Earlier this summer, we announced our intention to take four immediate actions that reaffirm our institutional commitment to identify and eradicate racism within UC San Diego Health Sciences and the UC San Diego Health System.

First, we pledged to launch two leadership recruitments—an Assistant Vice Chancellor for the professional schools and a Chief Administrative Officer in the Health System—who will be responsible for leading efforts in these areas and help us drive institutional change. We are finalizing the position descriptions for both of these roles and have solicited feedback from faculty, staff, students, and residents in preparing the scope of responsibilities. We anticipate launching both recruitments in the next four to five weeks, after receiving the required institutional approvals. There will be a broad representation of students, staff, and faculty on the search committees for these two important positions, as well as opportunities for these stakeholder groups to participate in the interview process.

Second, we announced our intention to create a Task Force on Anti-Racism, Equity, Diversity, and Inclusion. We initiated an open application process for faculty, staff, trainees, and students committed to advancing anti-racism and health equity initiatives across UC San Diego Health and UC San Diego Health Sciences and are thrilled to have received widespread interest and enthusiasm for this effort. We have divided the Task Force into nine separate work streams, each of which will kick-off its work as its scope and goals are finalized. If you completed an application, please look for an email regarding next steps soon. The Task Force Steering Committee will issue quarterly updates to our Executive Sponsors group, which includes Vice Chancellor Petitt.

Third, we committed to forming a committee to address respect, language, and professionalism in the healthcare setting. This committee, which has been folded into the broader Task Force and has already begun its work, is developing protocols, reviewing policies, and reinforcing reporting mechanisms to support our students, residents/fellows, staff, and faculty when they experience racist interactions. Updates from this group will funnel through the Task Force.

Finally, we promised to mandate anti-racist training for deans, health system leaders, department chairs, residency program directors, course and clerkship directors, committee chairs, small group facilitators, MM1 interviewers, and faculty/attendings. The HWSPH has already started these training sessions. For all others, we have solicited proposals from external organizations and are in the process of evaluating several submissions for initial trainings. (One of those groups is Advancing Health Equity, which was recommended by our medical students and residents.) Because of the high demand for trainings from
institutions across the country, we may need to begin rolling this out at the beginning of the year. We will share any updates on this as we confirm training dates. We have also tasked one of the Task Force work streams to help identify long-term and sustainable training options for Health Sciences faculty, staff, and administrative leaders.

We appreciate your patience as we’ve worked to address the issues you raised and look forward to providing additional updates soon.