COMMITTEE ON EQUAL OPPORTUNITY
Francis Lu, MD, Chair

MINUTES
Meeting of January 10th, 2005


ABSENT: D. Weiss

EXCUSED: S. Youmans

PERMANENT GUEST: Harvey Brody, Faculty Search Ambassador Program

GUESTS: Sederia Badgett, Assistant to the Ambassador Program

Chair Lu called the extended meeting to order at 8:13 a.m.

The minutes of the December 26, 2004 meeting were approved as amended.

Update on the Ambassador Program – H. Brody

H. Brody reported the following items:

- H. Brody distributed a copy of the survey he intends to send to Search Committee Chairs after the search has been completed to solicit their input on the Ambassador Program. The survey will be distributed through the Academic Senate Office.
- The Schools of Pharmacy, Dentistry, and Nursing have all followed the School of Medicine and formed Task Forces. Dr. Brody’s would like to add to their agendas the idea of have ambassadors from all schools. Dr. Brody added that in his view, having face-to-face discussions with applicants on site is clearly the way to go. He’s trying to really push this on the agenda. What is the role of EQOP? How does the Committee work with the Task Force and more specifically, how does the Committee get the schools involved in starting/creating a School-level Ambassador program? He would like to eventually develop a training program.

Discussion. The Committee discussed drafting a formal communication to Chair Zegans asking that the Ambassador Program be institutionalized by implementing one ambassador per school.

Action. Notwithstanding some concerns about financial support, and the depth of EQOP’s purview (who would the ambassadors be accountable to?), the Committee moved to endorse a implementation of a School-
level Ambassador program at each individual school via a formal communication to Chair of the Senate. Motion carried unanimously.

**Discussion of Assigned Reading**

2004 IOM “In the Nation’s Compelling Interest: Diversity in the Healthcare Workforce” – Francis Lu
Chair Lu gave a power point presentation (Attachment A). Some highlights included:

- Chair Lu suggested implementation of an online training program for Proposition 209 since there is still so much confusion regarding the proposition and how it affects the University.
- The report stressed the duty of a non-profit to be promoting diversity and outlined some bottom line benefits to diversity.
- Some suggested strategies which fall into our purview:
  - assess and describe potential benefits of greater racial and ethnic diversity among health professionals;
  - improving the HPEI campus “climate” for diversity, and
  - considering the application of community benefit principles to improve the accountability of non-profit, tax exempt institutions (e.g., medical schools and teaching hospitals) to the diverse racial and ethnic communities they serve

Chair Lu suggested some strategies that we may want to pursue on this committee:

- Improve Campus Leadership.
- The Importance of Climate. The entire institution needs to convince the minority community that this is not just a mandate. That this really is a sincere effort.
- An Evaluation Program. Such a program is necessary to monitor effectiveness and ensure accountability.

“Strategies for Diversity in the Healthcare Workforce in California” – Errol Lobo
This report, which tracked students from preschool, looked at various studies as kids go through educational system. E. Lobo pointed out that:

- Some of what this report proposes seems very impractical in light of the Governor’s 2 billion dollar education cut.
- With new changes in the pipeline, we should be careful at looking at whether these things work. (IE recruiting from specific areas – is it working? Let’s not waste funds here.)
- UCSF needs to be an advocate for the health professions.
- Need to broaden pipeline by recruiting at traditionally all black universities.
- There are many fellowships on campus for minorities that are not well known. We need to publicize the availability of such programs and perhaps create a website so that we can bring all of the resources together.

J. Fike summarized as follows:

- There are alarming disparities in attitudes about diversity due to the fact that many people simply are not aware of the benefits of diversity. Therefore, we must get the salient points out so that this issue can be moved to the front burner.
- The Executive Summary focused on three points: promoting a culture of diversity, new ideas to enrich this culture, and K-12 education.
• The report makes a compelling argument about building accountability into the system: making diversity a part of departmental reviews and publishing a report card to disseminate through the community.

Discussion.
J. Taylor suggested the formation of a Coordinating Committee consisting of the Chancellor and the Deans of the four schools. The Committee further recommended that:
1. The standing committee at each school report to dean of their schools;
2. EQOP should recommend a way to coordinate the various committees;
3. Ask for a high level of commitment from these committees.

List of Committee Priorities:
1. Continue administration of the Ambassador Program.
2. Pursue the idea of the School-level Ambassador Program.
3. Creation of a Task Force to the Standing Committees.
4. Encourage advocacy from chancellors and deans regarding importance of diversity.
5. Website.
6. Accountability.
7. Identifying specific goals and developing a roadmap.
8. What data do we need and how do we get it?
9. Bridge programs with the Community College system.
10. Mentorship.
11. Building relationships with traditionally black universities.
12. Dispelling myths regarding the value of diversity while focusing on health care disparities.

The being no further business, Chair Lu adjourned the meeting at 11:41a.m.
Committee on Equal Opportunity Attendance Record 2004-2005

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Senate Staff:
Shilpa Patel
514-2696
spatel@senate.ucsf.edu
www.ucsf.edu/senate