

Faculty-Student Diversity Committee Meeting Notes

May 4, 2022

Participants: 26

D'Anne Duncan—moderator and committee co-chair

Carol Gross—committee co-chair

Participants: D'Anne Duncan, Carol Gross, Jennifer Thompson, Ryan Hernandez, Michael Penn, Liz Silva, Antara Rao, Chase Webb, Jason Gestwicki, Mark Gergues, Nicquet Blake, Nilsa La Cunza, Su Guo, Todd Nystul, Catherine Tan, James Fraser, Wilson Nieves, Liz Bond, David Morgan, Demian Sainz, Aimee Kao, Duan Xu, Geeta Narlikar, Sam Pleasure, Anita Sil, Antoine Johnson

Note takers: Antoine Johnson & Jennifer Thompson

AGENDA:

- Introductions/affiliations
- Reminder of goals of committee
- Task Force update: Dr. D'Anne completed and published it on the Graduate Division website in 2021.
- Grad Program updates
- Moving forward (set regular meeting time)

Introductions

- (Dr. Nicquet Blake's first meeting as Dean of the Grad Division)
- Dr. D'Anne "popcorn" format calling on us all, state our name, department affiliation and role (student, faculty, staff)

Reminder of Goals of Committee

Carol:

- this has historically been a space for students and faculty to develop diversity workshops, address many differences. Efforts emanated from constructive student input—one told Carol that faculty was terrible at recruiting, to which **Carol** and **D'Anne** organized the task force after the MURDER of George Floyd.
- Every department at UCSF now has a DEI committee. To increase diversity = grad education, focus on task force report and DEI committees cross-nucleating ideas for the future. Membership expanded in committee to student representatives from each program.

D'Anne re: Task Force:

- Everyone has a copy and should have read it, so no need to elaborate on the document. Many people in the meeting were part of task force planning meetings, for which **D'Anne** appreciates.

- October 2021—Who did we want to share the report with? **D’Anne** sent it to senior leaders like **Dan Lowenstein** and program directors in basic science and social science programs, as well as the students in the respected programs.
- Early 2022: **Dr. D’Anne** started having individual meetings with DEI representatives across campus. Thankful for the dialogue and push back that occurred, hoping to continue that approach in implementing recommendations.
- Working collaboratively will strengthen our mission. To this end, **Dr. D’Anne** has met individually with program DEI committees to learn about what they are doing. The hope is to talk about implementation, support for one another, and share best practices.

UPDATES

- **Carol**: Are people okay setting meetings with the first week of each quarter going forward???? Tuesday and Thursday off limits because of noon seminars.
- Hard coming to a consensus, given the variety in programs, sessions, and labs at noon on different days of the week.
- Goal is to set **quarterly meetings** at a standard time, then post information with Zoom link on the Grad Division’s website.
- Considering a “when2meet” format for availability: <https://www.when2meet.com/>
- **Antoine** mentioned **Dr. Camara Jones’s** comment that there aren’t universal definitions of “anti-racism” at UCSF, so are there any on DEI/JEDI? Who is deciding what is sufficient DEI/JEDI work? How is it being assessed?
- **CHASE**: why focus on historical precedence when our goal is to build upon the living task force document?

GRAD PROGRAM UPDATES

- **GEETA** with **Liz Bond**, Tetrad focusing and addressing “what values do you associate with tetrad? What would you like to see implemented? How are you being treated? Does it align with your goals? What should you look like upon completing graduate school, professionally and personally? [**Trase Aguiam** a huge part of this process] –
- Tetrad DEI committee has faculty and students. Still working through the structure. Rotating membership of students and faculty, hoping long-tenured folks can bridge others. Chunks assigned to faculty, students, or a combination of both to address DEI/JEDI tetrad agendas from the task force.
- **James Fraser**: Agrees that we need a common foundation and suggests DEI/JEDI Primer that came out of Task Force:
https://mentoring.ucsf.edu/sites/g/files/tkssra1151/f/wysiwyg/Graduate%20Division%20DEI%20Primer_0.pdf
- **Chase** interjects to ask for clarification vis-à-vis what efforts are student led vs. faculty led
- **Liz Bond**: “we’re discovering that there a lot of Tetrad specific issues we’re trying to sort through—teasing out what issues are Tetrad specific vs graduate program level.
- [**Anita Sil comment in the chat**]: “**Our BMS DEI committee was recently formed and includes two student representatives (Catherine Tan, who is here, and Tori**

