diverse Talent to the Basic Science Faculty at UCSF - New Faculty 2022-2023



**Oscar Aguilar Alfaro, PhD**
Dept. of Microbiology/Immunology



**Willow Coyote-Maestas, PhD**
Dept. of Bioengineering and Therapeutic Sciences

# Diversity in Leadership

The Anti-Racism Initiative is addressing disparities between the demographic diversity of UCSF leadership and the broader UCSF community through focused work to advance excellence in faculty and staff recruitment and building leadership development programs for faculty and staff employees from underrepresented groups.

## Advancing Excellence in Faculty Recruitment and Leadership

The Advancing Excellence in Faculty Recruitment and Leadership (AEFR) program is led by Elizabeth Ozer, PhD, Associate Vice Provost of Faculty Equity, Professor of Pediatrics, and Director of Faculty Equity Advisors. The program aims to improve the excellence of our faculty by recruiting and retaining diverse scholars, especially those who have been systematically and historically underrepresented.

UCSF Faculty Equity Advisors (FEAs) provide consultation and advice about practices for achieving excellence, equity, and diversity in faculty recruitment. In the 2022-2023 academic year, there were 266 faculty searches opened across the Schools. Faculty Equity Advisors reviewed and signed off on all search plans, shared best practices with search committees, offered to help facilitate the search process, consulted with and presented to committees, and have signed off on 243 applicant short-lists thus far (some searches still in progress), a requirement before any applicant is interviewed for any search. Learn about the FEAs and other work in this program on the website: diversity.ucsf.edu/programs-resources/faculty-recruitment
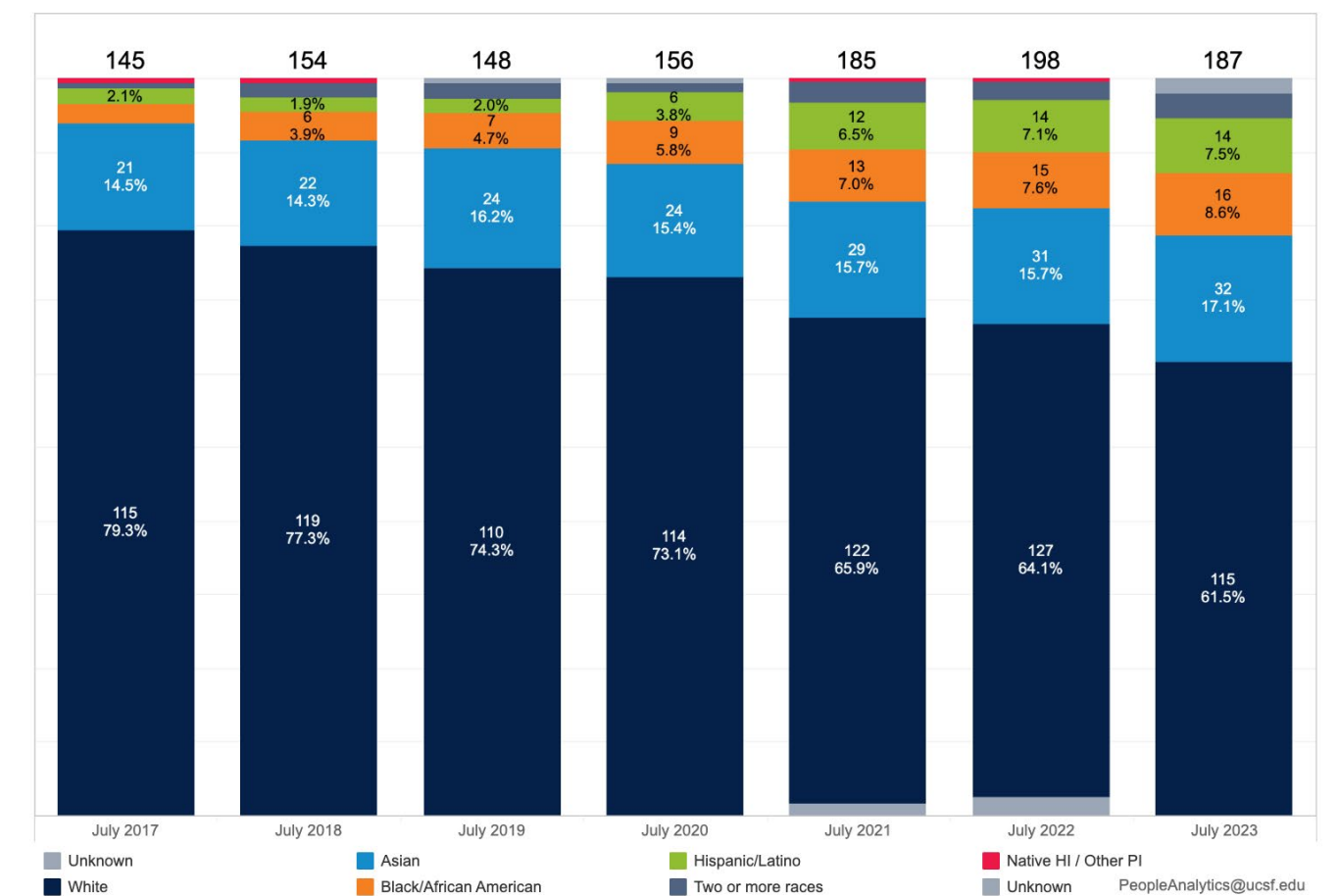
## Advancing Excellence in Staff Recruitment

Led by Alejandra Rincón, PhD, Assistant Vice Chancellor, Office of Diversity and Outreach, and Jessica Driessler, MBA, RACR, Associate Director, Talent Acquisition Campus and Health, the Advancing Excellence in Staff Recruitment model is a UCSF-wide process improvement designed to disrupt unconscious bias present in our hiring and promotions processes. The program focuses on increasing diversity at the Manager 2 (M2) level and above through increasing evidence-based best practices and accountability for recruiting and hiring diverse teams. Over 42 M2+ searches have been supported by Staff Equity Advisors to date.

