

UCSD Psychiatry Department
Chair's Advisory Committee on Diversity Issues
Annual Report
July 2016 – June 2017

■ **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 Eyer serves as Committee Chair. Arpi Minassian serves as Committee Vice Chair. The committee includes 43 members as of July 2017:

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|-----------------------------|--------------------|
| Dean Acheson | Alan Hsu |
| Natacha Akshoomoff | Shamini Jain |
| Autumn Backhaus | John Keltner |
| Kara Bagot | Steve Koh |
| Ursula Bailer | Xia Li |
| Katie Bangen | Laurie Lindamer |
| Veronica Cardenas | Jeanne Maglione |
| Alexandra Clark | Maria Marquine |
| Kate Conover | Emily Meier |
| Sheena Dev | Arpi Minassian |
| Kelsey Dickson | Matthew Panizzon |
| Neal Doran | Dawn Schiehser |
| Emily Edmonds | Christine Smith |
| Christine Fennema-Notestine | Andrea Spadoni |
| Carol Franz | Nicole Stadnick |
| Tiffany Greenwood | Louisa Steiger |
| David Grelotti | Monica Ulibarri |
| Adam Halberstadt | Katherine Williams |
| Karen Hanson | Christina Wong |
| Robert Heaton | Jared Young |
| Ellen Heyneman | Zvinka Zlatar |
| Suzi Hong | |

■ **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. Administrative support for the committee is provided by Carla Ingle.

■ **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 2016-2017 were:

Diversity Corner: Dean Acheson, Allie Clark

Climate Survey Response*: Christine Fennema-Notestine (Lead), Carol Franz, Natacha Akshoomoff, Lisa Eyler, Tiffany Greenwood, Lisa Delano-Wood, Jared Young, Katherine Williams, Nancy Downs, Steve Koh

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

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: Suzi Hong, Matthew Panizzon, Dawn Schiehser, Veronica Cardenas

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

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

Race / Ethnicity Issues: Sheena Dev, Alan Hsu, Maria Marquine, Emily Edmonds, Zvinka Zlatar, Christine Smith, Christina Wong

Climate Re-Survey: Tiffany Greenwood, Matthew Panizzon, Neal Doran, Karen Hanson

Disability Issues: Dawn Schiehser, Laurie Lindamer, John Keltner, Xia Li

Clinical Service Diversity: David Grelotti, Andrea Spadoni, Katie Bangen, Kelsey Dickson, Nicole Stadnick

*New subcommittee this year

■ **Accomplishments in Past Year:**

- **Diversity Corner:** The subcommittee helped to maintain a rotating feature on the Department website that highlights a current diversity issue or initiative. This year, a feature on intersectionality and its role in therapeutic sessions was posted. The content was developed by two former trainees at the VA San Diego, including Dr. Nicholas Grant, who was last year's Trainee Champion of Diversity. Subcommittees were encouraged to come up with a Diversity Corner topic related to their own issue.
- **Climate Survey Response:** This subcommittee was formed in 2016 to review and synthesize results from the 2015 UCSD Health Sciences Faculty Climate Survey, as they pertained specifically to the Department of Psychiatry environment, and to recommend opportunities for improvement. Although the review found many positive aspects of faculty climate, three areas of concern were noted that may benefit from expanded or new efforts. To provide recommendations and guide future efforts in these areas, the Department has formed aligned Task Forces: 1)

Compensation, Space, and Resources (Lead: N. Akshoomoff); 2) Open Expression and influence (Lead: C. Fennema-Notestine), and 3) Behavior and Civility (Lead: C. Franz). In consultation with the Chair's Advisory Committee on Diversity Issues and this subcommittee, Dr. Igor Grant, Department Chair, presented the subcommittee data report, initial strategies and recommendations to the faculty in December 2016, encouraged comments and feedback, and invited faculty to participate in the newly defined initiatives. The Department already has 1) enhanced efforts to detail and define procedures such as compensation and space through presentations, 2) revised infrastructure to include Adjunct faculty in senior faculty meetings to improve communication and opportunities for expression and influence; and 3) increased presentations and training related to harassment, discrimination, and implicit bias. This subcommittee will continue to serve as a point of integration across related Diversity Committee groups, such as Gender Issues and Climate Re-Survey development, and the Task Force groups to best enable and recommend improvements to departmental work climate

