Semi-Annual Anti-Oppression/Anti-Racism Medical Student Check-in
Agenda

- **Welcome and Background**
  - Catherine R. Lucey, MD, Executive Dean, Vice Dean for Education

- **Our progress since September 2020**
  - **UCSF Campus Initiatives**
    - Renee Navarro, MD, PharmD, Vice Chancellor of Diversity and Outreach
  - **Medical Education: Our Systems-based approach to anti-oppression**
    - Catherine R. Lucey, MD, Executive Dean, Vice Dean for Education

- **Updates from Student Leaders**

- **Q&A:** Evolve Benton, MA, MFA, Equity and Inclusion Program Manager
Student Check-In Community Agreements

- Q&A takes place after presentations
- Post questions in Q&A
  - “Like” questions posted by your classmates to upvote them.
  - Questions answered ‘live’ based on number of upvotes
  - If you want a personal response, please provide your name
  - Recording posted on NEW Medical Education DEI website by Wednesday (4/21) afternoon.
    - [https://meded.ucsf.edu/about-us/diversity-equity-and-inclusion](https://meded.ucsf.edu/about-us/diversity-equity-and-inclusion)
Taking Care of Yourself During Challenging Times

Your Wellness Is Our Priority

UCSF strives to provide support for our students’ mental and physical health, as well as spiritual, financial, environmental, and social well-being. Our priority is to support our students' well-being through a variety of resources and programs available on campus and through the medical school.

COVID-19 Student Well-Being Resources

The UCSF School of Medicine is committed to supporting your well-being during physical distancing and our response to COVID-19. We want to acknowledge the fatigue, stress, fear, anxiety and other challenging emotions that come with this shifting and remote learning environment. Below are some resources that will help you manage living remotely. Howard Rubin and Stella Conwell are scheduling virtual psychotherapy sessions. You can also always reach out to any member of the Student Experience Team at any time.
- A moment of silence
- A moment of gratitude
- A commitment: imbed anti-racism/anti-oppression in all mission areas and to build upon the efforts of campus leaders
- Guiding Principles:
  - Prioritize efforts in all pillars of the SoM strategic plan and as a core priority
  - Center the voices of all who have been minoritized & oppressed by medicine
  - Build robust systems, with metrics and a continuous improvement mindset
- Future check-ins will focus on other affinity groups
UCSF Campus Progress
Renee Navarro, MD, PharmD
Vice Chancellor of Diversity and Outreach
SOM Bi-Annual Student Check-in
Anti-Oppression/Racism

April 19, 2021

Vice-Chancellor Renee Navarro, MD, PharmD (she/her)
Office of Diversity and Outreach
Professor of Anesthesia and Perioperative Care
Updates from Office of Diversity and Outreach

- Responsible for Cabinet’s Anti-Racism response (and all dimensions of diversity, culture of inclusion and belonging)
  - Work with learners, faculty, staff, leadership and the community
  - Convener of Climate of Inclusion committee, DDLs, Diversity Leadership

- Heavy demands following 2020’s dual pandemics: Covid-19 and police violence
  - Internal growth within ODO to comply with demands (harassment and discrimination allegations) and other requirements

- Learn more:
  - https://diversity.ucsf.edu
  - https://diversity.ucsf.edu/antiracism-initiative
A NEW IMPERATIVE
Determining collective actions and response to Black Lives Matter movement
Initiative Goals

- Create a safe, healthy and welcoming climate for employees and learners at UCSF
- Eliminate anti-racism knowledge gaps
- Embedded equity as part of essential criteria in decision making
- Achieve equity in patient care (including affiliates)
- Achieve demographic diversity in leadership

Objectives

- Eliminate of microaggressions
- Land acknowledgement + relationship with Native American community
- Confidential CARE advocate for individuals experiencing racial harassment or discrimination
- Define antiracism core competencies
- Update curriculum within each professional school and the graduate division
- Support and coordination with the UCSF Anchor Institute initiative: workforce development, procurement expenditures and community investment
- Advancing Excellence in Faculty and Staff Recruitment
- Diversification, training and accountability for chancellor and cabinet committees
- Advancing health equity initiatives in collaboration with Health Equity Councils
- Facilitate de-escalation in situations of disrupted care
- Achieve demographic diversity in faculty and staff positions, and facilitate opportunities for leadership
- Implement best practices and accountability metrics in recruitment and hiring
Expanded Education and Training

• Mandatory Foundational Training
• Differences Matter Champion’s Training – expanded to all faculty/staff
• Dante King Series - Anti- Racism
• Race in Medicine Series – Vice Dean Kristen Bibbins-Domingo
• REPAIR Project – Joint sponsorship
• Health system de-escalation training
• Ongoing sponsorship of diversity committees – Black Caucus, CLCA, LGBT, Disability Inclusion, APASA
• On-going executive leadership training – Restorative Justice
Foundations of Diversity Equity & Inclusion
Mandatory Online Training

Launched Jan 25, 2021
Expanded Support – Resource Centers

- **Multicultural Resource Center** – Dr. LaMisha Hill
- **LGBT Resource Center** – Klint Jaramillo
- **CARE Advocate** – Denise Caramagno

**Mission:** To nurture and foster a sense of belonging for historically underrepresented learners, communities of color, and allies.

- Provide **direct support to historically underrepresented learners and registered campus organizations (RCOs)**
- Provide foundational **knowledge and skill building on diversity** concepts
- Provide **social justice programming** to promote personal and professional identity development
- Provide **culturally congruent wellness programming**.
Advancing Excellence in Faculty Recruitment

- Faculty Equity Advisor (FEA) Program
  - Evidence-based, best practice in eliminating bias in the recruitment via, committee composition, training, oversight and accountability
  - Requirement for Contributions to Diversity statement for all applicants

- Basic Science Faculty Diversity Recruitment Program

- UCOP Sponsored Faculty Recruitment Grants
  - 2018 Advancing Diversity in Faculty Recruitment – 4 Ladder Rank Recruitments URM
  - 2021 Leadership Equity Advance Diversity (LEAD) – advancing URM and women into leadership positions

- Incentives
  - Chancellor’s Post Doctoral Fellows Program – which includes subsequent hiring incentive
  - Watson Scholars
### UCSF Faculty 2010 and 2020

**Race/Ethnicity**

- **2010**:
  - American/Black: 21%
  - American Indian/Alaska Native: 3%
  - Asian: 2%
  - Other: 3%
  - Total: 73%
  - n = 2327

- **2020**:  
  - American/Black: 28%
  - American Indian/Alaska Native: 7%
  - Asian: 2%
  - Other: 3%
  - Total: 57%
  - n = 3294

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**Office of Diversity and Outreach**
UCSF Faculty 2010 and 2020

**Gender**

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Other</th>
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<tbody>
<tr>
<td>2010</td>
<td>44%</td>
<td>56%</td>
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<tr>
<td>2020</td>
<td>52%</td>
<td>46%</td>
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</table>

**Office of Diversity and Outreach**
ODO/Health System Interventions

- Health Equity Council – to eliminate disparities in care
- Covid Vaccination Equity – patients and staff
- LGBT Health Focus – including transgender care patient navigators
- Policy and Practices Review – unintended consequences
  - Disruptive care policies
  - Patient Advisory Boards
- Anchor Institute Commitment
  - Economic opportunities (procurement, internships, targeted job opportunities and community investment)

Dr. Maja Jackson-Triche
Executive Advisor and AVC DEI
UC Health, Professor of Psychiatry
Transparency

- Communication
  - Anti-racism Town Halls, Group webinars
  - ODO Newsletter and listserv
  - Pronouns Campaign – LGBT resource center
  - Disability Inclusion – Visibility Campaign

- Data [https://diversity.ucsf.edu/reports-data/diversity-data/learner-scorecard](https://diversity.ucsf.edu/reports-data/diversity-data/learner-scorecard)

- Upcoming
  - Chancellor’s Antiracism Webinar – Dr. Dayna Matthew, JD - Dean George Washington Law and author of *Just Medicine* May 6th
  - Chancellor’s Annual Leadership Forum on DEI May 19th

- Climate of Inclusion Survey Fall 2021
Medical Education’s System-based Approach
Catherine R. Lucey, MD
Executive Vice Dean/Vice Dean for Education
Diversify the Academy

Expand the URM Faculty and Leadership Workforce to shape the future of the School of Medicine and beyond
- Strengthen the student to resident and resident to faculty pipeline at UCSF and beyond
- Incentivize recruitment of URM faculty into enduring faculty positions
- Build systems to support URM faculty flourishing and retention
- Create Communities of Support, Learning and Impact

Generate And Apply New Knowledge

Achieve Health and Health Care Equity through the scientific method
- Build understanding and strive to achieve consensus around existing biomedical and social science evidence on the role of race and ethnicity in medicine, biomedical science
- Generate evidence on the role of race, ethnicity, gender identity in precision and population medicine
- Establish standards for the conduct of equitable, anti-racist clinical trials
- Create opportunities for meaningful and scholarly dialogues around race and oppression.
- Apply knowledge within care delivery systems

Build Expertise within UCSF

Establish and support achievement of expected competencies for an inclusive and equitable institution
- Revise UME and GME curricula and assessments to support competencies in anti-oppressive approach to medicine and science
- Design and implement managerial anti-oppressive competencies and learning experiences for all SoM managers
- Create ongoing continuing education on equity and inclusion for SoM faculty and residents

Optimize Strategies and Systems: Build an equitable SoM culture with opportunity for all
Identify and optimize for equity all systems that impact opportunities for advancement and career success for all roles
Establish and publish annual goals and metrics for all DM and SoM leaders
## Medical Education Areas of Focus

<table>
<thead>
<tr>
<th>Attract and Recruit</th>
<th>Build</th>
<th>Diversify</th>
<th>Create</th>
<th>Establish and sustain</th>
<th>Collaborate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attract and Recruit a Diverse Student and Resident Body, through anti-racism outreach and admissions processes</td>
<td>Build robust systems to provide Social, Learning, Wellbeing and Career Advancement Support to meet the unique needs and goals of students from marginalized groups</td>
<td>Diversify the faculty who teach and mentor students and establish competencies that optimize their ability to engage with a diverse student body</td>
<td>Create a model curriculum that incorporates anti-oppression content across all disciplines and experiences</td>
<td>Establish and sustain assessment, advancement, recognition and reward systems that reflect the breadth of talents and competencies URM students bring to the profession of medicine.</td>
<td>Collaborate across the institution and into the community to address the needs of marginalized populations within the Bay Area and Beyond</td>
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Enhancing Our Collective Knowledge

UCSF Presidential Chair
Camara Jones, MD, MPH, PhD

Kirsten Bibbins-Domingo, PhD, MD, MAS Vice Dean, Chair and Professor

Racism and Race
The Use of Race in Medicine and Implications for Health Equity
Three-year anti-oppression curriculum (AOC) initiative

- The integrated, 4-year approach to anti-racism and anti-oppression will build on existing foundations to create an intentional, fully integrated anti-oppression lens throughout the SOM curriculum.

- Interviews underway for 8 funded Curriculum Component Faculty Leads.

- Executive Council developing implementation milestones.

- Stakeholder advisory board will allow for members of the UCSF community and the SF community to share expertise.

REPAIR Project

- Three-year initiative designed to address Anti-Black Racism in science and medicine.
Collaboration Across Institutions

Berkeley UCSF Joint Medical Program

UNIVERSITY OF CALIFORNIA MERCED

Fresno

26
Developing Systems of Equity

- Equity in Assessment and Learning Policy
  - Codified Racial and Sociopolitical Trauma Protocol
  - Required DEI training for medical education faculty leaders and staff
- Equity in Assessment Checklist
- Equity Justice in Education Faculty Development Program (EJE)
Med Ed Leaders Diversity

Faculty medical education leaders who have taken SOM 6 hour Diversity Champion Training

- 96% Faculty whose salary are supported by Medical Education
  - 100% Bridges Coaches
  - 100% Clerkship Directors
- 49% Clerkship Site Directors (\(^18\%\) increase since August)
- 64% Career Launch directors (\(^13\%\) increase since August)
Differences Matter 2025 will focus on increasing faculty diversity through targeted recruitment and retention efforts.

Coach Faculty Recruitment
- Heather Hervey Jumper hired as new Coach effective January 1, 2021
- Arthur Wood hired as new Coach effective April 1, 2021
- 19% Coaches identify as URM; 7% now identify as Black/AA
Transparency/Accountability

- **DEI initiatives** highlighted from homepage
- Single location for regular updates to new initiatives
- Redesigning data graphics with greater specificity and clarity for internal use
- Semi-annual check-ins

[Link to DEI page](https://meded.ucsf.edu/about-us/diversity-equity-and-inclusion)
Student Leader Updates
Student Leader Updates

- SNMA
- WC4BL
- APAMSA

- Norman Archer
- Michelle Bui
- Manuella Djomaleu
- Anthony Nguyen
- Wynton Sims
- Kamina Wilkerson
SNMA Updates

Wynton Sims, Co-President
Kamina Wilkerson, Co-President
Gratitude to School of Medicine for Major Commitments to Black Students

Accountability and Monitoring (today’s check-in!)
Racial Trauma Protocol
Expanded Diversity Reporting
Increased Funding for AMEC
Anti-racist Curriculum
SNMA Commitments for 2021 & Beyond:

- Establishing compensation for students who do DEI and anti-racist work
- Increasing programming for URM accepted students
- Meeting the financial need of all acceptees and current students
- Disaggregating the "Black/African-American" racial category into ethnic/cultural subgroups in SOM diversity reports
- Creating a UCSF Center for Black Excellence
- Defunding 100% of police forces (UCPD, SFPD, County Sheriff) from all UCSF campuses
- Promoting Black communities and Black businesses in the Bay Area
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Thank you!
WHITE COATS 4 BLACK LIVES

Norman Archer, MS1
4.19.21
Daunte Wright
Miles Jackson
Adam Toledo
What is The REPAIR Project?

REPAIR is an acronym. It stands for **REParations** and **Anti-Institutional Racism**.

<table>
<thead>
<tr>
<th>APRIL</th>
<th>MAY</th>
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<tbody>
<tr>
<td><strong>Teach-In</strong></td>
<td><strong>Teach-In</strong></td>
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<tr>
<td>The Black Panther and Young Lords Parties’ Health Programs</td>
<td>Black Lives and Food Insecurity: Community Solutions and Medical Innovation</td>
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<tr>
<td>April 7, 5:00-7:00 PT</td>
<td>May 6, 5:00-6:30 PT</td>
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<td>Pre-register</td>
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<tr>
<td><strong>Teach-In</strong></td>
<td><strong>Campus Forum</strong></td>
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<tr>
<td>Racism and Housing Injustice: The War on Drugs, Criminalization, and Effects on Health</td>
<td>The Ties that Bind Us: Slavery and the Medical Invention of Race</td>
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<tr>
<td>April 21, 5:00-6:30 PT</td>
<td>Dr. Rana Hogarth</td>
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<tr>
<td>Pre-register</td>
<td>May 11, 3:30-5:00 PT</td>
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<td>Pre-register</td>
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<tr>
<td><strong>Campus Forum</strong></td>
<td><strong>Student Reflection with Dr. Rana Hogarth</strong></td>
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<tr>
<td>The Past is Present: Understanding Historical Trauma as a Barrier to Care Dr. Tina Sacks</td>
<td>May 13, 12:00-1:00 PT</td>
</tr>
<tr>
<td>April 27, 3:30-5:00 PT</td>
<td>Pre-register</td>
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<tr>
<td>Pre-register</td>
<td><strong>Closing Event</strong></td>
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<tr>
<td><strong>Student Reflection with Dr. Tina Sacks</strong></td>
<td>The Black Paper – A Proposal for Medical Reparations</td>
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<tr>
<td>April 29, 12:00-1:00 PT</td>
<td>TBD</td>
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<tr>
<td>Pre-register</td>
<td><strong>JUNE</strong></td>
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Illustration by Golden Courtesi
In the past year, COVID in CA prisons has looked like:

49,222 incarcerated people tested positive for COVID-19. 217 people died.

One year into COVID, 20 of CA's prisons are still operating above 100% capacity.

Vaccines won't make overcrowded prisons safe. We need #ReleasesNow.

Actions to Take Today:


2. Sign the UCSF WCBL petition for decarceration: bit.ly/Releases4PH

3. Follow CA orgs advocating for incarcerated folks:
   @C_C_W_P @YoungWomenFree
   @restorejustice @ellabakercenter
   @essiejustice @aaaalc @AsianPrisonerSC

4. Contact your local legislators & tell them you support #ReleasesNow.
SIGN ON TO THE PROPOSAL
ALTERNATIVES TO SHERIFFS AT SF DPH
HTTPS://CUTT.LY/DPHMUSTDIVEST-ALTERNATIVES-SIGNON