Learn more about the UCSF effort to Advance Excellence in Staff Recruitment and access resources and tools at diversity.ucsf.edu/programs-resources/staff-recruitment

## Leadership Demographics
## Manager 3* and Above by Race-Ethnicity

Last refreshed: 10/3/2023 6:31:20 AM



| | July 2017 | July 2018 | July 2019 | July 2020 | July 2021 | July 2022 | July 2023 |
|---|---|---|---|---|---|---|---|
| Total | 145 | 154 | 148 | 156 | 185 | 198 | 187 |
| Unknown (top) | 2.1% | 1.9% | 2.0% | | | | |
| Native HI / Other PI | | 6 | 7 | 6 / 3.8% | 12 / 6.5% | 14 / 7.1% | 14 / 7.5% |
| Hispanic/Latino | | 3.9% | 4.7% | 9 / 5.8% | 13 / 7.0% | 15 / 7.6% | 16 / 8.6% |
| Asian | 21 / 14.5% | 22 / 14.3% | 24 / 16.2% | 24 / 15.4% | 29 / 15.7% | 31 / 15.7% | 32 / 17.1% |
| White | 115 / 79.3% | 119 / 77.3% | 110 / 74.3% | 114 / 73.1% | 122 / 65.9% | 127 / 64.1% | 115 / 61.5% |

Legend:
- Unknown
- White
- Asian
- Black/African American
- Hispanic/Latino
- Two or more races
- Native HI / Other PI
- Unknown

PeopleAnalytics@ucsf.edu

*Leadership demographic dashboard does not yet capture the expansion of AESR to M2 and above searches.

# New UCSF Leaders

## UCSF Appoints Catherine Lucey, MD, Executive Vice Chancellor and Provost

Dr. Lucey, a campus leader who has been instrumental in UCSF's success over the past decade, was named executive vice chancellor and provost after Dan Lowenstein, MD, announced that he was stepping down. Dr. Lucey co-chaired the highly successful UCSF: The Campaign, led a redesign of the medical school curriculum and co-chaired the Differences Matter initiative.

## LaMisha Hill, PhD: Inaugural Vice Chair for Equity, Inclusion and Structural Change - UCSF ObGyn

LaMisha Hill, PhD, joined the Department of Obstetrics, Gynecology, and Reproductive Sciences in November, 2022, guiding the Department's efforts to create a truly equitable environment for faculty, staff, and learners. Prior to this role, Dr. Hill served as the Director of the Multicultural Resource Center (MRC), with the Office of Diversity and Outreach.

Read more:  diversity.ucsf.edu/lamisha-hill-vice-chair-equity-inclusion-obgyn

## Tung Nguyen, MD, Named Inaugural Associate Vice Chancellor Research – Inclusion, Diversity, Equity, and Anti-Racism (IDEA)

As part of the UCSF Research leadership team, Dr. Nguyen works to ensure that diversity, equity, and inclusion are embedded throughout the UCSF research enterprise, developing a research environment that proactively addresses racism and all aspects of inequity and discrimination.

## Christina Cicoletti, MNA, Named Associate Dean for Medical Education

In June 2023, the School of Medicine announced that Christina Cicoletti, MNA, would serve as Associate Dean for Medical Education. Christina has long been dedicated to the success of diverse populations of learners, faculty, staff, and patients.

Read more about Christina in this article: medschool.ucsf.edu/news/announcing-christina-cicoletti-mna-associate-dean-medical-education

## John McCoy, Appointed Executive Director, UCSF Alumni Relations

In August 2022, UCSF Alumni Relations announced the promotion of John R. McCoy to executive director.  Before joining UCSF, John managed the Alumni Relations and Annual Fund program at UC Law SF where he was the senior director of alumni engagement.

Learn more about Alumni Relations: alumni.ucsf.edu

**Through the efforts of Advancing Excellence in Staff Recruitment Program, three new leaders** bringing insight, excellence and increased diversity to UCSF **were hired in the fall 2022:** Garima Srivastava, Antonio "Tony" Fonseca and Cecilia Chang.

Garima Srivastava
VP & Associate CIO
Enterprise System

Antonio "Tony" Fonseca
Director, Patient Financial Services
& Medical Group Business Services
UCSF Health

Cecilia H. Chang
Associate Dean, Administration
& Finance School of Nursing

# Equity in Patient Care

To achieve equity in the care we deliver to our patients, leaders across UCSF Health and campus work on projects ranging from policy review to vaccine outreach.

## Health Equity Council

The Health Equity Council identified three disparity improvement goals in 2022-2023:

- Adult Patients Hemoglobin A1C Management: Reduce the number of primary care patients that identify as Black/African American or Latinx with A1c > 9 to 32.6% or lower. **This goal was achieved in 2023.**

- Pediatric Patients A1C Management, UCSF Health East and West Bay: Reduce the number of type1 patients with A1c > 9 with public insurance to 40% or lower. **This goal was achieved in 2023**. Note: there is a global aim to achieve health equity for children with diabetes seen at Benioff Children's Hospitals.

- COVID 19 Vaccination: Achieve 75% COVID-19 vaccination (primary series and booster) for UCSF Health primary and specialty care patients 50 years of age and older across racial/ethnic groups and language preferences. **Below threshold for 2023.**

## Health Equity Division at UCSF Health

Medical Director: Malcolm John, MD, MPH
Senior Organizational Consultant: Pilar Collins, MPH, MSW, PMP
Chief Quality Officer: Amy Lu, MD, MPH

A newly established division of the Department of Quality and Patient Safety (DoQS), the Health Equity Division serves as our health system's strategic and/or operational engine to:

- Advance health care equity
- Identify and address the social drivers of health
- Center patient/community voice
- Partner to advance language access
- Ensure health equity is a UCSF Health strategic and operational priority

PILLAR 1:
Creating a Safe, Welcoming & Healthy Climate

PILLAR 2:
Addressing Anti-Racism Knowledge Gaps

PILLAR 3:
Equity in Decision-Making

PILLAR 4:
Diversity in Leadership

PILLAR 5:
Equity in Patient Care

PILLAR 6:
Commitment to the Bay Area

PILLAR 7:
Equity in Research



**SPOTLIGHT**

### UCSF Black Health Initiative

The Black Health Initiative (BHI) centers and is guided by community voices in partnership to reduce health disparities and uplift Black health, wellness, and prosperity. The team at BHI has been instrumental in providing health care and information to Black San Franciscans, first during the most perilous periods of the COVID-19 pandemic, and now through continued outreach and service.

BHI's recent work includes:

- The organization of the Healthy Street Pop-Up Clinic at Booker T. Washington Community Service Center, bringing holistic health services to the community in the Western Addition and nearby neighborhoods;

- Providing educational sessions on the life drivers of cardiovascular health for Black Americans, including holistic approaches to stress management,

- Establishing an internship program for Master's in Public Health students to support BHI's mission to nurture future public health leaders who are equipped with the educational and culturally aligned experiences that are essential to make a lasting impact on Black/BIPOC communities.

**PILLAR 1:**
Creating a Safe, Welcoming
& Healthy Climate

**PILLAR 2:**
Addressing Anti-Racism
Knowledge Gaps

**PILLAR 3:**
Equity in
Decision-Making

**PILLAR 4:**
Diversity in
Leadership

**PILLAR 5:**
Equity in
Patient Care

**PILLAR 6:**
Commitment to
the Bay Area

**PILLAR 7:**
Equity in
Research

**PILLAR 6**

# A Commitment to the Bay Area

UCSF is expanding its commitment to the Bay Area through the collective efforts of the Anchor Institution Mission (AIM) and the Center for Science Education and Outreach, focusing on workforce development, procurement, community investment resources, and K-16 educational partnerships.

**Anchor Institution Mission (AIM)**

The goal of AIM is to increase the economic security and opportunity for under-resourced populations in the San Francisco Bay Area.

Procurement Goal: To understand UCSF's "addressable spend" to leverage purchasing power so more procurement opportunities can be sourced from certified small and diverse businesses from our local and regional communities. In addition to increased trust with city and community partners, the ongoing development of a Chancellor's True North Scorecard, and other major projects, AIM's procurement group has established innovative procurement processes, including the launch of a Supplier Diversity section in BearBuy.

Workforce Development Goal: To provide career pathway training for UCSF employees and local community members to:
- Increase UCSF's capacity to train, hire, and promote people from under-resourced populations
- Strengthen UCSF's workplace climate and cultural humility
- Increase collaboration among and across community partners and stakeholders
- Increase effectiveness of the education pipeline for under-resourced populations.

Outcomes & Progress:
- Eight ongoing pathway programs: work-based training and externship opportunities with job placement support for in-demand healthcare and administrative fields
- In 2022-2023, more than 100 Bay Area residents participated in the programs, with 70% residing in San Francisco (24% from Bayview/Hunter's Point, 12% from the Excelsior); 32% Latinx, 28% Black/African American, 25% Asian
- Ongoing creation and expansion of training programs for the entry level to mid-level opportunities in the following categories: Medical Assisting, Clinical Research Coordination, Practice Coordination, Patient Care Assistant, and IT Help Desk/Field Services.

**K-12 Pathway Programs**

CSEO, a unit of the Office of Diversity and Outreach, supports AIM's efforts to improve opportunity for under-resourvced communities by developing and administering outreach and pathway programs. For more detail about CSEO, see page 52 of this report.

2022-2023 CSEO-AIM Highlights:

- Expansion of UCSF-SFUSD paid internship program.
- Established UCSF-Oakland Unified School District (OUSD) paid high school summer internship program with 10 OUSD interns. Interns were placed at BCH Oakland and UCSF main.
- Established OUSD Highway to ER Tech program for recent high school graduates.
- Established OUSD Bioscience Teacher Institute.
- Provided ongoing advising and support of the SFUSD Mission Bay Linked Learning Hub in preparation for spring 2023 cohort.

**SPOTLIGHT**

**Have You Heard About the Hub?**

A partnership between San Francisco Unified School District (SFUSD) and UCSF's Center for Science Education and Outreach, with the support of local businesses, the Mission Bay Linked Learning (LL) Hub is an intensive one-year advanced bridge into health, biotechnology and other STEM-aligned fields for SFUSD high school students. Based at UCSF Mission Bay campus, the LL Hub welcomed its first cohort of 18 11th- and 12th-grade scholars in January 2023. Hub scholars learned about the health sciences in a fun, experiential way, through UCSF speakers, internships, visits, job shadowing and a health-focused curriculum.

**PILLAR 1:**
Creating a Safe, Welcoming & Healthy Climate

**PILLAR 2:**
Addressing Anti-Racism Knowledge Gaps

**PILLAR 3:**
Equity in Decision-Making

**PILLAR 4:**
Diversity in Leadership

**PILLAR 5:**
Equity in Patient Care

**PILLAR 6:**
Commitment to the Bay Area

**PILLAR 7:**
Equity in Research

PILLAR 7

# Equity in Research

In Fall 2022, Tung Nguyen, MD, was named inaugural Associate Vice Chancellor for Research – Inclusion, Diversity, Equity, and Anti-Racism (AVCR-IDEA) to ensure that diversity, equity, and inclusion are embedded throughout the UCSF research enterprise. This appointment is a major step forward in making the structural changes required to address equity and anti-racism in the UCSF research enterprise.

The AVCR-IDEA, collaborating closely with the Office of Diversity and Outreach and with the full support of Vice Chancellor of Research Hal Collard, is charged with developing a research environment that proactively addresses racism, inequity and discrimination. Current work is focused on implementing top-line recommendations from the 2021 UCSF Task Force on Equity and Anti-Racism in Research, specifically:

- Building Accountability
- Promoting & Supporting UCSF Anti-Racism Scholarship
- Diversifying UCSF Research Workforce
- Expanding Community Engaged Research

In June 2023, the AVCR-IDEA celebrated the opening of its physical office space at Mission Bay.

