

Committee on Equal Opportunity
Janice Tsoh, PhD, Chair

DRAFT

MINUTES

Monday, December 14, 2015

PRESENT: Janice Tsoh (Chair), Audrey Lyndon (Vice Chair), Linda Centore, Ryan Hernandez, Kathy Julian, Marguerita Lightfoot, Anil Sapru

The Committee on Equal Opportunity was called to order by Chair Tsoh on December 14, 2015 at 10:11am in room U506.

Approval of the November 9, 2015 Meeting Minutes

The minutes of the November 9, 2015 meeting were approved as amended.

Chair's Report

Chair Tsoh had these announcements:

Coordinating Committee

\$500K Chancellor's Fund

The Coordinating Committee approved the most current budget proposal submitted. Some of the proposals included the Committee on Academic Personnel's mentoring project, EQOP's request for funding towards RAP's [Under-Represented Faculty & Senior Fellows in Clinical and Translational Research Award](#), the [National Center for Faculty Development and Diversity](#) (NCFDD) Boot Camp, and Diversity Theater. Committee comments regarding Diversity Theater included:

- Since the Office of Diversity and Outreach (ODO) will be putting on a performance targeting faculty at the leadership level, the Senate funds should be used for a performance targeting house faculty, especially faculty serving on Academic Senate Committees.
- Members also suggested targeting faculty serving on review committees to attend.
- Timing concerns. The target date for the performance should be spring 2016 or fall 2016 as most faculty dissipate in the summer.

The next Boot Camp cycle begins in May. EQOP will work with VPAA Alldredge to come up with a call. We will request attendees using this funding to give feedback. EQOP will work on criteria for awarding these funds and the feedback/reporting requirement.

Full minutes of the Coordinating Committee can be found [here](#).

2015 Class of John A. Watson Scholars

Previously known as the Dean's Diversity Fund, this year's awardees included: Matthew Bucknor, MD Valy Fontil, MD, MAS, Christina Mangurian, MD, MAS, Lionel Metz, MD, Meghan Morris, PhD, MPH Jessica Opoku-Anane, MD, Lynn Ramirez, MD, Sarah Schaeffer, MD, MPH, and Charlene Swift, MD, PhD.

SOM Dean's Diversity Leaders

The School of Medicine has launched a diversity leaders program. Primary goals include:

- Develop an informed and committed leadership, educated to oversee a culture of inclusion and to achieve greater diversity.
- Increase the diversity of our faculty, residents and professional staff and increase the personal competencies of all our professionals in teaching, leading and managing a diverse community.
- Cultivate the highest quality, most inclusive learning environment.
- Identify and address health care disparities in the clinical environments of UCSF and UCSF major teaching partners.
- Increase the diversity, equity, and inclusion of clinical research and the scientific workforce to provide better insights into the health and health care needs of our increasingly diverse population.
- Establish UCSF as a destination for those who seek to eliminate opportunity disparities in our community.

Academic Senate Divisional Meeting: January 28, 2016, Rock Hall, 12pm

All faculty are invited and encouraged to attend the Divisional Meeting. The meeting will focus on space planning issues at UCSF. Interested faculty should register here: <https://www.eventbrite.com/e/january-2016-academic-senate-division-meeting-tickets-19916732483>

University Committee on Affirmative Action and Diversity (UCAAD)

The next meeting is on January 25, 2016. Vice Chair Lyndon indicated that UCAAD will likely be discussing 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. Vice Chair Lyndon requested background on why UCSF cannot participate in the program so that she can competently represent and advocate for UCSF at the upcoming meeting as some members of UCAAD seem to be sympathetic to UCSF's position. Chair Tsoh recommended reaching out to Janet Shim, a previous member of EQOP and UCSF Representative to UCAAD, as she spearheaded efforts to try to have UCSF included in the program. The major barrier to inclusion is that UCSF does not have an undergraduate population and this program is largely funded through undergraduate tuition. Chair Lyndon remarked that regardless of funding streams, the goal is to recruit and improve retention.