JOIN DPH MUST DIVEST
WWW.DPHMUSTDIVEST.COM

FILL OUT AN INTEREST FORM @ HTTPS://CUTT.LY/GETINVOLVED

ABOLISH UCSD
COPS OFF CAMPUS
Community Solidarity & Allyship

- We have seen how such hatred can begin with pejoratives and evolve into acts of unspeakable violence.
  - With our hearts out to the families of those slain, targeted and traumatized, we realize that we must do more than condemn.
    - We must come together to support one another, to protect our vulnerable and to defend against violence.
1. SOM - Initiation of the Racial and Sociopolitical Trauma Protocol

2. Official Public Statements to the Community

3. UCSF Anti-Asian Racism Planning Meeting

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UCSF Denounces Anti-Asian Racially Motivated Attacks

Violent acts against Asian Americans and Pacific Islanders (AAPI) communities have been on the rise. At UCSF, we are proud to be committed to dismantling anti-racism. Chancellor Sam Hawgood, UCSF Health CEO, Mark Larie, and Vice Chancellor of Diversity and Outreach, Renee Navarro issued an official statement (available in multiple languages) denouncing these racially motivated attacks. APASA also published a formal statement and included several ways for all of us to take action, speak up, and be allies.

Our strength is our united communities. Together, we must speak up against racism and xenophobia of any kind while investing in our mental health through self-care and racial healing.

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BCH and UCSF Responds to Anti-Asian Racism

Statement from UCSF Benioff Children's Hospital and the BCH Diversity, Equity and Inclusion Council - March 19, 2021

Dear Colleagues,

As the leaders of UCSF Benioff Children’s Hospitals and the BCH Diversity, Equity and Inclusion Council, we lend our voices to the condemnation of the escalating attacks against the Asian American and Pacific Islander (AAPI) communities.

The recent surge in assaults within these communities is acutely highlighted in the Bay Area at the intersection of age and race/ethnicity, and in the most recent violence in Atlanta, at the intersection of gender identity and race/ethnicity. We recognize the emotional toll that these tragedies take, and we stand in solidarity to support and protect all members of our BCH community.
The UCSF AAPI Community

Healing Circles, & National Demands for AAPI Student Safety

In the face of current events and historical injustice, your silence - the silence of our teachers, mentors, and leaders - speaks volumes. It erases our experience in America, even when lives are lost.

Therefore we, the National Asian Pacific American Medical Student Association, call on institutions of medical training across the United States to take the following actions, listed by order of urgency:

1. Publicly acknowledge and denounce recent acts of anti-Asian violence, including the Atlanta massacre, and state your support for your Asian American trainees - and encourage leadership throughout your institutional community to do the same
2. Recognize that your Asian American trainees are at risk and provide appropriate accommodations for their protection, including but not limited to: faculty/staff/preceptor awareness; bystander intervention training for students and faculty, including education around microaggressions and biases faced by Asian American trainees; rideshare credits for travel to distant clinical sites; etc.
3. Follow through with academic accommodations and psychological support for trainees affected directly and indirectly by these attacks, including spaces for discussion for both APIA and non-APIA groups
4. Inclusion of anti-APIA racist constructs, such as the model minority myth and the bamboo ceiling, as part of implicit bias and diversity, equity, and inclusion (DEI) training for faculty and staff
5. Inclusion and hiring of Asian Americans/Pacific Islanders in DEI initiatives, offices, and task forces
Join Supervisor Gordon Mar & SF westside leaders to lift up Asian American Pacific Islander (AAPI) voices and build bridges across communities in the wake of violence and racially motivated incidents.

MARCH FOR AAPI
SOLIDARITY + SAFETY

Sunday, April 18th 1:00 PM

from the Bay to Atlanta
on our minds, in our hearts
join us for a tuesday vigil
march 23rd | starting at 5:30pm
madison park | oakland
Bring your heartfelt notes to share at our altar.

#loveourpeople

The Bay Area:
A Community of Action

Saturday 3/20 Noon, Portsmouth Square
Chinatown, San Francisco
Show up for Georgia and all Asian American communities
A community art event
Future Actions - Asks (for everyone)

• 1. To continue to support fellow AAPI peers & reach out to people on your mind. This allyship means everything. A text, call, or check-in can mean everything.

• 2. To continue such commitment to standing with the AAPI community.
  • Ways we can achieve this:
    • As fellow organizations, supporting and spreading awareness of Anti-Racism educational materials and events.
    • As an institution, seeing how we may incorporate the AAPI experience into components like our Differences Matter Orientation (discussions in progress).