

UCSD Psychiatry Department
Chair's Advisory Committee on Diversity Issues
Annual Report
July 2018 – June 2019

■ **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. Arpi Minassian serves as Committee Vice Chair. The committee includes 63 members as of July 2018:

Natacha Akshoomoff
Autumn Backhaus
Ursula Bailer
Katie Bangen
Margarita Behrens
Molly Berman
Veronica Cardenas
Jessica Carrasco
Shanna Cooper
Kelsey Dickson
Neal Doran
Stephanie Dulawa
Emily Edmonds
Jeremy Elman
Mark Ettenhofer
Danielle Fettes
Christine Fennema-Notestine
J. Adam Fields
Carol Franz
Amanda Gooding
Tiffany Greenwood
David Grelotti
Adam Halberstadt
Karen Hanson Bondi
Robert Heaton
Matt Herbert
Suzi Hong
Alan Hsu
Jessica Hughes
Katy Lacefield
Amy Lansing
Eve Lasswell

Sarah Jurick Lefler
Laurie Lindamer
Jeanne Maglione
Kassandra Martinez
Maria Marquine
Emily Meier
Arpi Minassian
Jyoti Mishra
Marina Nakhla
Tanya Nguyen
Matthew Panizzon
Michelle Pitts
Anny Reyes
Roxanne Rockwell
Sandra Sanchez Roige
Dawn Schiehser
Betty Shih
Christine Smith
Scott Sorg
Andrea Spadoni
Nicole Stadnick
Louisa Steiger
Jessica Thackaberry
Kelsey Thomas
Julie Trim
Eva Turk
Monica Ulibarri
Katherine Williams
Christina Wong
Jared Young
Zvinka Zlatar

- **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 Lindsay Gomez.
- **Subcommittee Structure:** Starting in 2015, we formed standing subcommittees and asked each member to serve on at least one. The subcommittees and their current members are:

 - Diversity Dissemination: Nicole Stadnick, Kathleen Williams, Molly Berman, Carol Franz, Karen Hanson Bondi, Danielle Fettes
 - Climate Survey Response: Christine Fennema-Notestine, Natacha Akshoomoff
 - Workshop Development: Lisa Eyler, Maria Marquine, Jeremy Elman
 - Cultural Celebration: Ursula Bailer, Tiffany Greenwood, Maria Marquine, Arpi Minassian, Tanya Nguyen, Anny Reyes, Betty Shih, Louisa Steiger, Jared Young
 - Champion of Diversity Award Selection: Ursula Bailer, Arpi Minassian, Matthew Panizzon, Katherine Williams, Neal Doran
 - Mentorship: Veronica Cardenas, Suzi Hong, Sarah Jurick Lefler, Matthew Panizzon, Dawn Schiehser, Scott Sorg, Jessica Thackaberry
 - Gender Issues: Margarita Behrens, Shanna Cooper, Stephanie Dulawa, Amanda Gooding, Suzi Hong, Jeanne Maglione, Emily Meier, Tanya Nguyen, Kelsey Thomas, Eva Turk, Christina Wong, Jared Young
 - LGBTQ Issues: Molly Berman, Anne Bird, Neal Doran, Eve Lasswell, David Grelotti, Arpi Minassian, Christine Smith, Julie Trim, Wei-Ming Watson, Jared Young
 - Race / Ethnicity Issues: Autumn Backhaus, Emily Edmonds, Alan Hsu, Tanya Nguyen, Christine Smith, Christina Wong, Samantha Friend
 - Climate Re-Survey: Tiffany Greenwood, Matthew Panizzon, Neal Doran, Karen Hanson, Anny Reyes, Jessica Carrasco
 - DisAbility Issues: Dawn Schiehser, Laurie Lindamer, Adam Halberstadt, J. Adam Fields, Marina Nakhla, Mark Ettenhofer
 - Clinical Service Diversity: David Grelotti, Andrea Spadoni, Katie Bangen, Kelsey Dickson, Nicole Stadnick, Roxanne Rockwell
 - (new)Wellness Committee Liaison: Tiffany Greenwood, Jyoti Mishra

