

UCSD Psychiatry Department
Chair's Advisory Committee on Diversity Issues
Annual Report
May 2011 - May 2012

- **History:** In February 2011, Psychiatry Department Chair Lewis Judd recommended that faculty member Lisa Eyler lead efforts to re-constitute a Departmental Diversity Committee. The previous committee, which operated from 2004-2007, had conducted a Departmental survey in 2007 and had begun work on content for a diversity-related website. After consultation with other diversity-related entities on the UCSD campus and in Health Sciences and discussions with Dr. Judd about the charge of the committee, Dr. Eyler solicited members in April 2011. The first meeting was held May 16, 2011.
- **Membership and Structure:** The committee includes 27 members as of May 2012: Sandra J. Brown, Veronica Cardenas, Marianna Cherner, Melissa Deer, Lisa Delano-Wood, Neal Doran, Sean Drummond, Christine Fennema-Notestine, Luz Garcini, Tamar Gollan, Tiffany Greenwood, Robert Heaton, Ellen Heyneman, Suzi Hong, William Kremen, Laurie Lindamer, Arpi Minassian, Christine Moutier, Marc Norman, Nolan Penn, Dawn Schiehser, Susan Tapert, Elizabeth Twamley, Monica Ulibarri, Tamara Wall, Katherine Williams, and Department Chair Lewis Judd. Lisa Eyler serves as Committee Chair. Workgroups are formed as needed to accomplish Committee tasks.
- **Meetings:** The committee meets once a month, alternating between the 3rd Monday at 11am and the 4th Monday at noon. 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.
- **Accomplishments:**
 - We reviewed current University, Health Sciences, and Departmental diversity activities. We compiled the demographic breakdown of Department Faculty for the past 5 years and compared this to other departments at UCSD and medical schools nationwide. We compiled and reviewed training program demographics and the Department's use of diversity supplements.
 - We established the Committee's 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](#).
 - We established ground rules for Committee operations.
 - We established a Google Document folder for the committee that contains agendas, minutes, reports, and works in progress.
 - We created documents explaining NIH Diversity and Re-Entry Supplements and how to apply for them, and disseminated these to the Department faculty.
 - We developed language encouraging a commitment to diversity to be included in all advertisements for faculty recruitments in the Department:

