Faculty Student Diversity Committee Meeting Notes
Date: June 17, 2020

Participants: 70
D'Anne Duncan -- moderator and committee co-chair
Carol Gross -- committee co-chair

Participants: Carol Gross, D'Anne Duncan, Anne Sufka, Dave Morgan, Michael Penn, Wallace Marshall, Jayanta Debnath, Hana El-Samad, Bassem Al-Sady, Geeta Narlikar, Kaveh Ashrafi, Deanna Kroetz, Mark Ansel, Demian Sainz, Diane Barber, Jeremy Reiter, Tanja Kortemme, Jason Gestwicki, Dan Lowenstein, Jennifer Thompson, Ramiro Patino, Carlos Zuazo, Gabriella Canales, Anna Lipkin, Dina Buitrago Silva, Elise Munoz, Francesca Del Frate, Evelyn Hernandez, Michael Penn, Lindsey Osimiri, Liz Silva, Jenny Zhang, Nadia Ayad, Max Ladow, Roberto Diaz, Adam Melgoza, Jocelyne Fadiga, Brian Bender, Elizabeth Bond, Camille Simoneau, Nebat Ali, Casey Beppler, Todd McDevitt, Katherine Pollard, Nadav Ahituv, Saul Villeda, Yewande Alabi, Jasmine King, Stella Belonwu, Jasmine S., Anum Glasgow, Tianna Grant, Zara Weinberg, Sean Ganther, Daniel Bunis, Charles Craik, Aparna Lakkaraju, James Fraser, John Gross, Nicole Foti, David Booth, Muryam Gourdet, Elizabeth Watkins, Sean Ganther, Evan Feinberg, Dana Kennedy, Lisa Gunaydin, Isaac Strong, Graeme Davis

Meeting Notes
D'Anne introduction and meeting instructions

1) Presentation: Biophysics Action Plan
   (Tanja Kortemme & Jamie Frazier) * summary slide attached in email with these minutes
- After much work by J. Fraizer, M. Kampmann, S. Dumont & T. Kortemme, with input by Program Admin, N. Takasano-Flowers, Biophysics QBC Program unveiled its template for Concrete Actions towards increasing DEI last week.
- Sharing it here is an attempt to be transparent and accountable and to get input from this group on what they could do better. It can also serve as a template or starting point for other programs. Tanja noted that the plan was drawn up for Biophysics specifically (as opposed to general use) because this is what they have control over (i.e. at the program-level).
- Tanja went through each item in the plan (there is a longer list that expands on this action plan; this is the shortened version)
    o Information will be reported on their website.
    o There will be two student reps on the curriculum committee, and they have reached out to all students in the program.
    o Recruitment and admissions: actions are meant to address issues both before students come here and after students are here.
- No plan currently on how to implement these, but they want to have the joint committee work on this next.
- BMI and DSCB have also created plans and Biophysics is collaborating with them, along with other partnerships. More partnerships welcomed, including all program directors.
- In the interest of being transparent and holding accountability – the program website will capture faculty activities.
- Outreach efforts to HBCUs and CA MSIs will be intensified.
- Biophysics would like to receive direct anonymized feedback from students.

2) Student Presentation: Student Concerns and Proposed Action Items
(Evelyn Hernandez, Gabriela Canales, Sean Ganther, Robbie Diaz) *slides follow student petition

Re: slides 1&2 of Student Presentation
- Faculty & student URM representation are not in alignment with demographics for CA & moreover is out of step with UCSF purported DEI values.
- Lack of diversity not just with students but especially with faculty, which makes it much harder for URM students to see success in themselves.
- Mental health issue was brought up -- students who are dealing with imposter syndrome while navigating in an environment where they are not represented leads to needing more mental health services. Actual physical representation is needed.
- Issue of trust between students and academia, which was further eroded with COVID response and lack of attention to safety of students in labs.

Re: slide 3 of Student Presentation
- Students want more transparency re: funding of UCPD; and want UCPD funds to be reallocated to address concerns and enhance experiences of students of color, especially as these students are racially profiled and the UCPD is called on them (these stories are being shared on twitter).

Re: items 6/7/8/9 of Student Petition
- DEI trainings, of which there are a handful, should be packaged and required for all PIs and students
  - Students with no training should not be required to teach these. A trained professional needs to provide these trainings.
  - Social and Behavioral Science students could be better utilized by the institution toward this end.
  - These should be yearly trainings and include students and not just incoming students, e.g. include in 3rd year orientation, so we're all on the same page.
  - There needs to be more measures for long term capacity and thinking of ways to get this information across; as we've seen, modules have been largely ineffective.
- Students should be involved in faculty hire process for diversity and inclusion. Hiring faculty of color is doing UCSF a favor, not the other way around. UCSF also needs to provide these faculty with support and mentoring once they get here.

