

Greetings, colleagues!

There are many initiatives underway and on the horizon to continue our efforts to ensure that UCSF is a place where all experience a sense of belonging, limitless opportunities to contribute, and support for the careers that best suit each of our unique passions and talents.

The context in which we work illustrates how critical it is that we educate all physicians to have the competencies required to meet the needs of our diverse communities. The news reminds us of the devastating consequences of structural and interpersonal racism and oppression, as we watch and grieve the horror of George Floyd's homicide, the upsurge in anti-Asian hate crimes, the tragedy of children at the border, and ongoing violence against women and the trans community. Together, as physicians, we must focus our knowledge accumulation and interventions on tackling the effects of structural discrimination within our respective disciplines. As physician citizens, we must advocate to address these issues in society more broadly. I am hopeful that the new administration is setting a different tone and is actively working to dismantle oppressive laws and federal policies.

We have much to be grateful for in our anti-racism and anti-oppressive work, work that is only possible because of the dedication and commitment of all within the UCSF community, particularly our students. Thanks to all who have so generously provided advice, insights and wisdom to guide our collective work. Here are some important initiatives:



UCSF Presidential Chair

We are pleased to announce that the School of Medicine has once again been awarded a [Presidential Chair](#). This Chair will be held by [Camara Jones, MD, MPH, PhD](#), who many of you know from her powerful voice and activism on issues of structural racism. Dr. Jones will engage with the entire UCSF community in our anti-racism/anti-oppression work in the coming year. Many thanks go to Anda Kuo, MD, co-director of the California ACES Learning and Quality Improvement Initiative, for spearheading her nomination.



SoM Anti-Oppression Curricular Leadership

Associate Dean John Davis, MD, PhD has recruited [Denise Connor, MD](#) to lead our [anti-oppression curriculum initiative](#) drawing on her work in this area and her educational expertise as a leader of the DR block. We are now recruiting for a cohort of faculty to serve as anti-oppression curricular liaisons who will work with each of the F1 blocks and F2 clerkships to guide their curricular renewal, incorporating contemporary concepts in the origins of and strategies to combat the structural oppression that leads to health care disparities in many



Expanding Anti-Oppression Work on Regional Campuses



Peter Chin-Hong, MD



Jyothi Marbin, MD

Associate Dean Peter Chin-Hong, MD, is leading a multi-institutional group of educators from UCSF, UC Merced and UCSF Fresno to build a four-year regional campus in the San Joaquin Valley to help mitigate the health issues of this medically-underserved community. In addition, he worked with the UC-Berkeley-UCSF Joint Medical Program to recruit a new director: [Jyothi Marbin, MD](#), who is leaving her role as director of the Pediatric Leadership for the Underserved (PLUS) Program to take on this role at UC Berkeley.



Advancing Our Work on Equity in Assessment

Associate Dean Karen Hauer, MD, PhD has worked with input from faculty and students to design and disseminate [new tools to advance equity in clinical and classroom assessments](#). The School has codified this work with [policies and procedures](#) that support equity in learning and assessment.



Enhancing Our Collective Understanding of Anti-Oppression Issues

[Vice Dean Kirsten Bibbins-Dominngo, PhD, MD, MAS](#), has led a team of experts and advocates across the UC System to plan a spring symposium, [Racism and Race: The Use of Race in Medicine and Implications for Health Equity](#). In a series of sessions (all are recorded), experts will present on the history of racism and race and the medical profession, current controversies in prevention, diagnosis and treatment related to race in medicine and future research questions. We will follow these expert presentations with convenings of education leaders from across the UC system to plan an evidence-based platform for action for our curricula and learning environments.



Building Systems in Medical Education to Address Curricular Controversies and Concerns

We have been delighted to see the engagement of the UCSF community — students and faculty, with the proposal to codify an approach to addressing student concerns about lapses in curricular inclusivity. We are grateful for all of you who have responded to our request for feedback and are working to refine the policy in response to the comments we have received. We want to share some of the important themes we have seen in your responses.

1. Students are concerned about the potential negative impact on wellbeing and learning that can result when, regardless of intent, faculty have lapses in language and contemporary issues during lectures. They have asked education leaders to clarify how students can access the support they need in a timely fashion and how all students in a given class receive clarifications about curricular content or correction of mistakes in the curriculum.
2. Students and faculty alike want to make sure that the education mission's approach to a growth mindset applies to all members of the UCSF community in all settings. They have asked that education leaders remind everyone participating in the challenging online environment to work to ensure that feedback they provide in all venues is respectful and educational and contributes to our goals of inclusivity and belonging.
3. Faculty whose professional expertise is not in anti-oppression want to make personal and collective progress in adopting new concepts and integrating them into lectures and educational experiences. They ask that the education leaders work to help students understand that structural oppression should be addressed across the curriculum, but not every faculty member has the expertise or curricular time to address every anti-oppressive issue in each lecture.
4. Faculty whose professional expertise is in the areas of race, racism and other forms of oppression in medicine expressed a desire to have all members of the UCSF community engage fully in conversations about how best to use our emerging understanding of these issues in the care of our patients, with intellectual curiosity and humility.

Please share your ideas for future anti-oppression work by emailing bridges@ucsf.edu. We also hope you will visit our new [Diversity, Equity and Inclusion web page](#).



Join Us: Anti-Oppression Student Check-In

We invite you all to join us for one of our semi-annual check-ins on anti-oppression on **Monday, April 19 at 5:00 p.m.**

[Zoom Info: Student Check-In](#)

Thank you to all — students, faculty, staff, and leaders, for the work you are doing, for your intellectual curiosity, for your personal resilience in the face of so many stressors and for your commitment to making the world better for all people through equity and inclusion in academic medicine.

On behalf of all your deans,

Catherine R. Lucey, MD
Vice Dean for Medical Education
Executive Vice Dean for the School of Medicine

Michelle A. Albert, MD, MPH
Associate Dean for Admissions

Peter Chin-Hong, MD
Associate Dean for Regional Campuses

John Davis, MD, PhD
Associate Dean for Curriculum

Karen Hauer, MD, PhD
Associate Dean for Competency Assessment and Professional Standards

Lee Jones, MD
Associate Dean for Students

Kevin H. Souza, MS
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