## Anti-Racism Research Grants

The Research Development Office (RDO) continues to administer an anti-racism research seed grant program through its Resource Allocation Program (RAP). Base funding for this initiative is provided by the Academic Senate, School of Medicine's Research Evaluation and Allocation Committee (REAC), and the UCSF Clinical and Translational Research Institute (CTSI).

PILOT FOR ANTI-RACISM RESEARCH – FALL 2022

**Convening Grant**
TREADWELL, MARSHA (URI) - Using Community Based Research Practices to Advance Anti-Racism in Sickle Cell Disease Clinical Care, $10,000. Center for Community Engagement
POLLOCK, LEALAH - Developing a community-led collaborative research proposal on infant feeding choices for Black women and birthing people with HIV in high-resource settings, $10,000. Center for Community Engagement

**Full Research Grant**
SMITH, ALEXANDER J - Assessing the Impact of Anti-Asian American Pacific Islander Hate Incidents on the Health and Well-being of older AAPI, $50,000, Academic Senate
DECKER, MARA - Addressing inequities in sexual and reproductive health among the American Indian and Alaska Native population through community partnership and an anti-racism approach, $50,000 - CTSI-Pilot Awards
MEDEIROS, AIMEE - Imagining Best Practices for Anti-Racist Community Building and Educational Interventions with the REPAIR Project, $49,809 - NCOEWH (Natl Ctr of Excellence Women's Health)

PILOT FOR ANTI-RACISM RESEARCH – SPRING 2023

**Convening Grant**
FOLK, JOHANNA and HAACK, LAUREN - Community-Based Perspective Taking to Implement Anti-Racist, Inclusive, and Authentic Partnered Research in Psychiatry, $10,000-School of Medicine REAC
WILLARD, RACHEL and MARTIN, FREDDY (non-UCSF)- Community Advocates Building Capacity for Healthcare Engagement, $10,000 - Academic Senate

**Full Research Grant**
HIROSE, RYUTARO and FREISE, CHRIS, and WEBBER, ALLISON - Increasing Black Patient Uptake in Living Donor Kidney Transplant, $50,000 - CTSI-Pilot Awards

# Annual Snapshot

The Office of Diversity and Outreach drives the University's efforts to create a culture of belonging, and the work of our individual units serves as the foundation of diversity, equity, inclusion, belonging and anti-racism work across campus and the health system. On the following pages, we highlight events and outcomes from the past year.

## Campus Climate Events

**77** Campus Climate events in 2022-2023

**6+** Events and Programs per month on average

**9,679+** Attendees

## Educational Outreach

**81%** Go on to a 4-year institution

**94%** Go on to Higher Education

**90%** CURE Summer Interns who declare a health-related major

## Education & Training

**15,964\*** Participated in Sexual Violence Harassment & Prevention Training *(online or in-person)*

**35,111**[†] Participated in additional diversity and inclusion training *(online or in-person)*

**51,075** Total trainings completed

\*Does not include learners.  †Data as of June 24, 2023.

## Compliance

**521** Total Jurisdictional Reports for 2022 – 2023 Fiscal Year

**23** Formal Investigations Initiated

**24** Formal Investigations Completed

**434** Cases Closed

See page 46 for additional data about compliance with Nondiscrimination and Sexual Violence/Sexual Harassment policies.

# Climate

The Office of Diversity and Outreach Resource Centers collaborate with the Chancellor's Office, Human Resources, Diversity Committees and other groups across the campus and health system to foster a climate of inclusion, equity, and belonging.

## CARE Advocate Program

The Campus Advocacy Resources and Education (CARE) program offers free, confidential support to UCSF community members who have experienced harassment, abuse or discrimination related to identity and to those who have experienced interpersonal violence such as sexual assault, dating/intimate partner violence, sexual harassment or stalking.
careadvocate.ucsf.edu

## Disability Resource Center

Resources, guidance and information to help students, staff, faculty, and trainees navigate campus facilities and systems to obtain accessibility information and request appropriate campus disability accommodations.
disability.ucsf.edu

## LGBT Resource Center

The LGBT Resource Center builds visibility and a sense of community across the campus and medical centers, supporting workplace equity, promoting student and staff leadership, and providing high quality, culturally sensitive care to our patients.
lgbt.ucsf.edu

## Multicultural Resource Center

The Multicultural Resource Center was created as a result of direct student activism in 2012. Core areas of work are rooted in supporting historically underrepresented students and allies throughout their academic journey.
mrc.ucsf.edu

## Undocumented Student Support Services

A resource center for current and prospective students, faculty, staff, and allies, the UCSF Undocumented Student Support Services proudly and unwaveringly stands in solidarity with the undocumented community here at UCSF.
undocu.ucsf.edu

## Diversity Graduation

Sponsored by the Multicultural Resource Center, LGBT Resource Center, and Disability Resource Center, Diversity Graduation is a celebration of the accomplishments of our historically underrepresented learners and diverse students across all graduate and professional schools.

## UCSF Celebrates Global Accessibility Awareness Day (GAAD)

On May 18, 2023, UCSF community members had the opportunity to talk, think and learn about digital (web, software, etc.) access and inclusion in an expanded day of programming. Virtual sessions included a UC-wide webinar, a step-by-step guide to making meetings accessible, a session dedicated to producing diverse and accessible training videos, and more.

## Pride Parade

Over 700 UCSF community members headed once again to the Annual San Francisco LGBTQ Pride Celebration & Parade, June 25, 2023.  This annual celebration is sponsored by the UCSF LGBT Resource Center and UCSF Office of Community and Government Relations.

## UCSF Staff Resource Day

Staff Resource Day returned in 2023 as one of the first UCSF campus-wide in-person events in three years with over 500 in attendance. Over 45 university departments, committees, and community partners participated in a resource festival at Mission Bay with engagement activities and representatives from departments across campus and UCSF Health. The event also extended throughout the second week of May with virtual sessions on retirement planning, equitable recruitment strategies, staff recognition, transportation tools, and more.