Re: Slides 4/5: (#12 of Student Petition)
- Picking up on petition item #12: We should have access to demographic data on who gets recruited to UCSF, who gets to interview and who gets accepted. As it is, we only have current student demographics.
- Several students have been developing tools to capture this data with the goal of leveling the playing field between programs and need Grad Division support. (Biophysics will provide this data for their program – as it was on their list to analyze this data)
- Admission is regulated by individual programs, and this is problematic because there are different ways that DEI is implemented.
- U of Michigan's PIBS program provides a template for standardizing admissions across programs. They also have Grad Division-Specific Preview Weekends.
- Grad student seminars at HBCUs, MSIs, and Non-R1 universities offer opportunity for both professional development and recruitment tool.

Re: Slides 6-9: How Can We Enhance Our Sense of Community?/Additional Action Items/This work is NOT dispensable
- We need to be able to connect with each other better
- How do we hold faculty accountable for fostering more opportunities for building community? With student input, normalize the suggestions summarized in the slide by institutionalizing them; and, in certain instances, making them mandatory.
- Need to normalize a value for this work and not place the burden on students; students are overburdened with spearheading these efforts. This is the entire UCSF community's burden.

3) Discussion ensuing from both presentations (anonymized, paraphrased & clustered by themes)

Getting the work done: matters of organization, compensation and internal vs. external guidance
It's not up to the students to come up with solutions!!

- **Surveying the landscape – student experiences**
  - Have programs review exit surveys to inform URM vs. Non-URM experiences
    - Exit surveys are administered by Grad Div & not available to programs (80% of students state they want them to be kept confidential). Furthermore, these exits surveys do not ask students about their identities.
  - Per Grad Division, students reported overwhelmingly positive experience.
    - Student shocked to hear this, noting that many current and former Black students and postdocs have personally shared their toxic experiences at UCSF.
- **Critical shortage of mental health resources**
  - Mental health resources need to increase, significantly improving the ratio of 1 counselor per ~600 students and shortening wait time for appointments.
    - Grad Div has been checking into student concerns around mental health, in order to provide current & accurate info. A new director was hired 2 yrs. ago and currently there are 6 FY mental health counselors, a 1-533 ratio – and the best ratio of all UCs.
- **Hiring outside consultants:**
  - Just like in science we need fresh eyes; therefore, need to hire an outside expert.
  - Let's come up with ideas internally first – in the past we've hired outside experts and have not liked their suggestions.
  - Gather info from other schools (who will do this?) – outside consultants need to be compensated.
  - Students call for hiring experts to carry out this work – It's not up to the students to come up with someone.
  - Clearly a need to commit resources to hire experts – UCSF needs to put money behind its purported DEI values.
- **Forming 2 task forces (see agenda for details)**
  - Right at this moment, we can get something done, so we need to mobilize, and that's what we're trying to do with the two task forces, to get a layout of the land and then go from there.
  - The goal of assembling a rapid task force is to take these ideas and move these ideas forward into action.
  - D'Anne will be on both task forces; Carol will try to be on both.
  - Ideally one person from each program will serve on each of the task forces.
  - If we create separate committees, then we will remain divided. We need centralized work.
  - Be ready for pushback on funding and expect a protracted fight.
  - Part of our challenge will be articulating the needs of basic scientists to SOM culture; we form a small part of a larger medical community.
  - Discussion of crisis response vs. need for a permanent funded effort (call for a permanent "team of D'Annes") – many students noted that one person can't possibly do it all.
- **Implementing evidence-based strategies**
  - Other universities (U of Michigan) have implemented evidence-based strategies to accomplish this work.
- **Ad hoc vs. Centralized efforts**
  - Ad hoc nature of things of at UCSF leads to students' perception of apathy.
  - Importance of messaging – communicating what is being done – put more info on websites around DEI efforts.
  - There should be a DEI committee for each program that would plug into a central DEI committee, with a member from each program attending.
  - Need for institutional support, make documents available at institutional level to address questions. Because of fragmented nature, programs/depts keep seeking advice to address questions that come up independently.
  - Can we address campus-wide issues as a campus-wide voice, i.e. police/security bias (discriminatory ID checks)?

