

UCSD Psychiatry Department  
**Chair's Advisory Committee on Diversity Issues**  
**Annual Report**  
July 2017 – June 2018

■ **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 45 members as of July 2018:

|                             |                     |
|-----------------------------|---------------------|
| Natacha Akshoomoff          | Laurie Lindamer     |
| Autumn Backhaus             | Jeanne Maglione     |
| Ursula Bailer               | Maria Marquine      |
| Katie Bangen                | Arpi Minassian      |
| Margarita Behrens           | Tanya Nguyen        |
| Molly Berman                | Matthew Panizzon    |
| Veronica Cardenas           | Michelle Pitts      |
| Jessica Carrasco            | Anny Reyes          |
| Kelsey Dickson              | Dawn Schiehser      |
| Neal Doran                  | Christine Smith     |
| Stephanie Dulawa            | Andrea Spadoni      |
| Emily Edmonds               | Nicole Stadnick     |
| Christine Fennema-Notestine | Louisa Steiger      |
| J. Adam Fields              | Jessica Thackaberry |
| Carol Franz                 | Kelsey Thomas       |
| Amanda Gooding              | Julie Trim          |
| Tiffany Greenwood           | Eva Turk            |
| David Grelotti              | Monica Ulibarri     |
| Adam Halberstadt            | Katherine Williams  |
| Karen Hanson                | Christina Wong      |
| Robert Heaton               | Jared Young         |
| Suzi Hong                   | Zvinka Zlatar       |
| Alan Hsu                    |                     |

■ **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 2017-2018 were:

Diversity Corner (to become Web Presence): Dean Acheson, Allie Clark, Natacha Akshoomoff

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

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

Cultural Celebration: Ursula Bailer, Tiffany Greenwood, Maria Marquine, Arpi Minassian, Tanya Nguyen, Anny Reyes, Louisa Steiger, Jared Young

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

Mentorship: Veronica Cardenas, Suzi Hong, Matthew Panizzon, Dawn Schiehser, Jessica Thackaberry

Gender Issues: Stephanie Dulawa, Amanda Gooding, Carol Franz, Suzi Hong, Jeanne Maglione, Emily Meier, Tanya Nguyen, Kelsey Thomas, Eva Turk, Christina Wong, Jared Young

LGBTQ Issues: Molly Berman, Neal Doran, David Grelotti, Arpi Minassian, Christine Smith, Julie Trim, Jared Young

Race / Ethnicity Issues: Autumn Backhaus, Emily Edmonds, Alan Hsu, Maria Marquine, Tanya Nguyen, Christine Smith, Christina Wong, Zvinka Zlatar

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

DisAbility Issues: Dawn Schiehser, Laurie Lindamer, John Keltner, Adam Halberstadt, J. Adam Fields, Xia Li

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

- **Accomplishments in Past Year:**

- **Diversity Corner:** Subcommittees were encouraged to come up with a Diversity Corner topic related to their own issue. A few are in the works, but we could use new members of this subcommittee to spearhead new content for the coming year, and generally consider issues of web presence for the committee.
- **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. This year the Subcommittee worked to consolidate the recommendations of the three task forces (Compensation, Space, and Resources, Open Expression and influence, and Behavior and Civility) into a report that was recently presented to Dr. Grant. They will also help Dr. Grant develop a presentation at an upcoming General Faculty Meeting, and help facilitate discussion at the meeting.

