The Committee on Equal Opportunity was called to order by Chair Fung on April 8, 2013 at 9:08 a.m. in room U 506. A quorum was present.

Approval of the Minutes of the March 11, 2013 Meeting
The minutes of the March 11, 2013 meeting were approved.

Chair’s Report
Chair Fung had these announcements:
• Coordinating Committee will be held later in the afternoon. Minutes can be found here.
• Chair Fung will be on the search committee for the Director of Affirmative Action, Equal Opportunity, and Diversity.

University Committee on Affirmative Action and Diversity (UCAAD) – J. Shim
Vice Chair Shim had these announcements pertaining to UCAAD:
• Revisions to APM 210(1)(d). This APM was revised in 2005 to include contributions to diversity. There is some concern regarding research endeavors. Some faculty members are claiming that research focused on diversity allows faculty members to reap a ‘double benefit.’ The University Committee on Academic Personnel (UCAP) in conjunction with UCAAD have been working on revising the language. Since neither group was able to come to an agreement, both parties agreed to send their proposals to Academic Council. Academic Council endorsed UCAAD’s version.
• Meeting with Regent Fred Ruiz. At the next UCAAD meeting, Regent Fred Ruiz will be in attendance. Regent Ruiz has had a long standing interest in diversity. UCAAD is discussing what issues they would like to put forward to him and Vice Chair Shim queried the Committee at our last meeting for their input. Suggestions from the Committee included:
  o The demographic argument regarding the gap between the population and representation in our faculty and student population. What are we doing as an elite institution that in 2030, we have a faculty/staff population that reflects the state. We do not have the pipelines in place.
  o The Presidential Post-Doctoral Fellowship Program needs to be expanded, and UCSF should be eligible to receive this funding. UCSF does not qualify as funding comes from undergraduate fees. Due to UCSF’s lack of undergraduates, our institution is ineligible the hiring incentives.
• Regents do not think that faculty doing enough to further diversity initiatives. J. Shim suggesting highlighting our efforts. Vice Chancellor Navarro offered to send a link to the video outlining UCSF community outreach, diversity, and efforts to address pipeline issues.

• Vice Chancellor Navarro reminded the Committee that Regent Ruiz is on the Presidential Search Committee.

• Request from Regent Ruiz. Regent Ruiz has since requested that UCAAD members be prepared to discuss what each campus is doing in terms of research, administration, and organizational efforts related to diversity. Below is a list that the committee generated for Vice Chair Shim to report on at the next UCAAD meeting.

  o Research
    • As a health sciences campus, most of our research pertains to health disparities as opposed to how to improve pipeline in. Some programs include:
      • Center for Vulnerable Populations, SFGH, headed by Kristin Bibbins-Domingo
      • CTSI is funding outreach to increase URM faculty. CTSI is also looking at funding a more complete exit survey of people who leave UCSF, particularly people of color.
      • The Health Disparities Research Symposium, co-directed by Eliseo Perez-Stable and Vic Fujimoto. This is funded from the ODO.
      • Center for Social Disparities in Health – Paula Braveman
      • Center of Excellence in Transgender Health – Michael Reyes
      • Lesbian Health Research group
      • Med Effectiveness Research Center – Eliseo Perez-Stable

  o Administration & Organization
    • In 2010, the Office of Diversity and Outreach was established, along with the position of the Vice Chancellor of Diversity.
    • Last year, the Multicultural Resource Center was opened.
    • Some current focuses are on: accountability system, outreach, recruitment and retention, and unconscious bias. A training program, based on the AAMC “unconscious bias boot camp,” is being developed and expanded to student education and faculty development.
    • Annual Leadership Forum
    • Quarterly meetings are held to bring administrative leadership on diversity at schools together.
    • UCSF Diversity Pipeline Initiative. This is a two and a half day program bringing together 80+ women of color students and 15 women of color faculty from the health sciences programs across UC. This program brings together women with interest in academics. This program is supported by John Stobo, UC senior vice president for health sciences and services, and each of the five UC CTSIs.
    • President’s Postdoctoral Fellowship Program. Currently, none of health science campuses can take advantage of the hiring incentives provided by this program because funding comes from undergrad fees/tuition and therefore cannot be given to the health science campuses. However, the training that goes into fellows is not a undergraduate activity, so we would like to challenge the criteria that only undergraduate campuses be afforded access to the hiring incentives.
    • The ODO would like to develop funds to support URM faculty hires.
    • Faculty Mentoring Program and CTSI Mentor Development Program both have sessions on mentoring for diversity.

  o Schools:
    • School of Nursing (SON). The school has faculty development modules dealing with incorporating diversity issues in curricula and in the classroom. The SON
also has the Diversity in Action (DIVA) group and an Associate Dean of Diversity, Judy Martin-Holland

- School of Medicine (SOM). Rene Salazar runs diversity outreach in Graduate Medical Education. The school also has a post-baccalaureate program.
- School of Pharmacy (SOP) has appointed and Associate Dean of Diversity, Sharon Youmans.
- School of Dentistry (SOD). The School’s diversity efforts have been spearheaded by Linda Centore. SOD also has a post-baccalaureate program.

Report from the Vice Chancellor of Diversity and Outreach – R. Navarro

Vice Chancellor Navarro had these announcements:

- **Chancellor’s Diversity Panel.** On March 26th Vice Chancellor Navarro along with campus leadership will give an update on campus diversity data. This year, the notion of unconscious bias will was introduced. Members of the campus were encouraged to take the [Implicit Association Test](https://implicit.harvard.edu/implicit/). This test helps individuals get an idea about what their unconscious biases are and what are the things than can be put in place to reduce the impact of unconscious bias. 150 people attended in person 100 people viewed online. The panel took the test and shared with the community how surprised they were at their own results. Vice Chancellor Navarro is working with Rene Salazar and Elizabeth Ozer to develop a module based on the unconscious bias lab produced by the American Association of Medical Colleges (AAMC) to launch across the campus for students, residents and faculty. The goal is to create a module that is interactive and effective.

  Committee comments regarding the Leadership Panel included:
  - Many people of the campus community view the Panel as a public relations event. It will be helpful if leadership acknowledges the disparities and goes on record about their plans to lessen those gaps -- what we will do over the year to bridge this gap?
  - Are we including people with disabilities and Veterans in this dialogue?

- **Climate Survey**
  - Dr. Navarro is meeting with Dr. Rankin on April 26, 2013 to review the initial data from the climate survey. She will report back to the group at the May 13, 2013 meeting.

- **Recruitment**
  - Searches are ongoing for both the LGBT and OOAAD Directors.

Old Business

None.

New Business

None.

There being no further business, Chair Fung adjourned the meeting at 10:30 a.m.