Founded by the Office of Diversity and Outreach, the event is additionally co-sponsored by UCSF Human Resources, Campus Life Services, and the 4CI Staff Subcommittee, with the goal of connecting staff to UCSF and community resources to support personal and professional development.

# Chancellor Awards for Diversity

Ten recipients were recognized for their outstanding and innovative efforts to advance diversity, equity, inclusion, and anti-racism in their fields. The 2022 awards also highlight those whose contributions are aligned with our Anti-racism Initiative.

### Chancellor Award for Advancement of Women

Faculty recipient:
**Julie Ann Sosa, MD, MA, FACS**

Learner recipient:
**Eleanor Palser, PhD**

### Chancellor Award for Dr. MLK Jr. Leadership

Faculty recipient:
**Meshell Johnson, MD**

Staff recipient:
**Gabby Negussie-Retta, MS**

Learner recipient:
**Nadia Ayad**

### Chancellor Award for Disability Service

Faculty recipient:
**Noemi Spinazzi, MD**

Staff recipient:
**Diane Ngo, MPA**

### Chancellor Award for LGBTQI Leadership

Faculty recipient:
**Nicole Rosendale, MD**

Staff recipient:
**Luis Gutierrez-Mock, PhD(c), MPH, MA**

Learner recipient:
**Jay Bindman, BA**

# Diversity Committees

### Chancellor's Council on Campus Climate, Culture and Inclusion (4CI) Staff Subcommittee

- Collaboratively produced and managed Staff Resource Days 2023, with the first in-person event in three years at Mission Bay with 45+ vendors and 500+ participants and a week of virtual offerings.
- Collaborated with UCSF partners to create staff feedback reports on key initiatives and hosted staff professional and personal development webinars and networking events.

### Committee on Disability Inclusion

- Engaged learners by participating in AOCI Anti-Ableism Task Force and reviewed School of Medicine curriculum for anti-ableism and disability justice curriculum opportunities.
- Contributed to patient experience by working on health electronic record documentation of disability and Pediatric training.

### Black Caucus

- Expanded scholar and community development with Dr. Vivien T. Thomas Scholarships, Young Community Developers, and Code Tenderloin.
- Strengthened community engagement with special events including the 2023 Black Heritage Gala and educational and resource connection.

### Committee on the Status of Women

- Celebrated International Women's Day with event topics including leadership fireside chat, identity intersectionality, reproductive health, and retirement planning.
- Developed recommendations for career recovery for women by participating in focus groups, town halls, task forces, and leadership meetings.

### LGBTQ Committee

- Fostered LGBTQ inclusion through event hosting and participation including Out-in-Science panel, International Pronouns Day tabling, and SF Pride Parade contingent.
- Advocated for inclusive facilities, training resources, and LGBTQ representation in data.

### United Filipinx Association (UFA)

- Hosted and amplified events for AAPI Heritage Month including Mental Health Virtual Workshop.
- Committed to collective actions including participation in LGBTQ Pride events.

### Chicanx Latinx Campus Association (CLCA)

- Hosted and joined in events highlighting Chicanx-Latinx identity, including Cafecito, Día de Los Muertos, Latinx Heritage Month gatherings, and Cesar Chavez Day celebrations.
- Participated in outreach and intersectional activities including Breaking Down Anti-Blackness, Clinical Trials Day, and San Francisco Trans March and Rally.

### Asian Pacific American Systemwide Alliance (APASA)

- Created supportive spaces for AAPI community including AAPI Mental Health Resilience Panel, In CoversAsian: A Community Space for AAPI Students, and API Mental Health Workshop.
- Connected community with AAPI leaders across fields by hosting the 3rd annual leadership panel, screening and discussion with film maker Jon Osaka, and Pride Month lecture.

To learn more about Diversity Committees visit: diversity.ucsf.edu/about/committees

# Compliance

## Office for the Prevention of Harassment and Discrimination

The Office for the Prevention of Harassment and Discrimination (OPHD) has jurisdiction over the University of California Sexual Violence Sexual Harassment Policy (SVSH Policy) and the University of California Discrimination, Harassment, and Affirmative Action in the Workplace Policy (Nondiscrimination Policy), both of which prohibit discrimination and harassment of persons on the basis of their membership in any protected category covered by either policy. As part of this work, OPHD responds to complaints from persons who believe they have been subjected to sexual violence, sexual harassment,  discrimination and harassment based on protected categories and/or retaliation related to matters under either policy. OPHD also has responsibility for preparing the annual Affirmative Action Plan for underrepresented minorities, women, persons with disabilities, and covered veterans. During the 2022-2023 fiscal year, OPHD received and responded to 521 internal complaints alleging discrimination and/or harassment based on protected categories described in the SVSH Policy and the Nondiscrimination Policy.