- **Workshop Development:** Lisa Eyler and members of the committee presented the Unconscious Bias workshop to trainee groups at the VA (interns and postdocs) and Rady Children's Hospital. Lisa and Maria Marquine developed an Ally Skills workshop, piloted it with members of the Diversity Committee, and presented the first version to department faculty in June. Lisa worked with Ellen Lee to develop and present a Negotiation and Communication Strategies for women workshop that was presented to department trainees and graduate students at UCSD.
- **Cultural Celebration:** The Fourth Annual Psychiatry Department Cultural Celebration was held on Friday, February 23rd, 2018. This year's event attracted new and returning guests to a new, festively-decorated venue. Faculty, staff, and trainees dined on potluck treats from around the world and participated in a BINGO game to get to know each other and our cultural influences. Against a backdrop of world music and a slideshow of baby photos, ancestors, and homelands, adults and children mingled and decorated handprints to reflect countries of origin and other factors that shape our identity. The highlight of the evening was a performance from the UCSD student dance troupe ZOR. We were treated to a whirlwind Bollywood-style performance that they created on the theme of depression in order to decrease stigma and increase awareness about the importance of supporting those struggling with mental health issues. The dancers inspired us with their technical skill and dedication to this cause.
- **Champion of Diversity Award:** Kiara Wesley, a fellow in the VA Postdoctoral Fellowship, was awarded the Trainee Champion of Diversity Award at the Department Graduation banquet for her contributions in teaching and research, particularly in the area of culturally-competent care for African-American couples. Neal Swerdlow, MD, PhD was selected as the 2018 Faculty Champion of Diversity for his dedication to enhancing the pipeline of under-represented minority academic physicians through his summer program and research residency. He was surprised with the award at the Graduation Banquet.
- **Mentorship:** This year, the subcommittee continued to offer the Personalized Consultation Program (PCP) for the second year 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 3 trainees to consultants. They evaluated the program and will soon report to the Committee on the outcomes. The PCP was also offered for the first time to junior faculty members this year, however no requests for a match were made. The PCP will be offered to trainees and junior faculty members again next year.

**Gender Issues:** The Subcommittee developed a faculty panel on Gender Issues and Transitioning to Faculty Positions which was presented to Departmental Trainees in June. In addition, several members of the Diversity Committee continue to be active in the Women in Health Sciences (WIHS) group and report back to the Committee about these activities. Lisa Eyler and Suzi Hong serve on the WIHS executive committee. Suzi Hong worked with Neal Swerdlow on diversifying departmental speaker introducers and grand round speakers. The group also worked on collecting statistics on gender/series/salary in the department and SOM, and clarified their mission by creating a mission statement -  
-Clarifying.

- 
- **LGBTQ:** Major activities and accomplishments for the academic year include: publication of English and Spanish versions of a web resource for coping with traumatic events (<https://medschool.ucsd.edu/som/psychiatry/education/Pages/Traumatic-Events.aspx>), publication of a web resource for faculty, staff and trainees for reporting and confidential counseling for difficult work events (<https://medschool.ucsd.edu/som/psychiatry/about/Resources/Pages/Resource-for-Reporting-And-Confidential-Counseling.aspx>), participating in the planning and implementation of a presentation to the Psychiatry residents about sexual health in the LGBTQ population, representing Psychiatry on the Health Sciences LGBTQ Leaders Committee and advising on educational competencies for providers who care for the LGBTQ community, and disseminating information about LGBTQ-related educational seminars, community events, and social events to the Psychiatry department.
- **Race/Ethnicity:** Based on the findings from the subcommittee's survey of researchers in the Psychiatry Department (36 respondents), almost all researchers are interested in increasing recruiting/enrolling of ethnic/racial minorities into Department research studies but few are meeting their enrollment goals. We identified barriers to recruiting/enrolling of ethnic/racial minorities. The subcommittee created a list of information and resources that will help researchers overcome these barriers.
- **Climate Re-Survey:** This year, the subcommittee finalized the draft of a new survey that combines the most salient items from the 2011 Climate for Success and Diversity Surveys and items devised based on results of the Health Sciences Climate Survey of 2015. After meetings with Departmental leadership, it was decided to delay the distribution of the survey until after the report of the Climate Survey Taskforces is disseminated and discussed.
- **DisAbility:** Over this past year, the DisAbility subcommittee has accomplished the following:
  1. Refined mission statement (June 2017-March 2018).

