

**COMMUNICATION FROM THE COMMITTEE ON EQUAL OPPORTUNITY (EQOP)**  
**Janice Tsoh, PhD, Chair**

December 10, 2014

Sam Hawgood, MBBS, Chancellor  
University of California, San Francisco  
550 16th Street, Box 0402  
San Francisco, CA 94158

Farid Chehab, PhD, Chair  
UCSF Academic Senate  
500 Parnassus Avenue, Box 0764  
San Francisco, CA 94143

RE: EQOP Response to Recent Grand Jury Verdicts

Dear Chancellor Hawgood and Chair Chehab:

As members of the UCSF Committee on Equal Opportunity (EQOP), part of our charge is to promote a climate of inclusion on the UCSF campus. We wish to express our profound concern regarding potentially adverse effects on the UCSF campus climate of inclusion as a result of the recent decisions by two grand juries not to indict white police officers who killed unarmed Black men. The unarmed victims included a teenager, Michael Brown, and Eric Garner, whose death by choking at the hands of a police officer was witnessed by by-standers and documented on video that left little or no doubt regarding the police officer's unnecessary use of lethal force.

These incidents are the most recent and vivid but unfortunately they are not isolated; a large number of homicides of Black men by police have been reported for years, rarely if ever with any prosecution of those responsible. These patterns – both the killings and the lack of legal action against those who killed-- indicate widespread, deeply held, and potentially unconscious but also potentially lethal bias and stereotyping. They understandably cause many African Americans to fear for their lives or the lives of loved ones, and raise the disturbing question whether Black lives are valued equally with the lives of Whites.

Our campus community is not a detached island, immune from the sentiments and perspectives of the larger U.S. society. To minimize the potentially adverse effect of these incidents and patterns on the campus climate, we respectfully call upon you as Chancellor to make a statement to the UCSF community, deploring racial bias in any form but particularly in the form of police killing of unarmed individuals, and affirming that the lives and well-being of all people are equally precious.

To acknowledge the importance of national events and to inform understanding among the UCSF, EQOP asks the Chancellor to reinforce the need to work towards a more welcoming and inclusive campus and further support the on-going efforts from Vice Chancellor Navarro's Office in enhancing the campus community's knowledge and awareness of implicit/unconscious bias and the impact it has on our campus community.

The Committee on Equal Opportunity welcomes questions or further discussion on this issue and stands ready to work with the Chancellor and the Office of Diversity and Outreach, by offering suggestions and participating in the planning of a campus-wide response.

Sincerely,

**UCSF Committee on Equal Opportunity**

Janice Tsoh, PhD, Chair, (M)

Audrey Lyndon, PhD, RN, FAAN, Vice Chair, (N)

Paula Braveman, MD, MPH, (M)

Linda Centore, RN, PhD, (D)

Kim Dau, RN, MS, CNM, (N)

Gordon Fung, MD, MPH, PhD, (M)

Ryan Hernandez, PhD, (P)

Manisha Israni, MD, (M)

Marguerita Lightfoot, PhD, (M)

Audrey Lyndon, PhD, RN, FAAN, (N)

Renee Navarro, PharmD, MD, Vice Chancellor, Office of Diversity and Outreach

Eliseo Perez-Stable, MD, (M)

Anil Sapru, MD, (M)

Enrique Terrazas, MD, (M)