

UCSD Psychiatry Department
Chair's Advisory Committee on Diversity Issues
Annual Report
July 2015 – June 2016

■ **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:** Lisa Eyler serves as Committee Chair. The committee includes 32 members as of June 2016:

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| Dean Acheson | Alan Hsu |
| Autumn Backhaus | Shamini Jain |
| Ursula Bailer | John Keltner |
| Dewleen Baker | Bill Kremen |
| Katie Bangen | Laurie Lindamer |
| Veronica Cardenas | Jeanne Maglione |
| Alexandra Clark | Maria Marquine |
| Kate Conover | Arpi Minassian |
| Sheena Dev | Matthew Panizzon |
| Neal Doran | Carmen Pulido |
| Tiffany Greenwood | Dawn Schiehser |
| David Grelotti | Andrea Spadoni |
| Angela Gutierrez | Christine Smith |
| Robert Heaton | Louisa Steiger |
| Ellen Heyneman | Katherine Williams |
| Suzi Hong | Jared Young |

- **Meetings:** The committee meets once a month, now on the first Monday of the month at 12:30pm. 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.

- **Subcommittee Structure:** Starting in 2015, we formed standing subcommittees and asked each member to serve on at least one. The subcommittees and their members for 2015-2016 were:

Diversity Corner: Dean Acheson, Carmen Pulido, Allie Clark

Workshop Development: Dean Acheson, Sheena Dev, Laurie Lindamer, Matthew Panizzon

Cultural Celebration: Ursula Bailer, Kate Conover, Tiffany Greenwood, Maria Marquine, Arpi Minassian, Jared Young, Shamini Jain

Champion of Diversity Award Selection: Ursula Bailer, Arpi Minassian, Matthew Panizzon, Katherine Williams, Neal Doran

Mentorship: Dewleen Baker, David Grelotti, Suzi Hong, Alan Hsu, Matthew Panizzon, Carmen Pulido, Dawn Schiehser, Veronica Cardenas

Gender Issues: Autumn Backhaus, Dewleen Baker, Kate Conover, Ellen Heyneman, Suzi Hong, Jeanne Maglione, Jared Young, Louisa Steiger

LGBTQ Issues: Kate Conover, Neal Doran, David Grelotti, Arpi Minassian, Christine Smith, Jared Young

Race / Ethnicity Issues: Sheena Dev, Alan Hsu, John Keltner, Maria Marquine

Climate Survey: Tiffany Greenwood, Matthew Panizzon, Neal Doran

Disability Issues: Dawn Schiehser, Laurie Lindamer, John Keltner

Clinical Service Diversity: David Grelotti, Andrea Spadoni, Katie Bangen

■ **Accomplishments in Past Year:**

- **Diversity Corner**: A rotating feature was added to the Department website that highlights a current diversity issue or initiative. The first feature was about the Department's summer medical student program for under-represented students and highlighted the Summer 2016 students and their conversations with a local mentor. The second feature was about the issue of bias and prejudice expressed by patients in the context of psychotherapy and included some case examples and discussion questions. Previous features are being archived on the webpage.
- **Workshop Development**: Committee members presented a version of the Unconscious Bias Workshop at the American Association of Geriatric Psychiatry Annual Meeting in Washington, DC in 2016. Lisa Eyler also presented a talk about the creation of the workshop and its success at this meeting. Members of this workgroup partnered with the Women in Health Sciences group to develop a workshop on networking and elevator speeches.
- **Cultural Celebration**: The Second Annual Psychiatry Department Cultural Celebration was held on Friday, October 23rd, 2015. Organized by the Psychiatry Department Chair's Advisory Committee on Diversity Issues and co-sponsored this year by the UCSD Office of Equity, Diversity and Inclusion, the event was a resounding success! Faculty, staff, and trainees sampled international dishes and libations and socialized while enjoying Greek guitar music. Activities included drawing the flag of your country of origin and a "Cultural BINGO" game that helped us discover unique aspects of each others' life experiences. Members of the Roots Dance Theater entertained us with a trio of international dances and then, with the help of Department Chair Igor Grant, got some party-goers to join them on the dance floor.