2. Explored potential mechanisms for education (e.g., seminars, workshops) & outreach (e.g., university; community) pertaining to disability issues; contacted potential speakers (June 2017-present).
3. Compiled UCSD faculty/staff resources for addiction and updated Diversity website with resource links (Nov-Dec 2017).
4. Compiled information on medical licensure requirements pertaining to reporting a current or past disability, per request (Feb 2018-present).
5. Aided in the organization of NAMI walk for UCSD Dept of Psychiatry (April, 2018)
6. Contacted speakers to present on leave policies, per Dr. Grant's request (June, 2018).

- **Clinical Service Diversity:** The subcommittee completed their survey of the demographic make-up of our clinical clientele in the Department, and began to work on a presentation to share with various entities, starting with the Clinical Council.

- **General activities:**

- Lisa Eyler met by phone with Christina Mangurian, MD, MAS at UCSF and Ruth S. Shim, MD, MPH at UC Davis, her cohorts at those institutions. Dr. Shim put together a letter of intent which included UCSF, UCLA, UCSD, and UCD for pilot funds (2 years) which will bring together people to discuss bias and discrimination and how it affects the mental health of medical students and then would propose a solution on how to deal with them. They were asked to submit a full proposal in August.
- Helped to advertise and attended Health Sciences and campus diversity-related activities such as Women in Health Sciences speakers and workshop, a talk entitled "The Continuum of Sexual Violence: Creating Working and Learning Environments Free of Sexual Harassment and Assault", the workshop "Learning to Ask: How Women Can Leverage the Power of Negotiation" by Linda Babcock, kick-off events for the Diversity Strategic Plan, Women's Network events, and UCSD Health's Pride month and parade activities.

- **Goals for the Coming Year:**

Plan and facilitate Dr. Grant's presentation of the Climate Survey Response Task Forces Report to the General Faculty in September and work with multiple subcommittee to continue to implement recommendations.

Re-survey the Department regarding climate.

Administer PCP program with improvements as needed based on feedback.

Deliver Ally Skills Workshop at Hillcrest site; develop and deliver trainee-focused version.

Organize a presentation from Health Sciences Human Relations on leaves of absence and how the Department and managers can best prepare for and accommodate leaves.

The Gender Issues Subcommittee will work to develop and deliver a workshop for faculty about Family Friendly Policies and Work-Work-Life Integration. They will also summarize the recent National Academies report on harassment and bullying in academia for a brief presentation and discussion at a Faculty Meeting. In addition, they will make a systematic effort to include junior and women faculty members to introduce speakers for departmental events, and ask for volunteers from diversity committee to be on the list for Neal Swerdlow to contact for departmental speaker and grand round speaker introductions. They will continue to work on a way to distribute articles and information on gender issues in academia through email or blog distribution (possibly coordinate with the diversity corner committee). Finally, they plan to conduct a survey on sexual and other forms of harassment (and bullying) in the workplace. In Fall, subcommittee members Suzi Hong, Jared Young, and Carol Franz will participate in the "Meet the Professor" lunch series at the VA.

The Race/Ethnicity Subcommittee will meet with Vice Chair Rob Anthenelli about how they might help in the Department's efforts to retain talented URM trainees within the Department.

Repurpose the Diversity Corner subcommittee into the Web Presence Subcommittee. This group will be responsible for refreshing the Diversity Corner with 2 new features (one per semester) each year, liaising between other subcommittees and the Department Web managers, keeping the content of the website up to date, and developing novel online ways of promoting our mission (e.g., space for articles with a way to comment on them).

Help to plan and deliver a workshop for under-represented medical students and residents through BNGAP (Building the Next Generation of Academic Physicians).

Plan and carry-out a diversity-related workshop for first-year JDP students. Our committee will devise options for this workshop to present to the JDP Student Council.

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

Plan and execute 5<sup>th</sup> annual Cultural Celebration.

Select and present 2019 Champion of Diversity awards to faculty and trainee recipients.