Action Items:

- Vice Chair Lyndon will contact Janet Shim.
- Chair Tsoh will contact Vice Chancellor Navarro.
- S. Patel will research recent history regarding the program.

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

Related Discussion

Chair Lyndon queried the group regarding knowledge of which, if any, schools and departments on campus are involved in [UC-HBCU Initiative](#). This initiative seeks to improve diversity and strengthen UC graduate programs by investing in relationships between UC faculty and Historically Black Colleges and Universities (HBCUs). The initiative provides scholarships and funding. Most committee members were unaware of this initiative. Comments included:

- Does this initiative have any connection to the Inside UCSF program?
- Is there some way to enhance the School of Dentistry post-bac program with funds from this initiative?

Action Items:

- Circle back to Vice Chancellor Navarro for information about this initiative on our campus.

- Potentially inviting the various schools' diversity directors to discuss the initiative and how it translates on our campus.
- Invite George Taylor, Vice Dean of Diversity and Inclusion, School of Dentistry

Report from 4CI

No report.

Statement of Support for the Muslim Community in Response to Global Incidents of Islamaphobia

At last month's Academic Assembly meeting, Academic Senate Chair Greenblatt reported on a discussion regarding campus climate for Muslim students. She tasked UCSF Academic Senate, specifically EQOP, to draft a statement of support and solidarity. M. Lightfoot summarized the discussion at 4CI regarding this issue. At that meeting, two Muslim students made a presentation on their campus experience of being Muslim at UCSF. They recounted incidences where they felt excluded and experienced a hostile environment. These incidences were not amongst peers, but patients as well. They will be meeting with Vice Chancellor Navarro's office to determine next steps. The committee unanimously agreed to draft a statement of support for the Muslim community with the goal for the statement to be distributed before the holidays. Analyst Patel will circulate a draft over email for edit and review.

Related Discussion: What is the protocol for when a patient refuses to be treated by a Muslim practitioner?

- Currently, accommodations for a patient can be made in labor and delivery, if there are special needs, language barriers, and PTSD, to name a few.
- The committee agreed not to address this in the statement until EQOP has more complete information. In the coming months, EQOP will consider working with the Clinical Affairs Committee to address these concerns.

Faculty Equity Survey

G. Fung sent an update on the work of the Steering Committee. Recommendations to the Chancellor were due today; however, the deadline has now been pushed to January.

Meeting with the Committee on Academic Personnel Regarding Handbook Revisions

L. Centore and K. Julian gave this report:

- The subcommittee met briefly to go over the portions necessary for updating.
- Associate Vice Provost of Faculty Mentoring, Mitch Feldman's edits were not incorporated. He will be at our January 11, 2016 meeting to discuss.

Committee comments included:

- When AVP Feldman joins us, it would be helpful to have his additions/edits regarding mentoring in print. We should request him to bring his draft.
- Request an update on the progress of the Advance CV.
- In terms of timeline, our work for now is complete until our changes are vetted by the full Committee on Academic Personnel.

Action Items:

- EQOP will continue to work independently to develop examples of contributions to diversity.
- K. Julian will reach out to AVP Feldman regarding his edits to the Handbook.

Report from the Vice Chancellor of Diversity and Outreach

No report. Due to the number of action items that require collaboration with ODO, analyst Patel suggested having a retreat using a standing committee meeting date and adding on an hour or two to drill down on issues. After some discussion, it was decided to try January as Mitch Feldman is already confirmed to attend.

Continued Action Items for 2015-16

- Chancellor's \$500K Allocation – Diversity Theater Planning and Criteria for the Boot Camp Attendees
- 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
- Criteria for Boot Camp Participants

The Committee briefly discussed the item of defining "Groups". Some members felt that this has been a revolving topic with little movement and less clarity regarding what the desired outcome is. The refinement of the term 'groups' was initiated during a review of the bylaws. The committee at the time felt that the term was too vague and needed specificity. The current committee agreed to clarify the goals associated with this action item and identify objectives and outcomes.

Old Business

None.

New Business

None.

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