■ **Accomplishments in Past Year:**

- **Diversity Dissemination:** In October 2018, the Diversity Dissemination subcommittee convened for the first time. The four inaugural members' driving concern was to discover a way to share the kinds of stimulating and sometimes provocative articles they were reading about diversity related issues with psychiatry faculty, trainees, and staff. At the same time they somewhat unknowingly inherited the mantle of being the new "web presence" subcommittee with the task of maintaining the diversity website. With unflagging assistance from Carla Ingle and Melissa Beckwith, we organized a system for efficiently identifying and disseminating articles, meeting monthly to discuss and choose articles. The first "Diversity Reads" monthly email went out the end of November 2018. New readings have been disseminated every month since and those readings become archived on the diversity website. In May 2019 we were the grateful recipients of a new "Diversity Corner" article written by Laurie Lindamer PhD and Caryn Kseniya Rubanovich MS on attempts to deal with the stigma associated with mental health and other disabilities in the licensing of mental health professionals ("Licensing of Mental Health Professionals: Stigma Still Exists") which is now posted in the diversity corner folder. In June 2019 two new members (Drs. Danielle Fettes and Karen Bondi) joined the subcommittee. With greater person-power we look forward to expanding our goals to provide the sort of development of the "web presence" for the diversity committee Dr. Eyer envisioned.
- **Climate Survey Response:** Formed in 2016, the committee reviewed and synthesized results from the 2015 UCSD Health Sciences Faculty Climate Survey, and submitted departmental specific recommendations for improvements to the Chair, Dr. Igor Grant in the spring of 2018. Working with Dr. Grant, we developed a presentation for the October 9, 2018 General Faculty Meeting to report on progress and goals for the department. Dr. Christine Fennema-Notestine presented the report and the diversity committee representatives facilitated discussion. Our current goals including reviewing the status of recommendations, aligning remaining recommendations with diversity subcommittee work, and focusing on improvement updates.
- **Cultural Celebration:** The Fifth Annual Psychiatry Department Cultural Celebration was held on Thursday, March 28th, 2019 in the MET building. This was also a thank you and celebration of Dr. Igor Grant's leadership of the Department. Faculty, staff, and trainees dined on potluck dishes and participated in a BINGO game to get to know each other and our cultural influences. A slideshow celebrated our cultural origins and messages of thanks to Dr. Grant. We were entertained by a Chinese dance troupe and marveled at their skill and beautiful presentation. In honor of Dr. Grant's Russian origins and collaborations, we had a vodka tasting.
- **Champion of Diversity Award:** The subcommittee gave thoughtful and prompt review of the multiple applications received. The pool was very

competitive again, and we encourage anyone who was not selected to be nominated again next year. This year's trainee winner was Anny Reyes, a student in the Joint Doctoral Program in Clinical Psychology and member of our committee. She was given the award at the Graduation Banquet. The faculty recipient was Brian Buzzella, PhD, an Assistant Clinical Professor in the Department. His award was presented at the General Faculty Meeting.

- **Mentorship:** The mentorship subcommittee has continued its efforts to maintain and grow the Personalized Consultation Program (PCP) over the past year. The goal of the PCP is to facilitate mentor-mentee like relationships between trainees and junior faculty, with more senior faculty members, with the expressed intention of addressing diversity-related issues that may impact professional development and well-being. These consultation relationships are confidential, and may last for as long as the dyad wishes to maintain the relationship. Four consultation matches were made in the last year (2 graduate students, 1 post-doctoral scholar, 1 assistant professor). In addition to facilitating the matches, the committee provides a list of discussion topics and prompts in order to provide some structure to the discussions in the early days. These topics and prompts were adapted from resources provided by the National Research Mentoring Network and the Center for the Improvement of Mentored Experiences in Research. This Summer the subcommittee will conduct a survey of consultants and consultees in order to evaluate the strengths and weaknesses of the program, as well as identify areas for improvement for the next academic year.
- **Gender Issues:** Recurring meetings are held last Monday of each month, 12:00 – 1:00 PM by zoom during which discussions on subcommittee activities including organizing workshops, future initiatives, and notable articles or current events that are related to gender equity. Mission statement had been formalized as follows: The vision of the Gender Issues Subcommittee is to achieve a gender-equitable environment and culture of inclusion within the UCSD Department of Psychiatry. Our mission is to actively foster gender-related equity, diversity, and inclusion to ensure equal opportunity for success, particularly for women. We will accomplish this mission through gender-equity initiatives in support of and active engagement by all genders:
 - 1) Tracking departmental statistics on gender distribution (e.g., faculty series and rank, pay scales, invited speakers, committee members, leadership positions) and making recommendations that result in department-wide climate and policy changes to reduce gender-related disparities.
 - 2) Hosting activities and events that are relevant to gender and family issues, including workshops, that aim to improve the departmental environment for gender-equity.