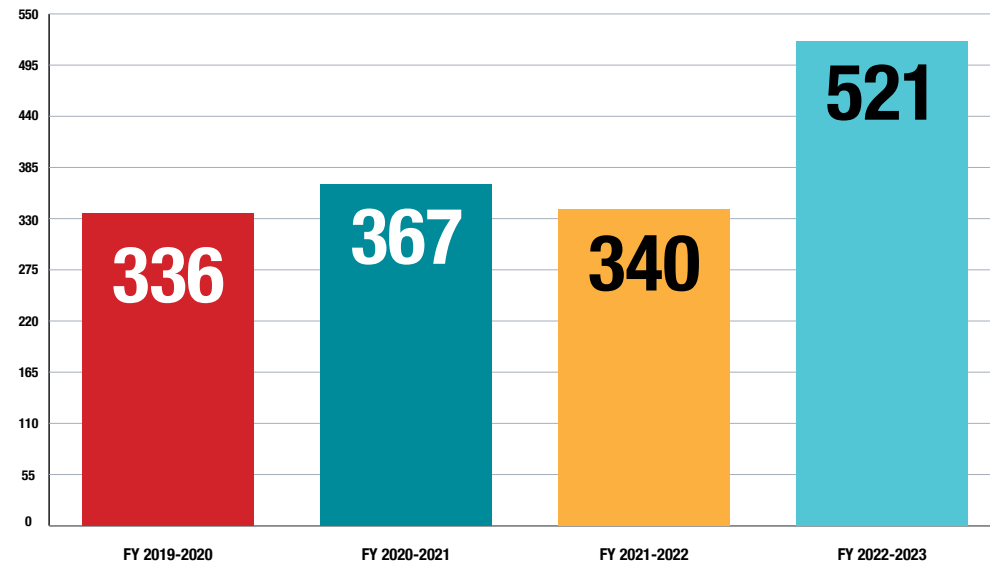## OPHD Fiscal Year 2023 Highlights

**521** Total Jurisdictional Reports for 2023 Fiscal Year
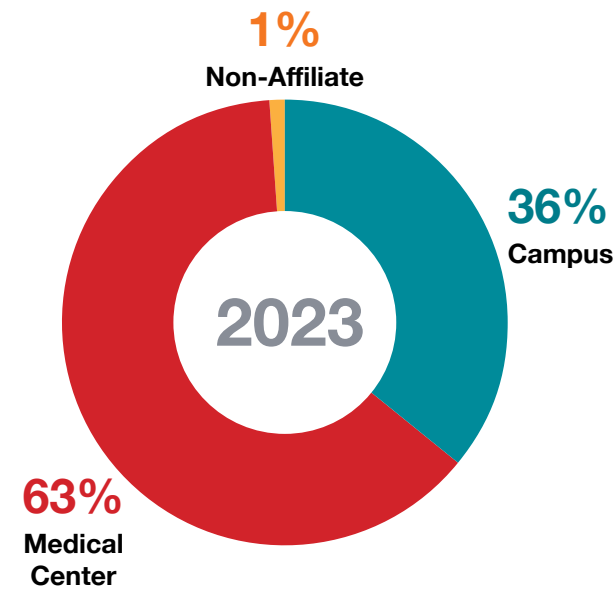
**23** Formal Investigations Initiated