Tran) and three faculty representatives (Franklin Huang, Sara Suliman, and Scott Kogan). We are still figuring out how best to deploy our committee to improve DEI in BMS”

- **Catherine Tan** and **Tori Tran** are the student reps in BMS. Also have 3 faculty representatives. Hoping to use task force document as a starting place as a thoughtful effort for next steps.
- **Sam Pleasure** re: neuroscience (with **Mark Gergues**): faculty and students working on outreach with SFSU and others. Also started mentoring program with undergrads with grad school aspirations, helping them with their applications. Annual neuroscience retreat with an hour dedicated to DEI/JEDI work. Other arms of neuroscience DEI/JEDI task force implementation include student-postdoc support and setting up webpage.
- **Sam** and **Mark Gergues** mentioned efforts for a student co-chair but warned against it because it can derail the student from their PhD journey/focus.
- Faculty meeting attendance for neuroscience retreat better via zoom than in person, so they officially switched the meeting to virtual. Helped **Sam** think about training for faculty where they are present online—one example being training with folks who have recognized disabilities. Working through designing that training at their annual retreats. These for mentoring across differences = *Outreach* (virtual open houses/SFSU); *Events Arm* (fold DEI/JEDI into annual retreat); *Organize mission statement + resources for website*.
- **Jason Gestwicki**: Neurogenerative diseases. Put together DEI committee. Bylaws need representation, which they have, from faculty, grad students, postdocs, and from facilities (security and custodial services), and technicians. Chair position rotates—no faculty chair yet. \$75 gift cards for folks doing good work to recognize them for their efforts. Encourage folks to come forward and nominate whomever they feel is doing great work and deserves recognition.
- **[Chase Webb’s comment in Zoom chat]: “general question for everyone: how are students compensated for taking time away from the bench to participate in DEI committees? How are students supported in achieving outlined DEI objectives? How are faculty materially involved? What tangible things are being done to mitigate the so-called ‘minority tax’ that is often paid to achieve this type of work?”**
- **Chase** recommends people critically engage with the task force, taking burden off students, which causes material harm for students who have to step away from the bench to appease faculty.
- **Todd Nystul (DCSB)**: **Antara Rao** is student rep. No DEI/JEDI committee at this point. **Sarah Knox** is currently on leave. Drafted bylaws, which will be required of all programs and has circulated draft to programs for comment?
- **[Aimee Kao comment in zoom chat]: “Mark and Sam did a great job describing the NS program. A couple of other events—we also sponsored an outstanding presentation from Dr. Lamisha Hill on Anti-racism and Allyship in 2020. The DEI committee held a program (in addition to gender bias in 2019 and neurodiversity in 2021) on Microaggressions in 2020. They all generated a lot of discussion and sense of community. The students and faculty tend to serve ~3 years and the faculty for 2-**

4 years. I stepped down as co-chair but have remained on the committee as a member.”

- **Chase:** take the burden off the students who are here on temporary bases.
 - **[James Fraser response to Chase in the chat]: @Chase - the DEI committee of BP has a budget. Whether there is compensation for specific activities is something we discuss on the committee. We have found many activities in a gray area and have tended towards compensation, but it is in flux.**
- **Todd Nystul:** Their program is small and don't have a DEI/JEDI program, necessarily. They have, however, adopted DEI efforts to incorporate DEI bylaws, which are required in all basic science programs at UCSF
- Question raised: efforts to conduct climate surveys, and he's discussed BMS efforts to assess the climate of their program. Suggests this being a good idea to implement at the campus level for a university-wide survey. Are we now at a time where we should consider a cross-campus climate survey?
- **Su Guo:** it would be great having unified requirements across grad division programs. **Sam** mentions that it is already in the task force, but it is not ENFORCED. Each grad program is a community of scientists with academic interchange. Some organizations are not student-facing/centric.
- **Liz Bond:** re compensating students. Programs run differently, but we need standardization across campus—including compensating students for their labor. Students are often brushed aside, and that is not okay.
- **Sam:** if there is a uniform policy/program, coordinators need to think which committees and students need to be compensated, what is the students' involvement? Should we consider other ways to support our students? “It would be great to have some sensible ways” to support the students.