

## **Committee on Equal Opportunity** **Janice Tsoh, PhD, Chair**

**DRAFT**

### **MINUTES**

**Monday, February 8, 2015**

PRESENT: Janice Tsoh (Chair), Linda Centore, Gordon Fung, Kathy Julian, Marguerita Lightfoot, Renee Navarro

The Committee on Equal Opportunity was called to order by Chair Tsoh on February 08, 2016 at 10:07 am in room U506.

#### **Chair's Report**

Chair Tsoh had these announcements:

#### **Coordinating Committee Report**

The meeting focused on cyber security, space planning, and implementation of APM 210(d). Full minutes of the Coordinating Committee can be found [here](#).

#### **Division Meeting Report**

The January 28<sup>th</sup>, 2016 Division meeting focused on space planning. Chancellor Hawgood attended. Members who attended had these comments:

- Even though there was great faculty turn-out, it seemed that the faculty were not on the same page.
- Many members felt as though this is a fait accompli.
- There is growing concern over the lack of transparency.
- What is the impact on EQOP's mission? Are people of color being adversely impacted?
  - EQOP will address these adverse implications in two ways: (1) Tell them how we feel and (2) If this is the reality, how can we make it better?
  - L. Centore and J. Savelius will spearhead this effort.

The agenda and video of the meeting can be found [here](#).

#### **May EQOP Meeting**

EVCP Lowenstein and George Taylor will attend the May meeting.

#### **University Committee on Affirmative Action and Diversity (UCAAD)**

UCAADE met on January 25, 2016. The meeting focused on the draft memo circulated regarding targeting excellence for early career faculty how to employ the [President's Postdoctoral Fellowship Program](#) in the most beneficial manner. UCSF is gaining traction for full participation in the program.

Full minutes from UCAAD can be found [here](#).

#### **Report from 4CI**

M. Lightfoot went over the agenda for the meeting. Specifically, she discussed the progress of the Diversity Certificate Program. She also highlighted a Tip Sheet created by the Committee on Status of Women. She will forward it to the committee as it is not currently posted on the website. Chair Tsoh queried whether there is one in the works for for racial/ethnic diversity or the LGBT community? If not, perhaps it is something EQOP can take on.

### **Report from the Vice Chancellor of Diversity and Outreach**

Vice Chancellor Navarro reported on the following:

- [Angela Byars-Winston, PhD](#), associate professor, General Internal Medicine, presented at Grand Rounds on Thursday, January 14, 2016 at UCSF's University of California San Francisco's Mentoring Academy. The title of her presentation was, "Race Matters: Building the 21st Century Clinician, Educator and Scientist."
- Mitch Feldman, Associate Vice Provost, Faculty Mentoring, has formed a MAGIC group (Mentoring Advisory Group in California). This group is sharing resources across campuses and in the fall, will have a training from the National Research Mentoring Network [NRMN]. He encouraged anyone who is interested in being involved with this initiative to contact him.
- The Office of Diversity and Outreach had it's 5 year celebration last month. The event was well attended.

**Continued Action Items**

- Planning for Interactive Diversity Theater – venue is the biggest challenge
- Invite Diversity Leaders from the Master List
- Continued Refinement of the Definition of “Groups”
- Partnership with Committee on Academic Personnel in Revising the Faculty Handbook for Success
- Update of the [Strategies and Resources to Develop a Diverse Applicant Pool](#) Document
- Draft Criteria for Boot Camp Participants

**Old Business**

None.

**New Business**

None.

There being no further business, Chair Tsoh adjourned the meeting at 11:58 a.m.