

UCSD Psychiatry Department
Chair's Advisory Committee on Diversity Issues
Annual Report
May 2012 – July 2013

■ **Mission Statement:**

- To promote diversity among faculty and trainees within the Department of Psychiatry through education, mentorship, advocacy, and outreach.
- To make the Department of Psychiatry a leader on campus, in our community, and nationwide in respect and equity for all people, beliefs, needs, and cultural traditions, in accordance with the UCSD [Principles of Community](#).

■ **History:** Committee was established in February 2011, and the first meeting was held May 16, 2011.

■ **Membership and Structure:** The committee includes 31 members as of July 2013: Dean Acheson, Sandra J. Brown, Brian Buzzella, Veronica Cardenas, Mariana Cherner, Lisa Delano-Wood, Neal Doran, Sean Drummond, Christine Fennema-Notestine, Luz Garcini, Tamar Gollan, Tiffany Greenwood, Robert Heaton, Ellen Heyneman, Suzi Hong, Mark Jacobson, William Kremen, Erkut Kucukboyaci, Laurie Lindamer, Arpi Minassian, Marc Norman, Nolan Penn, Alejandra Postlethwaite, Carmen Pulido, Dawn Schiehser, Susan Tapert, Monica Ulibarri, Tamara Wall, Katherine Williams, Jared Young, and Department Chair Lewis Judd. Lisa Eyler serves as Committee Chair. Workgroups are formed as needed to accomplish Committee tasks.

■ **Meetings:** The committee meets once a month, alternating between the 3rd Monday at 11am and the 4th Monday at noon. Meetings are one hour long and take place in room 2071 of the Basic Sciences Building. An agenda is distributed the week before each meeting. A volunteer record keeper takes notes and compiles minutes for distribution in the week following the meeting.

■ **Accomplishments in Past Year:**

- We analyzed data from the Climate for Success survey that was developed and distributed last year. The results suggested some gender differences in self-reported indices of academic success. Interpretation of these results is complicated, however, given the range of ranks and series and the attendant activities and salary levels. A later analysis of salaries by Michael Bloom based on complete department data broken down by rank and series revealed no apparent gender differences.
- We invited Lindia Willies-Jacobo to speak about results of a climate survey of medical students at our committee meeting.
- The Mentorship Workgroup analyzed data from both the Diversity Climate and Climate for Success surveys relevant to the issue of mentorship. Based on the needs assessment, the Workgroup compiled a list of mentors with specific interest and experience in mentoring faculty with various diversity characteristics. This list will be part of the diversity section of the revised Department website.
- We analyzed data from the Trainee Diversity Climate Survey. Based on an overall response rate of 31%, the results generally show a supportive

climate for trainees in our Department. Areas of potential improvement were revealed in that about 20% of trainees had witnessed inappropriate behavior or comments pertaining to race/ethnicity, religion, gender, or political beliefs. Trainees supported the idea of increasing representation of minority, LGBT, and disabled persons in the faculty.

- We disseminated the trainee survey results at faculty meeting, in the form of a poster presentation at the Annual Postdoctoral and Junior Faculty Research Day, and through emails to all the trainees. Contact information for the UCSD Ombuds Office and the Office for Prevention of Harassment and Discrimination was included.
- We assisted an effort by the Chancellor's Committee on Gender Identity and Sexual Orientation Issues to develop an LGBT fellowship within the Department of Medicine by recommending faculty members from our Department that may be familiar with mental health issues in the LGBT community and suggesting they contact faculty with curriculum development expertise.
- We developed a structure and content for diversity information to be incorporated in the revised Department website. We recommended to the website development team that a separate diversity section be incorporated into the website and be accessible from the home page (as a tab or as a link in the Chair's message). The subpages for which content was developed were: Diversity Committee, Caring for a Diverse Population, Diversity Mentorship & Training, and Diversity-Related Resources. We also recommended that each faculty member's profile include a tab called "Contributions to Diversity." We gathered information on this from many faculty members and are therefore able to pre-populate the section for those individuals. Other faculty could also elect to add such a tab. Faculty would be responsible for maintaining and updating this tab, along with their other biographical information. A photo of the Committee was taken for the website.
- We sponsored a lunch at the Faculty Club for visiting Grand Rounds speaker Javier Escobar, an expert in global mental health.
- In order to help diversify our faculty pipeline, we developed a list of resources that can assist those interested in reaching a more diverse pool of applicants for staff and trainee positions during the hiring process. Contact information for various affinity groups and other organizations that are psychology and psychiatry focused was compiled, and links to best practices for diverse recruitment were gathered. This information will be disseminated at a future faculty meeting and provided on our website.
- We began gathering information about implicit or unconscious bias and how it affects teaching, clinical, and research activities and the overall climate of the Department. We reviewed a study describing a workshop about implicit gender bias that was designed by Molly Barnes, and decided that a similar workshop would benefit our faculty. Dr. Eyler, with assistance from the Department, attended the American Association of Medical Colleges' Unconscious Bias Learning Lab. She presented a summary of her experience to the committee. A workgroup was formed to develop a workshop for faculty (and, later, trainees).

- We created a set of slides that provide suggestions about responding to uncomfortable or inappropriate comments in the workplace. This content will be incorporated into the workshop on unconscious bias.
- We selected the 2nd Annual Psychiatry Department Champion of Diversity winner and presented the award to Veronica Cardenas at faculty meeting.
- We developed a document describing resources for completing the Contributions to Diversity section of the academic file. This included links to information about which activities could be listed in this section and links to University databases regarding opportunities to get involved in diversity efforts on campus. The document was distributed by email to all faculty and will be included in the solicitation for academic file materials sent out by the Department's Academic Affairs office.
- We reviewed evidence presented in the books *Lean In* by Sheryl Sandberg and *Women Don't Ask* by Linda Babcock and Sara Laschever that suggests that women are less likely to call attention to their accomplishments or, if they do, can be perceived more negatively than men who do the same. Women tend to be better at singing the praises of other people compared to touting their own accomplishments. The committee discussed the idea of a peer-review process for academic file materials that might help all participants maximize the effectiveness of their cover letter and CV when it is eventually reviewed at the Department level. The Mentoring Workgroup is developing this into a process that could be facilitated by the Committee.

■ **Goals for the Coming Year:**

- Participate in roll out of new Department website and help update and maintain content.
- Complete development of a workshop for faculty on unconscious bias, present the workshop, and get feedback for future presentations.
- Adapt the unconscious bias workshop for presentation to trainees.
- Further develop and implement a peer-review process for academic file materials.
- Develop tips on mentoring diverse trainees to be disseminated at each faculty meeting.
- Develop a Department-specific promotion / advancement workshop for junior faculty.