

# Faculty Student Diversity Committee Meeting Notes

Date: January 8, 2020

**Attendees:** Carol Gross, D'Anne Duncan, Anne Sufka, Dave Morgan, Michael Penn, Wallace Marshall Anne Sufka, Jayanta Debnath, Hana El-Samad, Bassen Al-Sady, Geeta Narlikar, Kaveh Ashrafi, Rober Blelloch, Deanna Kroetz, Mark Ansel, Demian Sainz, Diane Barber, Jeremy Reiter, Tanja Kortemme, Jason Gestwicki, Dan Lowenstein, Jennifer Thompson, Catharine Tan, Ramiro Patino, Carlos Zuazo, Gabriella Canales, Anna Lipkin, Dina Buitrago Silva, Elise Munoz, Francesca Del Frate, Evelyn Hernandez

1. Introductions
2. Brief discussion of goals of committee for new members (Carol Gross)
  - Integrating DEI to all we do
  - Foster DEI conversations
  - Provide forum for stakeholders to discuss best practices for recruitment
  - Bring to light issues from across stakeholder groups
  - Enhancements for this year:
    - Increase student representatives
    - Include postdoc representatives (Gabi and Anne)
    - Include grad program admin reps (Demian and Toni) to liaise with all grad program admins
    - D'Anne will co-chair this Faculty – Student – (Postdoc?) Committee with Carol
3. Presentation by D'Anne Duncan re diversity initiatives  
DEI Programs and Initiatives with UCSF Graduate Division aim to:
  - Integrate DEI as a core feature of curriculum and training environment
  - Remove barriers to DEI and sense of belonging
  - Align personal and scientific identities
  - Cultivate culture valuing all career outcomesHow:
  - Build community
  - Mentor (peer-peer, near-peer, faculty and staff)
  - Offer programs focused on DEI and wellbeing
  - Assess climateHow to unite:
  - Co-create programs and initiatives with programs, students and faculty to ensure learner success and address unmet needs of learners
4. Program Directors to share any initiatives re diversity/inclusion  
Mentorship training workshop
  - can increase transparency of this training with a website
  - include student participation in planning
  - including Isaac Strong to this committee
  - Increase transparency of these conversations so that students know about them
  - Look into need for near-peer mentoring (CG can facilitate convo)Leverage faculty involvement with student orgs to build community  
Conversations in some of the programs (i.e. retreats):
  - Storytelling workshop (Tetrad)
  - “Power Hours” Bias workshop (Neuro), Women in Science, bystander training**\*\*Ultimately, all stakeholders desire transparency to improve institutional memory\*\***
5. Update on faculty search (Carol/Dave Morgan)
  - 2019 – David Booth joined Biochemistry Dept
  - 2020 thus far: shortlist of 35 candidates is down to 8 that were zoomed Monday 1/13
    - Next steps – share with department chairs that would be appropriate for each candidate.

6. Update on Path to Postdoc initiative (Anne Sufka)
7. Discussion of new NIH diversity criteria (if time)
8. Agenda items for next meeting