- **Workshop Development:** Lisa Eyler and members of the committee presented the Unconscious Bias workshop to trainee groups at the VA (interns and postdocs). Lisa presented the workshop to psychiatry faculty and trainees at Henry Ford Hospital in Detroit. Lisa and Maria Marquine were sponsored by the Department to attend a "train the trainer" session for facilitating an Ally Skills workshop and have started to tailor the content for our faculty and trainees. The goal is to present the workshop this year. Members of this subcommittee will work with the Climate Survey Response group to develop Department-specific workshops to address climate issues (e.g., compensation and salary).
- **Cultural Celebration:** The [Third Annual Psychiatry Department Cultural Celebration](#) was held on Friday, February 24th, 2017. The event was bigger and better than ever, with excellent reviews and feedback. Faculty, staff, and trainees provided a smorgasbord of tasty dishes and libations that reflected their cultural backgrounds, and many wore festive traditional outfits. A rolling slide show featured baby pictures and photos of Department members with cultural meaning. Members of Capoeira Mandinga entertained and impressed us with their high-energy blend of dance and martial arts. New features this year: inclusion of family members, a flag-decorating craft, drawings for prizes based on wearing traditional dress and contributing to the slide show.
- **Champion of Diversity Award:** Angela Gutierrez, a student in the Joint Doctoral Program, was awarded the Trainee Champion of Diversity Award at the Department Graduation banquet for her contributions in research, training, and outreach within the Latino community locally and nationally. After targeted solicitation of MD nominees, David Grelotti, MD was selected as the 2017 Faculty Champion of Diversity for his dedication to the LGBT community and his local, national, and international research and outreach. His award will be presented at the August General Faculty Meeting.

- **Mentorship:** This year, the subcommittee implemented the Personalized Consultation Program to give trainees access to a UCSD Psychiatry faculty member who has been recruited to serve as a “consultant” on issues relevant to personal identity and how this relates to professional development. The program provides 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. The subcommittee solicited potential consultants and interested trainees, and successfully confidentially matched 5 trainees to consultants. They evaluated the program at midpoint and end of year and will soon report to the Committee on the outcomes. They plan to offer the PCP again next year and are considering expanding it to serve junior faculty as well.
- **Gender Issues:** Suzi Hong and other members of the committee are working on a presentation based on new family-friendly policies put in place at UCSD. The subcommittee discussed results from the Climate Survey that were gender related and will work with the Response Subcommittee on plans to address these. They are working to get accurate numbers for the proportion of women at various ranks and in various series, and hope to have this information readily available on the website. They suggested that there be a greater diversity of people introducing visiting speakers to the Department. Lisa took this suggestion to the Cabinet, and it is being implemented for Grand Rounds. Lisa Eyer, Suzi Hong, and Natacha Akshoomoff continue to be active in the Women in Health Sciences (WIHS) group and report back to the Committee about these activities. Lisa was elected Secretary and Suzi was elected Treasurer of WIHS.
- **LGBTQ:** This year the LGBTQ subcommittee focused upon drafting material for the departmental website aimed at educating the community about common psychological reactions to stressful events, how to manage them, and resources for treatment. This webpage can also be translated to Spanish. Subcommittee members liaised with educators within and outside the department to facilitate educational opportunities, e.g, seminars for the psychiatric residents. The subcommittee advised the Climate Survey workgroup on how to gather data about LGBTQ presence and climate in the department. A representative from this subcommittee sits on the Chancellor’s Advisory Committee on Gender Identity and Sexual Orientation issues and is involved with efforts such as ensuring patients of UC San Diego Health access to culturally competent providers. Finally, this subcommittee disseminates information about educational opportunities and UC San Diego and community events.
- **Race/Ethnicity:** This year, the subcommittee developed and distributed a needs assessment survey to understand the issues faced by researchers in the Department who are attempting to recruit a diverse participant sample. The survey results will be used to design a Departmental program that will assist in recruitment of minority participants. They are currently analyzing the responses so far (n =13) and the findings indicate almost all of these individuals want to increase enrollment of these

groups. Subcommittee members also met with the CTRI Community Outreach group to discuss how to interface with them and strategies for our Department's initiative. In terms of liaison with the campus, Maria Marquine is the Joint Doctoral Program's Diversity Coordinator and meets with other coordinators for CUSD graduate programs; she will report back to our Committee on those meetings.