- - - Renee Navarro said there is a task force who will address police/security. This is top priority that is being taken up.
      - o There is a lot going on at the highest level of leadership -- the cabinet, the senior leadership of the institution are scheduled for a cabinet meeting and have devoted time to this discourse; what is being said at the grassroots level is being matched at the top-level. There needs to be both top down and bottom up approaches. – D. Lowenstein
- **Funding this work**
  - o Grad Div told student that they have limited funding to address student concerns around these issues; yet T32 grants mandate an effort report on diversity. How might T32 funding fit into the picture?
  - o Explore forming a group to advocate for defunding police and re-directing funds to DEI work

<mark>Action Items:</mark> If you're willing to volunteer for the 2 task forces being formed, email Carol and D'Anne by Thursday, June 18, 2020 so that they can determine composition of groups.
  - o A faculty-grad division, Deans Office, task force to provide a document with existing strategies relevant to the issues that that will report back to this group in 1 week (Wednesday, June 24, 12 noon).
  - o A student-faculty task force across programs to work on strategies to be adopted in common by all programs that will report back to this group in 3 weeks (Wednesday, July 8, 12 noon).
  - o Students should get a list of things for each task force to address to Carol Gross.

URM faculty recruitment
- Call for transparency
- Offer packages are not always equal

DEI Training for students and Faculty
- A key question is how much training is available now, especially with COVID. We should come up with a reasonable amount a time and then enforce training completion. An academic year should be the longest.
  - o Carol reports that the Differences Matter is currently working on accessibility of DEI training.
- Currently DEI is weighted in tenure process & faculty know it is part of service expectation; so now it is more of carrot then a stick. But it's question of whether it's incorporated in the right way. In my letter for tenure, I incorporate about a paragraph in the letter. The larger question is what teeth are associated with the DEI portion.
- Some programs have mandated it and will list it on their website; however, the fractured nature of how programs relate to departments makes it hard enforce.
- BP intends to enforce DEI directives in order for faculty to be part of their grad program. The main transparency tool will be listing efforts of faculty on the program website.
- Another Dept. Chair reports that they include the Differences Matter DEI Champion Training as part of their offer letter, as they onboard new faculty; and are actively looking into whether this merits promotion requirement or cause for acceleration.

Transparency, Accountability & Apathy re: addressing transgressions around DEI
- Re: proposed BP policies – many of these are already championed and in place; however, URM Black students note there is very little faculty buy-in/incentive to participate in these initiatives. Will there be mandatory participation for recruitment or incentive such as tenure promotion when they do it right?
- Students ask Grad Division and Programs what accountability is already in place for addressing toxic faculty; and what is timeframe for addressing transgressions once a report is made? They note that some faculty in violation of Title 9 are still affiliated with programs. Guidelines need to have teeth and be enforced, while protecting students from retaliation.
- Student notes that the apathy around these issues is not accidental; rather, it is rooted in academia. Fixing it cannot be passive; there must be consequences for not just for overt toxic behavior but passive behavior. The cost of constantly asking for what you need, for a seat at the table, and for these things that are being offered freely to other students, it is burning students out.
- Via town hall, students reported need for an unbiased, anonymous reporting system – connected to Grad Program vs. UCSF.
- It could be the entire environment, but there could also be a handful of people really perpetuating the issues; Who would track this and how?

- Is there a mechanism like the Ombuds that could categorize and take note of PIs and the complaints against them?
- As faculty we need to provide evidence and hold ourselves accountable. We need a longitudinal database to record incidents & document what was done/solutions. Right now, these are simply anecdotes and there is no accountability.
- The rules in place around Title 9 prevent us from learning about these things. It's up to us to find mechanisms to hold people accountable. Faculty participation in graduate programs is a privilege – separate from employment issues that are legally complex. Programs can hold faculty accountable; remove program membership for those exhibiting a pattern of discrimination and microaggressions, which are detrimental to the program.
  - Look into SAFE that's being used in the medical school.
  - Suggestion possibly looking to NASEM and sexual harassment for reporting.

Standardizing admissions processes across programs
- Call for more transparency around each step of admissions pipeline (criteria for selecting applicants, interview process, etc.).
- Checks and balances needed to control for bias in admissions (and recruitment) processes; we need to apply the same rigor to these processes as we do with science.
- Interview process is inherently unfair – not all students have same support/interview prep, etc.
- Liz Silva will start to be on commissions (admissions?) committees to help standardize the process.
- For admissions program data, will there will be input from D'Anne and DEI leaders to get granular data, not just URM but other identities that we may be failing? Yes

Diversity Outreach
- Building strong relationships with institutions is critical.
  - Currently DO is focused on URMs at CSUs/UCs. Broader outreach efforts will require additional University resources
  - One idea, at each seminar I do is I state my commitment to diversity and share what UCSF is doing with Path to Postdoc and summer research program (SRTP) – Carol Gross

Current efforts underway
- Office of Diversity & Outreach already exists, and is coming to MB
- Neuroscience – Anna Lipkin/Robbie Diaz are collecting and analyzing demographic data from the admissions process, with the goal of determining if these practices are unbiased.