

COMMUNICATION FROM THE COMMITTEE ON EQUAL OPPORTUNITY

Janice Tsoh, PhD, Chair

December 18, 2015

Ruth Greenblatt, MD, Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Dear Chair Greenblatt:

As members of the UCSF Committee on Equal Opportunity (EQOP), part of our charge is to promote diversity and a climate of inclusion on the UCSF campus. We wish to express our profound concern regarding potentially adverse impacts on the UCSF campus climate of inclusion as a result of the recent world events and subsequent narrative affecting our campus' Muslim community.

Current world events understandably cause faculty, students and staff of all backgrounds unease. However, the ensuing language of exclusion being directed at the Muslim community indicates widespread, deeply held bias and stereotyping. These raise disturbing questions whether members of religious and ethnic minorities receive fair treatment and are valued equally.

To acknowledge the importance of world events and to inform understanding within the UCSF community, EQOP respectfully asks the Academic Senate to work with the Chancellor to make a statement to the UCSF community, deploring racial and religious bias in any form and affirming that we value an inclusive society. We urge the UCSF leadership to reinforce the continuous efforts in cultivating a 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 the presence and contributions of the Muslim community on our campus.

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,



Janice Tsoh, PhD, Chair

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, PhD, ANP-BC (D)
Kim Dau, RN, MS, CNM, (N)
Gordon Fung, MD, MPH, PhD, (M)
Ryan Hernandez, PhD, (P)
Katherine Julian, MD (M)

Marguerita Lightfoot, PhD, (M)

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

Anil Sapru, MD, (M)

Jae Sevelius, PhD (M)