- **Champion of Diversity Award:** Nicholas Grant, PhD, a VA postdoctoral fellow who has done a lot of research, administration, and advocacy about and for the LGBTQ community, was awarded the 2016 Trainee Champion of Diversity Award, which was presented at the Department Graduation Banquet on Friday, June 17th. Maria Marquine, PhD was selected as the 2016 Faculty Champion of Diversity for her efforts in research about and outreach to the Latino community in Chicago and here in San Diego. Her award will be presented at the August General Faculty Meeting.
- **Mentorship:** This subcommittee made great progress in developing a pilot program for diversity consultation. The primary purpose of this program will be to give trainees access to a UCSD Psychiatry faculty member who has been recruited to serve as a “consultant” or “advisor” on issues relevant to personal identity and how this relates to professional development. The goal is to provide trainees a resource, in addition to their existing mentor(s), to help them address topics relevant to their professional development and career goals that they do not wish to discuss, or feel uncomfortable discussing, in their primary training setting. This faculty member would be a member of a specific identity group, someone who identifies as a strong ally, or someone with a specific life experience relevant to the trainee’s needs. This consultation service would be confidential and would not be discussed as part of the trainee’s academic review. The subcommittee surveyed the entire class of Psychiatry Department trainees (including medical residents, postdoctoral fellows and JDP clinical psychology students) and found that, of the 63 responders, 77.78% (49) stated that they would want to use a consultation program such as the one described above. They developed a consultant solicitation letter which will go out to faculty in the next month. They consulted with VA faculty who have developed a similar program in order to understand best practices that can be tailored to the UCSD setting.
- **Gender Issues:** Lisa Eyler and Suzi Hong regularly attend the Women in Health Sciences group meetings and several other members have attended workshops put on by this group. We reported to the Committee on the Negotiation Workshop held in the Spring of 2015 and on the workshop on sponsorship vs mentorship held in Fall of 2015. Several members of the subcommittee helped to plan the Spring 2016 Women in Health Sciences event on networking and elevator speeches, at which Lisa Eyler was one of the speakers. Lisa also reported to the Committee about an event she attended in Spring of 2016 about “What Works for Women at Work”. Suzi Hong served on a University task force to review family-friendly policies and reviewed their recommendations with the Committee. The subcommittee identified priority areas for continued discussions based on the departmental climate survey results such as diversity among departmental leadership, family friendly policies, etc.
- **LGBTQ:** The LGBTQ working group meets via teleconference monthly and had focused on the following themes: education, access to resources, and mentorship. With respect to education, we have identified the need for an educational presentation to faculty and trainees on mental health

issues and disparities relevant to the LGBT population. Potential forums for such a presentation include an event hosted by the Clinical Council and Grand Rounds. With respect to access to resources, the workgroup will endeavor to partner with mental health resources in the community that LGBTQ individuals, particularly those with limited incomes, can access. With respect to mentorship, the workgroup is in communication with the mentorship workgroup and is in support of facilitating access to mentors and allies.

- **Race/Ethnicity:** This subcommittee reviewed past climate survey results and discussed how best to be of service to the Department. One idea was to build on work that is already ongoing in some research groups to improve our research recruitment and outreach to various ethnic and racial groups. For example, the Subcommittee would create general mental health research brochures and flyers that are targeted (with language and/or content) to different communities. In the coming months, they will develop a proposal for a "Community Outreach for Research Recruitment" structure and determine what resources might be necessary to get it started and how it would be maintained (e.g., by recharge from active grants).
- **Climate Survey:** The subcommittee interfaced with members of the Faculty Equity office to learn results of the Health Sciences Faculty Climate Survey. They will help to digest these results and disseminate them to the Department and determine if there are additional items that we would wish to survey at the Department level.
- **Disability:** The disability subcommittee was initiated in June, 2015 with one member (Dawn Schiehser, PhD). In August, 2015 John Keltner, MD joined the committee and the first formal meeting was held on 8/25/15. In September, Laurie Lindamer, PhD joined the subcommittee. The current committee consists of these three members. Meetings are held monthly via phone conference, in-person, or email correspondence. Since its inception, the disability committee has worked on the following: (1) Establishing the Disability subcommittee's official mission: a) To provide solutions, education, and resources to support the untapped abilities of disabled faculty, trainees and students, and b) To provide education on disability issues to non-disabled faculty and administrators; (2) Development of a subcommittee program model; (3) Research on UCSD / VA San Diego disability resources; (4) Potential mechanisms for education (e.g., seminars, workshops) & outreach (e.g., university; community) pertaining to disability issues; (5) Providing an interface for disability accommodations and protocol for students/fellows/residents within the UCSD Department of Psychiatry.
- **Clinical Service Diversity:** The subcommittee made progress on their goal to understand the demographic make-up of our clinical clientele in the Department, gathering data from the VA and Gifford clinic. There are ongoing efforts to access EPIC to get data from UCSD inpatient and outpatient clinics. They also reviewed online materials for training cultural competency and recently met with UCSD SOM personnel involved in these efforts.

- **General activities:** Helped to advertise Health Sciences diversity-related activities such as the Diversity in Medicine Lecture Series and the Annual New Women Faculty Reception. Lisa Eyler consulted with various other Departmental groups about diversity issues and best practices, including the T32 in Biological Psychiatry. Lisa and other committee members interviewed trainee and faculty candidates to evaluate their commitment to diversity and to increase the candidates' awareness of our Department's activities in this regard.

■ **Goals for the Coming Year:**

Continued and increased efforts in collaborations with the Health Sciences and general campus diversity-related offices and activities.

Increased efforts in informing the department members of the opportunities for faculty, trainee, and staff development in diversity-related areas.

Create a follow-up workshop on Unconscious Bias that incorporates strategies for responding to bias when it occurs.

Work with others in the Department to develop a rapid response to tragic community events, focusing on mental health implications. Several thought leaders could help with these efforts including Marc Norman and Sean Travers.

Continued pursuit of work in progress for each subcommittee.