Welcome to the Office of Research Town Hall  
June 25, 2024

The event will commence shortly.

To achieve the best participant experience, please note the following:

<table>
<thead>
<tr>
<th>Sound and Video</th>
<th>Q&amp;A</th>
<th>Recording</th>
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<tr>
<td>• Joining via computer audio is recommended.</td>
<td>• Type your question in the Q&amp;A box at the bottom of your screen.</td>
<td>• This session will be recorded and featured on Research.ucsf.edu.</td>
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<td>• Put Zoom window in &quot;full screen&quot; mode and &quot;fit to window.&quot;</td>
<td>• Questions will be moderated and selected questions will be asked.</td>
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UCSF Land Acknowledgement

We would like to acknowledge the Ramaytush Ohlone people, who are the traditional custodians of this land. We pay our respects to the Ramaytush Ohlone elders, past, present, and future who call this place, the land that UCSF sits upon, their home. We are proud to continue their tradition of coming together and growing as a community. We thank the Ramaytush Ohlone community for their stewardship and support, and we look forward to strengthening our ties as we continue our relationship of mutual respect and understanding.
Office of Research Quarterly Town Hall

Today’s Focus: IDEA in the UCSF Research Enterprise

Our quarterly Town Hall series includes:
- High-level updates on happenings in our research enterprise.
- Priority topic and project highlights.
- Questions/Answers & connection with our research community.

We are open to feedback on this series!

Office of Research Announcements (research.ucsf.edu/updates):
- AVCR-IDEA services and resources
- Global programs update
- Updates from EH&S, OSR and more

June 25, 2024, Office of Research Town Hall
About the Office of Research

Harold Collard, MD, MS
Vice Chancellor for Research
Office of Research Facts and Figures

- Steward and champion of the research mission at UCSF
- Voice for institutional research policy and advocacy
- Home to institutional research support units (15)
- Approx. 1,000 staff supporting faculty researchers
- Annual operating budget of ~$100 million
### Office of Research Leadership

<table>
<thead>
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June 25, 2024, Office of Research Town Hall
National Context and Diversity and Outreach at UCSF

Renée Navarro, PharmD, MD
Vice Chancellor, Diversity and Outreach
Professor of Anesthesiology and Perioperative Care
Serves all members of UCSF Campus and Health to:

**Build** a broadly diverse faculty, student, staff and trainee community;

**Nurture** a culture that is welcoming and supportive;

**Engage** diverse ideas for the provision of culturally humble education, discovery, patient care and community engagement.
Office of Diversity & Outreach Leadership

Renée Navarro, PharmD, MD
Vice Chancellor
Chief Diversity & Outreach Officer

Alejandra Rincón, PhD
Assistant Vice Chancellor and Chief of Staff

Tung Nguyên, MD
Associate Vice Chancellor, Research IDEA

Maga Jackson-Triche, MD, MSHS
Executive Advisor and Assistant Vice Chancellor, UCSF Health - DEI

Eddy Ruiz, PhD
Assistant Vice Chancellor of Climate and Belonging

Tracey Tsugawa
Interim Director, Interim EEO & Title IX Officer

Don Woodson, MEd
Assistant Vice Chancellor and Director

Elizabeth Ozer, PhD
Professor of Pediatrics, Associate Vice Provost of Faculty Equity, Director of Faculty Equity Advisors
Current Climate in Politics & Culture
Why Defenders of Harvard’s President Are Focused on Academic Freedom

The principle is highly valued by many at American universities, but critics say it is sometimes invoked to dodge repercussions.

Claudine Gay, the president of Harvard University, came under fire for her testimony at a congressional hearing on antisemitism last week. Ken Cedeno/Reuters

Is academic freedom in crisis?

Professors being disciplined for espousing their views in the classroom or online. State legislators pushing bills to restrict what college professors can teach. Academic freedom is increasingly under threat. What happens now?
Attacks on Diversity, Equity and Inclusion Across the US

Which states have introduced anti-DEI bills?

More than 30 states have introduced bills banning or limiting DEI initiatives during their current legislative session.

California Lawsuit Spotlights Broad Legal Attack on Anti-Bias Training in Health Care

By Dannie Cahuna
FEBRUARY 23, 2024

Notes: Data as of March 20.
Sources: NBC News analysis of Plural Policy data
Graphic: Nigel Ohleeya and Catherine Allen / NBC News
Diversity Is a Fact, Not a Program

“Diversity refers to the variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.”

Endorsed as Amended by the President of the University of California August 17, 2010

https://regents.universityofcalifornia.edu/governance/policies/4400.html
Progress Update: Demographics
Anti-Racism Initiative: Eliminating Systemic Barriers to Inclusion
SEVEN PILLARS OF

Anti-Racism Initiative

1. Healthy, Safe, & Welcoming Climate

2. Address Anti-Racism Knowledge Gaps

3. Equity in Decision-Making

4. Diversity in Leadership

5. Equity in Patient Care

6. Commitment to the Bay Area

7. Equity & Anti-Racism in Research
ANNUAL UCSF

Health Equity & Anti-Racism in Research (HEAR) Symposium

- Showcasing research and action to advance health equity and anti-racism.
- Inspiring collaborations and propelling research direction.
- Highlights the breadth and depth of health equity, health disparities, and anti-racism research.
- Building community among researchers and partnerships across disciplines, schools, and the wider Bay Area.
- SAVE THE DATE: Oct. 9, 2024
Task Force on Equity & Anti-Racism in Research

Convened by former EVCP Dan Lowenstein, MD

Co-chairs:
- Tung Nguyen, MD
- Monica R. McLemore PHD, MPH, RN, FAAN
- Sun Yu Cotter, MPH

The Task Force:
- Assessed existing equity and anti-racist work relevant to research at UCSF.
- Created strategic recommendations to carry out structural change.
- Published its final report in 2022.
IDEA in Research at UCSF

Tung Nguyen, MD
Associate Vice Chancellor for Research Inclusion, Diversity, Equity, and Anti-Racism (IDEA)
June 25, 2024, Office of Research Town Hall

Team

Paula Fleisher, MA
Interim Director

Alexandra Velasquez, MS, CCRP
Associate Director for Workforce Diversity

Erica Wong, MPA
Coordinator

Jennifer James, PhD, MSW, MSSP
Anti-Racism Scholarship Affiliated Faculty

Jane Jih, MD, MPH, MAS
Community Engagement Affiliated Faculty
Charge of the Office of AVCR-IDEA

▪ Develop IDEA strategic plan for research enterprise

▪ Coordinate activities to:
  o Increase IDEA among research trainees, staff and faculty.
  o Integrate IDEA principles within the Office of Research.
  o Promote anti-racism research at UCSF

▪ Serve as MPI on the UCSF CTSI grant
AVCR-IDEA Approach

- Synergize
- Amplify
- Silo-bust/Collaborate
- Sustain
- Initiate
AVCR-IDEA Work Domains

- Increase accountability
- Promote UCSF anti-racism scholarship
- Diversify UCSF research workforce
- Promote community-engaged research
Key Projects and Outcomes: Accountability

- Research IDEA Oversight Committee: 14 faculty, 12 staff, 1 trainee, and 4 community leaders

- Working Groups: Data & technology, anti-racism scholarship, workforce diversity, and community-engaged research

- Inclusion of non-English speakers as research participants (IRB, CTSI)

- Patient experience disparity pilot (UCSF Health)
Diverse Participants in NIH Studies Dashboard

bit.ly/DiverseParticipants
Key Projects and Outcomes: Anti-racism

- Anti-racism in research consultation program (ODO, CTSI)

- Anti-racism internal research pilot grants (RDO, CTSI, RAP, Academic Senate, REAC, others)
  - $10,000 partnership building
  - $50,000 research
  - Total funded to date: $667,000
Anti-Racism Pilot Projects Funded

- 2021-2023: 16 projects
- 2024
  - A Community-Based Approach to Combatting Anti-Asian Racism experienced by Cantonese-speaking Chinese Older Adults After Traumatic Injury
  - The UCSF Better Birth Options Study: developing an anti-racist intervention for use along the post-cesarean care continuum
  - Abundant Life HEALS: Abundant Life Health Equity Action Leaders (HEALERS) in Breast Cancer
  - For Us by Us: Black Girls Defining Sexual and Reproductive Well-being
Key Projects and Outcomes: Workforce Diversity

- NIH Diversity Supplement Campus Value Improvement Project (ODO, OSR, RDO, PROPEL)

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<th>Year</th>
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<tr>
<td>2020</td>
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<td>2021</td>
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<td>3.9M</td>
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<tr>
<td>2024</td>
<td>3.2M</td>
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A Partnership between SF State and UCSF

- NIH funded 2014-2024 program with 216 students and >95% retention in the biomedical workforce
- UCSF funding 2023-2025
- State of CA workforce funding 2023-2026
Clinical Research Coordinators: Learners for Equity (CIRCLE) Training Program

Outcomes cohorts 1-3

- 40% Obtained a research job at UCSF
- 18% Hired somewhere else
- 15% Accepted/Applying to graduate school or program

S1: “I learned so much about what it means to be a CRC, and it made me more excited to become a CRC to learn and grow.”

S2: “All the skills learned will help me in my professional endeavors.”

S3: “This program not only exposed me to clinical research but affirmed that I was capable of being a CRC.”
Key Outcomes: National Leadership

The CTSA Diversity, Equity, Inclusion, and Accessibility (DEIA) Task Force’s recommendations for the CTSA program consortium

April 26, 2024, Office of Research Town Hall

Diversity, equity, inclusion, and access are necessary for clinical trial site readiness

March 13, 2024

#SWDSS

NIH Scientific Workforce Diversity Seminar Series

The Case for Diversity and Innovation

Tung Nguyen, MD
Associate Vice Chancellor for Research Inclusion, Diversity, Equity and Anti-Racism (IDEA)
University of California San Francisco (UCSF)

UCSF Awarded NIH Diversity, Equity, Inclusion, and Accessibility (DEIA) Prize

The National Institutes of Health (NIH) Institutional Excellence in DEIA in Biomedical and Behavioral Research Prize Competition recognized UCSF among only 10 U.S. post-secondary education institutions with a $100,000 prize for "implementing strategies to enhance DEIA in research environments."
Contact Us and Get Involved

- Invite AVCR-IDEA to your next meeting
- Contact avcrIDEA@ucsf.edu
- Learn more: https://research.ucsf.edu/avcr-idea
Questions/Answers