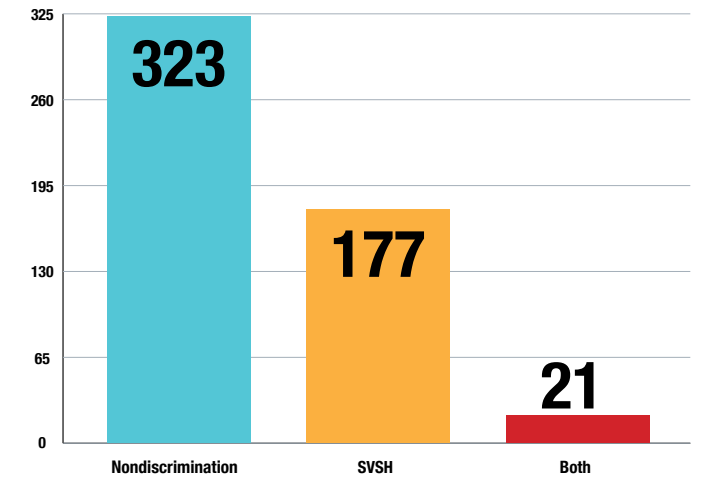**24** Formal Investigations Completed

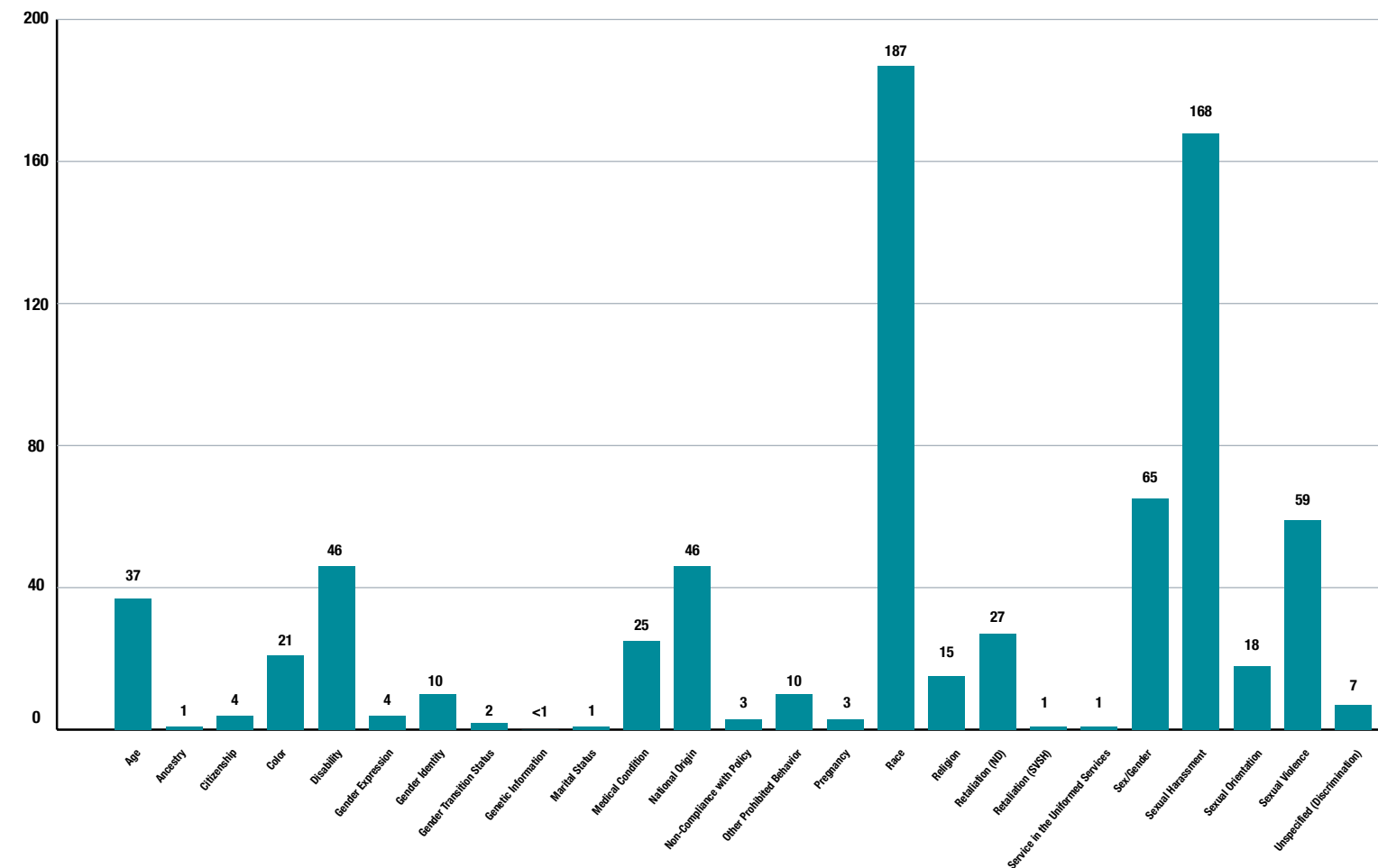**434** Cases Closed

### Internal Complaints by Year



| | FY 2019-2020 | FY 2020-2021 | FY 2021-2022 | FY 2022-2023 |
|---|---|---|---|---|
| | 336 | 367 | 340 | 521 |

### Complaints by Billing Unit



2023
- 36% Campus
- 63% Medical Center
- 1% Non-Affiliate

### FY Complaints by Policy Type



| Nondiscrimination | SVSH | Both |
|---|---|---|
| 323 | 177 | 21 |

*Sexual Violence/Sexual Harassment (SVSH)

### Alleged Prohibited Conduct Reported



| Conduct | Count |
|---|---|
| Age | 37 |
| Ancestry | 1 |
| Citizenship | 4 |
| Color | 21 |
| Disability | 46 |
| Gender Expression | 4 |
| Gender Identity | 10 |
| Gender Transition Status | 2 |
| Genetic Information | <1 |
| Marital Status | 1 |
| Medical Condition | 25 |
| National Origin | 46 |
| Non-Compliance with Policy | 3 |
| Other Prohibited Behavior | 10 |
| Pregnancy | 3 |
| Race | 187 |
| Religion | 15 |
| Retaliation (ND) | 27 |
| Retaliation (SVSH) | 1 |
| Service in the Uniformed Services | 1 |
| Sex/Gender | 65 |
| Sexual Harassment | 168 |
| Sexual Orientation | 18 |
| Sexual Violence | 59 |
| Unspecified (Discrimination) | 7 |

Note: Complaints submitted may include multiple prohibited conducts. "Other" are complaints that fall outside of OPHD jurisdiction.

# Education & Training

## Diversity and Inclusion Certificate Program

The Diversity and Inclusion Certificate Program (DICP) is a cohort-model education course designed to equip the UCSF workforce with knowledge and skills to support anti-racism and DEI initiatives and best practices. To date, more than 250 people have completed the DICP program, and a highly engaged alumni community continues to collaborate on DEI efforts.

## Foundations of Diversity, Equity & Inclusion Training

This online training module provides the foundational knowledge and common language to better understand why diversity is core to our work.

## 35,111
### TRAININGS COMPLETED

### Accessibility Training

The UCSF Disability Resource Center launched "Accessibility Lunch & Learns," informal discussion forums intended to help UCSF staff, faculty and students learn strategies and recommendations for ensuring that people with disabilities can participate fully in UCSF presentations, meetings, events, trainings, and more.

Learn more at
disability.ucsf.edu/programming-initiatives

# Health Equity & Research

UCSF is committed to working to achieve health equity in our communities and beyond. In addition to the equity work highlighted in the Anti-Racism Initiative section of this report, the Office of Diversity and Outreach is proud to sponsor an annual symsposium.

### 15TH ANNUAL
## Health Equity and Anti-Racism Research (HEAR) Symposium

The HEAR symposium showcases a wide range of health equity and anti-racism research from scholars across UCSF, providing us with the opportunity to learn from each other, make connections, and share common goals.

Formerly known as the Health Disparities Research Symposium (HDRS), in 2022 the planning committee and the Office of Diversity and Outreach collectively agreed to change the name of the meeting to the Health Equity and Anti-Racism Research Symposium Research Symposium (HEAR) name to more accurately reflect the focus of the research presented.

Faculty leads: Vic Fujimoto, MD, Jane Jih, MD, MPH, MAS, and Tung Nguyen, MD, Associate Vice Chancellor for Research – Inclusion, Diversity, Equity, and Anti-Racism.

### SPOTLIGHT

## Malcolm John, MD, MPH, Receives Chancellor Award for Public Service

The Office of Diversity and Outreach congratulates Dr. John, who was recognized for his deep commitment to reducing health care disparities, promoting health equity, and forging trusting and productive relationships with under-resourced and disadvantaged communities throughout San Francisco.

## Return to In-person Learning for UCSF CURE Interns

The CURE program, administered by UCSF Center for Science Education and Outreach (CSEO), brings high school students from underrepresented backgrounds to labs at UCSF for paid summer internships. The Summer 2022 CURE internship cohort was the sixth iteration of the program and the first held primarily in person since the start of the pandemic in 2020.

Read full article by Brian Neumann: **diversity.ucsf.edu/cure-internship-jumps-back**

SPOTLIGHT

## Latinx Center of Excellence: Improving Health and Science on Multiple Fronts

The Office of Diversity and Outreach is delighted to support the Latinx Center of Excellence (LCOE), led by Alicia Fernandez, MD. The Center is central to efforts to develop pathways for Latinx scholars and to facilitate their success.

The LCOE team includes a stellar group of UCSF faculty that work collaboratively with other leaders across UCSF and at Hispanic Serving Institutions (HSIs), to ensure accomplishment of the center's goals. Over the past year, the team has expanded Latinx-focused research, curriculum and clinical service in the community and within the health system, while also supporting recruitment and retention initiatives to increase Latinx representation among the students, residents and faculty.

LCOE is an outstanding example of the important and efficacious efforts of scholars at UCSF working to bring greater diversity to health and science while simultaneously improving health equity for and with local communities.

# Student Educational Outreach

## Center for Science Education and Outreach

The UCSF Center for Science Education and Outreach (CSEO) collaborates with Bay Area school districts and supports community-based organizations to assist underrepresented, first-generation, socioeconomically disadvantaged, and English-language-learner students and their families in pursuit of higher education and better opportunities. CSEO helps students prepare for postsecondary education, pursue graduate and professional school opportunities, and gain exposure to careers in health and STEM.

### 2022-2023 Highlights

- Served as lead coordinating unit of the SFUSD Linked Learning (LL) Hub at Mission Bay. The LL Hub exposes HS juniors and seniors to various health careers through UCSF speakers, internships, visits, job shadowing and a health focused curriculum.
- Established a Transfer Prep program in partnership with SF City College to assist students transferring to a 4-year school and introduce them to careers in health.
- Secured two Federal Upward Bound Grants (one was a competitive renewal).
- Added four new partner schools.
- Increased the number of students served by over 500 students.
- Reestablished critical relationships with the SFUSD African-American initiative group and created new relationships with new partner schools.

**7**
Bay Area
School Districts

**4,987**
Students Directly
Served

**$858,750**
Total Grants Received
2022-2023

# Our Team

**J. Renée Chapman Navarro, PharmD, MD**
Vice Chancellor, Diversity and Outreach
Chief Diversity Officer, Chief Outreach Officer

## Administrative Office

**Alejandra Rincón, PhD** - Assistant Vice Chancellor and Chief of Staff

**Andrelyn Rivera** - Executive Analyst to the Vice Chancellor

**Aria Yow, MA** - Special Projects Manager

**Barbara Sanchez** - Director, Marketing and Communications

**Brooks Bigart** - Writer, Editor

**Calvin Moree, MBA** - Director, Data and Analytics

**Dan Strnad** - Data & Information Systems Specialist

**George Dugan** - Web Administrator

**Stephanie Walker, MBA** - Associate Director, Diversity Talent Strategy

**Terry Giang** - Graphic Designer

**Tiffani Chan, MA** - Special Projects Manager

## Advancing Excellence in Faculty Recruitment

**Elizabeth Ozer, PhD** - Associate Vice Provost of Faculty Equity, Director of Faculty Equity Advisor Program, Professor of Pediatrics

**Jason Sello, PhD** - Associate Director of Diversity in Basic Science Faculty

**Michael Penn, MD, PhD** - Director of Diversity in Basic Science Faculty

**Michelle Guy, MD** - Faculty Development and SEA Grant, Professor, Medicine

## Center for Science Education and Outreach

**Don Woodson, MEd** - Assistant Vice Chancellor and Director of CSEO

**Ángel-Max Guerrero, MA** - Pipeline Program Manager

**Anthony Amaro** - Director, MESA

**Chaney Saephan** - Director, Transfer Preparation Program

**Emily Frank, MD** - Director, Health Education Partnerships, Oakland

**Fabiola De Aguinaga** - Pipeline Programs Coordinator

**Glennda Bivens, PhD** - Deputy Director, Director of College Preparatory Programs

**Jessica Sanchez-Sanchez** - Pipeline Coordinator

**Jose "Freddy" Garcia** - TRiO Talent Search Coordinator

**Jourdan Jackson** - Program Coordinator, Early Academic Outreach Program

**Laneasha Lee** - Deputy Director, TRiO Upward Bound Program

**Losaline Mafuahingano-Muli -** Transfer Preparation Coordinator

**Shiela Smith, MSM-HCA** - Administrative Officer

**Stefan Brown** - MESA Program Coordinator

**Vincent Ka Do** - Program Coordinator, Early Academic Outreach Program

## Climate and Belonging

**Eddy Ruiz, PhD -** Assistant Vice Chancellor of Climate and Belonging

**Hira Safdar  -** Assistant Director Climate & Belonging

### CARE ADVOCATE

**Denise Caramagno, MA, LMFT** - Co-Director

**Kendra Hypolite, MSW, ASW -** Co-Director

### DISABILITY ACCESS AND INCLUSION

**Wendy Tobias EdD, CRC, LPCC** - Chief Accessibility and Inclusion Officer, ADA Coordinator

**Cecile Puretz** - Assistant Director, Disability Access and Inclusion

### RESOURCE CENTERS FOR IDENTITY & INCLUSION

**Klint Jaramillo, MEd, MSW** - Executive Director, Resource Centers for Identity & Inclusion

**Melisa Anne Bautista, MEd** - Assistant Director, Multicultural Resource Center

**Tracy Garcia** - Assistant Director, LGBT Resource Center

## Health Equity

**Maga Jackson-Triche, MD, MSHS** - Executive Advisor and Assistant Vice Chancellor, Diversity, Equity and Inclusion - Health System

## Office for the Prevention of Harassment and Discrimination

**Tracey Tsugawa** - Interim Director, Interim EEO & Title IX Officer

**Andrea La Campagne, JD** - Deputy Director, Complaint Management

**Charlene Mandau** - Complaint Resolution Officer

**Deborah Ohiomoba, JD** - Associate Director

**Grant Abernathy, MPA** - Senior Complaint Resolution Officer

**Julie Oberts, EdD -** Complaint Resolution Officer

**Katie R. Gaines, JD** - Complaint Resolution Officer

**Kay Poland, JD** - Complaint Resolution Officer

**Kyle Nikko Sasai -** Title IX & EEO Compliance Analyst

**Laura Hinck -** EEO & Title IX Compliance Manager

**Megan Gnekow** - Complaint Resolution Officer

**Michael Nisperos, JD** - Senior Complaint Resolution Officer

## Research

**Tung Nguyen, MD -** Associate Vice Chancellor, Research – Inclusion, Diversity, Equity, and Anti-Racism (IDEA)

**Office of Diversity & Outreach**
550 E Gene Friend Way | San Francisco, CA
**diversity.ucsf.edu**

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