

## **Summer ESCDF Project Proposals – Feel free to reach out to faculty mentors**

**Project Title**

Creating a faculty development program in diversity, equity and inclusion – **HIGH PRIORITY**

**Number of students you would like on your team**

1

**Please list Primary, Secondary Advisors and other team members, including their roles**

Primary Advisor - Kate Lupton, MD

Team members - Pat O'Sullivan, Ed D - project advisor, Director, Research and Development in Medical Education

**Please write a 2 or 3 sentences that describe the project as a recruitment/advertisement**

Learners at UCSF have identified the need for additional faculty development in diversity, equity and inclusion topics for teaching faculty, but until recently there were few formal opportunities for educators to develop concrete skills in DEI. We have been working in collaboration with the UCSF Center for Faculty Educators to develop a Teach for UCSF faculty development certificate in Diversity, Equity and Inclusion, and are creating several new faculty development workshops as part of this series. The ESCDF scholar who works on this project will assist with the development of a workshop titled "Similarities and Differences" that will help faculty develop skills in appreciative inquiry to create a learning climate that welcomes and celebrates learners' diverse identities and life experiences and the strengths and skills they bring to their careers in medicine that stem from their identities and lived experience.

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**Project Title**

Enhancing Diversity, Equity and Inclusion in the Bridges Curriculum (Multiple projects available) – **HIGH PRIORITY**

**Number of students you would like on your team**

3-6 (divided across multiple discrete DEI projects)

**Please list Primary, Secondary Advisors and other team members, including their roles**

Core Mentorship Team for all DEI Projects: John Davis, Kevin Souza, Aimee Medeiros, Gabe Sarah  
Additional mentors for BMB DEI project: Dan Lowenstein and Descartes Li

**Please write a 2 or 3 sentences that describe the project as a recruitment/advertisement**

Examining and improving the way Diversity, Equity, and Inclusion is embedded into the Bridges Curriculum is a key priority for the School of Medicine. We seek a team of students who are interested

in DEI to work with a group of key educational leaders at UCSF to examine and improve the way DEI is represented across the curriculum. Based on their interests, students will be assigned to specific sub-projects (as individuals or in pairs) within this DEI theme. Sub-projects include:

1. Tracking Diversity, Equity and Inclusion for Continuous Improvement in the Bridges Curriculum (primary mentor = Aimee Medeiros). Summary: The SOM Differences Matter Program developed a set of tags to tracking elements of the curriculum that represent our values in diversity, equity and inclusion. These can be applied to learning objectives, teaching materials (included patient cases for teaching), standardized patient cases, labs, and other active learning modalities. This project would review and tag the Bridges Curriculum content, develop a map of how DEI concepts are currently represented in the curriculum and make recommendations for a next phase of work in continuous improvement of the curriculum to embrace our values of DEI.
  2. Diversity, Equity, and Inclusion in F2 related to Sexual Orientation, Gender, and Health Disparities (primary mentors = Aimee Medeiros and Gabe Sarah). Summary: As topic stewards for LGBTQ+ health, gender, and healthcare disparities, our goal is to convene a group of students to work towards an increase in material related to our topics within the F2 curriculum. We have made great progress in increasing our presence in F1 but have work to do with F2. Students will be charged with meeting with clerkship directors and educational leadership teams within departments to identify strategies for the inclusion of inclusive educational topics during core clerkships.
  3. Making Diversity, Equity and Inclusion Front and Center in BMB! (Primary mentors = Dan Lowenstein and Descartes Li). Summary: This project aims to insure that issues related to race, ethnicity, gender and other differences become a major thematic emphasis in BMB. Although an attempt has been made to increase the diversity of the patient-teachers in the course, and some modifications of small group material, the changes have been limited, a much more extensive "deep dive" is needed to transform the course. The goal is to intercalate diversity-related material into all aspects of the course, including reader chapters, lectures, ILMs and exams
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