- 3) Reviewing and disseminating gender-related information to the members of the Psychiatry Department, including relevant research, articles, and material from other departments and universities that promotes gender equity, especially regarding concerns for the status of women.

Three workshops were organized by the subcommittee as follows:

- 1) June 20, 2018. Trainee workshop on “Gender issues and transitioning to early career roles” that featured faculty panelists, was attended by diverse trainees in the department (clinical psychology interns, psychiatry resident, psychology and psychiatry fellows, graduate students and others). Post-meeting participants’ feedback included positive comments on the inclusion of diverse panelists; the relevance and significance of the topic; and necessary knowledge gained. Notable constructive comments included allotting more time to each question, better advertisement to include male attendees, and a need for anonymous “survey” of desired discussion topics for consideration.
 - 2) February 5, 2019. Trainee workshop on “Self-promotion and networking in academic medicine: barriers, incentives, and strategies” for the PET council trainee seminar series was led by Lisa Eyer, Shanna Cooper, Kelsey Thomas and Christina Wong. The goals of this seminar were to: define and explore the concepts of networking and self-promotion, and learn about their value; identify potential barriers and discuss strategies, especially as they relate to women; and develop and refine an elevator pitch to effectively promote you/your work.
 - 3) Faculty information session on “UCSD family friendly policies for better work-life integration (TBF)” is scheduled for the October faculty meeting in coordination with Heather Zion, UCSD Academic Family Programs Liaison.
- **LGBTQ:** Major activities and accomplishments for the academic year include:
 - Composed a fact sheet for researchers on LGBTQ terminology and suggested wording for research subject questions related to gender identity and sexual orientation. The fact sheet was distributed department-wide to faculty, staff, and trainees and is housed on the faculty and staff iShare.
 - Representing Psychiatry in the UC San Diego Health Leaders Committee on LGBTQ care, where a primary focus is on generating department-specific clinical competencies. Psychiatry was one of two departments thus far to draft competencies, and will roll them out to clinicians in the coming year. Our subcommittee reviews training resources and will set up procedures for clinicians to achieve and document the competencies.