- **Climate Re-Survey:** This subcommittee is tasked with surveying the department to identify areas for improvement with regard to the climate in general and diversity issues specifically. This year, they drafted a new survey that combines the most salient items from the 2011 Climate for Success and Diversity Surveys. Based on the results of the Health Sciences Climate Survey of 2015, they have added new questions to address the issues that were specifically raised as potentially problematic within our department. The final draft of the new survey has recently been forwarded to the Climate Survey Response Committee for further review. Following approval of the new survey, it will be distributed to department faculty for response.
- **Disability:** The Disability subcommittee's official mission is: 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. This year, the subcommittee compiled and posted disability-related resources on the [Diversity Resources](#) section of the Departmental webpage. They also organized a Department of Psychiatry Team for the National Alliance for Mental Illness (NAMI) Walk. The group of faculty, trainees and staff raised \$2,345 for the cause and sported team t-shirts while they walked at the Liberty Station event. In addition, the subcommittee helped to facilitate onboarding of a visually impaired resident and advised Departmental leadership about disability issues. They are working on a workshop / seminar, perhaps given by VA disability rights advocate Dr. Linda Mona, to be presented this year.
- **Clinical Service Diversity:** The subcommittee made progress on their goal to understand the demographic make-up of our clinical clientele in the Department, by addition information from EPIC queries to the data already collected from Gifford and VA sites. They are working to get numbers from clinics not served by EPIC. The group will compile these data and compare our demographics to County demographics to see how our patient make-up compares. The group has met with Dr. Patricia Judd, Chief Experience Officer for the Department, and she has been involved in gathering data and discussions of how to disseminate results. The subcommittee plans to present the data initially to the Clinical Council and then to the rest of the Department.
- **General activities:**
 - The Committee helped to initiative several initial responses to issues raised by the Climate Survey as described above. In addition, the development of a Department Organizational Chart is underway, and Councils have been encouraged to update their webpages and rosters and to explain on the webpage how their membership

is chosen and renewed. General faculty meetings are now available for live streaming online.

- The committee also considered whether or not to include Department staff in its meetings and mission. Lisa met with Ling Zenter and Mike Bloom to discuss the results at the Staff at Work survey and any issues raised there. It was determined that there is not current need for a large effort to diversify or improve climate for staff, but this can be revisited in the future.
- Helped to advertise and attended Health Sciences and campus diversity-related activities such as Women in Health Sciences speakers and workshop, the Annual New Women Faculty Reception, UCSD Health's Pride month and parade activities, Uncovering Black America's Contributions to Cognitive Science, a staged reading of the play *Smart People* about race and academia, and the Equity, Diversity and Inclusion Awards. Our own committee member, Autumn Backhaus, received this campus-wide award, as did Department member Mounir Soliman.

■ **Goals for the Coming Year:**

Deliver report to Igor Grant based on Climate Survey Response Task Forces and work with multiple subcommittee to carry out recommendations.

Re-survey the Department regarding climate.

Administer and expand PCP program and associated educational activities (e.g., training in diversity mentorship).

Complete and deliver Ally Skills Workshop.

Inform Department faculty about gender-related policies.

Sponsor or co-sponsor disability-related presentation or workshop.

Refresh Diversity Corner with 2 new features (one per semester).

Complete Departmental website about responding to stressful community events.

Compile data from Needs Assessment and use results to guide efforts to help researchers recruit a diverse sample of participants.

Complete demographic survey of patients served by Department, present to Clinical Council and whole Department, and devise action items based on results.

Plan and execute 4th annual Cultural Celebration.

Select and present 2018 Champion of Diversity awards to faculty and trainee recipients.

Enhance profile of the committee with further announcements regarding diversity activities and awards on Department website. Explore having a

“Diversity in the News” section on our page for articles and news stories about diversity issues.

Form an International / Immigrant Issues subcommittee, with initial action items of educating the Department on visa and hiring issues and creating a set of links for the Diversity Resources page regarding UCSD and local resources. There may be grants available to support activities in this area.

Explore further the racial / ethnic makeup of the Department and how it compares to other departments, UCSD as a whole, and academic medicine as a whole. Set it up so that data can be tracked longitudinally.

Arrange for another presentation at faculty meeting by the Office of Prevention of Harassment and Discrimination about strategies for dealing with bullying / intimidation and reporting avenues.

Propose to PET council that one Grand Rounds speaker per year be specifically diversity-related (e.g., research with underserved populations, research on bias itself and mitigating it, etc).