- Representing Psychiatry in the Health System's beginning efforts to form a comprehensive multidisciplinary transgender care clinic. Psychiatry will be a critical component since mental health evaluations are insurance-mandated during the transitioning process, and follow-up mental health care is essential.
 - Disseminated to the department information about LGBTQ-related educational opportunities, trainings, and community events.
 - Provided suggested publications for Diversity Reads website on racial microaggressions and the non-binary gender concept.
 - Continued interface with the Psychology department (they have included this subcommittee's webpage on responding to traumatic events as a link on their own website) and the San Diego VA.
- **Race/Ethnicity:** Based on the Psychiatry Department survey that we conducted in 2017-2018 on recruitment of ethnic and racial minorities for research studies, we created a set of resources and tips for increasing enrollment of racial/ethnic minority participants in research. This information was uploaded to the Department website in January 2019: <https://medschool.ucsd.edu/som/psychiatry/about/Resources/pages/default.aspx>. We were connected with Dr. Anthenelli as he was the head of a workgroup focusing on retention of trainees and we were tasked with helping to collect information from recent Psychiatry residents about their decisions to stay or leave UCSD/VA San Diego. We created a survey to determine factors that influence retention of diverse trainees and distributed it to recent Psychiatry trainees. The workgroup is currently on hold until the new department chair is chosen but we plan to continue to collaborate with them when it resumes. We are currently working to assemble data on the diversity of Psychiatry Department trainees; this data is collected by training programs separately but it would be helpful to have this information in one place that is accessible to everyone.
 - **Climate Re-Survey:** This year, the subcommittee worked to revise and refine the Trainee Climate Survey. Previous items were retained and a few new items added. A draft was sent to the PET council for review. We will coordinate with VA efforts to survey their trainees to avoid survey overload.
 - **DisAbility: History:** The DisAbility subcommittee was initiated in June, 2015 with one member (Dawn Schiehser, PhD). In August-September, 2015 John Keltner, MD and Laurie Lindamer, PhD joined the subcommittee. In August, 2017, Xia Li, MD joined the committee and in October, 2017, Adam Fields, PhD and Adam Halberstadt, PhD joined. In October 2018, Marina Nakhla, first year JDP student, joined our group. The 2018-19 committee consisted of these 5 members: Dawn, Laurie, Adam F., Adam H, and Marina. Meetings are held monthly or every other month via phone conference, in-person, or email correspondence. Over this past year, the DisAbility committee has accomplished the following:

1. Coordinated presentation by UCSD HR on staff leaves to Dept of Psych faculty on Jan 8, 2019 (Dawn).
 2. Created a document on medical licensure requirements pertaining to reporting a current or past disability (Laurie)
 3. Currently working with UCSD HR to present on disability accommodations (& possibly faculty leaves) (Adam F. & Marina)
 4. Currently working in collaboration with Gender committee to create an FAQ doc for faculty leaves (Dawn, Adam F. & Marina)
 5. Offered to spearhead Dept Psych NAMI walk (Adam H.), but efforts were not needed this year.
- **Clinical Service Diversity:** Subcommittee members plan to update the data that was presented by David Grelotti regarding the diversity of our clinical population across different clinical care sites. The group hopes to expand the diversity characteristics that are summarized. They plan to partner with the LGBTQ subcommittee to help develop and advertise workshops and resources to improve cultural competency.
 - **Workshop Development:** The Ally Skills workshop has been delivered to one Psychiatry group and to the Division of Physical Sciences. The Implicit Bias workshop continues to be part of Psychiatry training programs and has also been given outside the Department.
 - **General activities:**
 - Helped to advertise and attended Health Sciences and campus diversity-related activities such as Women in Health Sciences speakers, the EDI Summit, UCSD Health's Pride month and parade activities, and other campus events.

Goals for the Coming Year:

- Survey Department trainees regarding climate.
- The Personalized Consultation Program will use results of a participant survey to improve the program for the coming year. They will partner with the Faculty Mentorship Committee to help provide programming about incorporating diversity issues into mentorship.
- Deliver Ally Skills Workshop to another group of Psychiatry faculty; develop and deliver trainee-focused version.
- The Gender Issues Subcommittee will help to finalize and carry out a workshop for the General Faculty meeting on UCSD family-friendly policies.
- Finalize the procedures for clinical competencies for care of LGBTQ patients; help disseminate these best practices to the Department (joint effort of LGBTQ and Clinical Service Diversity subcommittees).

- The Race/Ethnicity group will complete a project to catalog the diversity of the trainees in the Department.
- Survey the department to see if people read and/or make use of the contents of the diversity dissemination email. We have no idea if we are reaching an audience outside of ourselves and/or how dissemination can be improved.
- Broaden dissemination agenda beyond "Diversity Reads" so that we curate the diversity website better. This includes changing the diversity corner article twice annually, making sure that diversity-related events are advertised and reported on, and keeping the site up-to-date.
- Complete a FAQ on faculty leaves (joint project of DisAbility and Gender subcommittees).
- Design and implement seminars on faculty leaves and on disability accommodations.
- Plan and execute 6th annual Cultural Celebration.
- Select and present 2020 Champion of Diversity awards to faculty and trainee recipients.