

UCSD Psychiatry Department  
**Chair's Advisory Committee on Diversity Issues**  
**Annual Report**  
May 2013 – July 2014

■ **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 and Structure:** The committee includes 29 members as of July 2014: Dean Acheson, Sandra J. Brown, Brian Buzzella, Veronica Cardenas, Mariana Cherner, Alexandra Clark, Lisa Delano-Wood, Sheena Dev, Neal Doran, Luz Garcini, Tamar Gollan, Tiffany Greenwood, Robert Heaton, Ellen Heyneman, Suzi Hong, Mark Jacobson, William Kremen, Erkut Kucukboyaci, Laurie Lindamer, Arpi Minassian, Marc Norman, Nolan Penn, Alejandra Postlethwaite, Carmen Pulido, Dawn Schiehser, Monica Ulibarri, Tamara Wall, Katherine Williams, and Jared Young. Lisa Eyler serves as Committee Chair. Workgroups are formed as needed to accomplish Committee tasks.

- **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. A volunteer record keeper takes notes and compiles minutes for distribution in the week following the meeting.

■ **Accomplishments in Past Year:**

- Developed and disseminated resources regarding the Contributions to Diversity section for academic files. Recommended that this accompany materials for submitting promotion files sent out to faculty by Dr. Heaton's office.
- Developed, advertised, and presented a workshop on unconscious bias to Department faculty. Entitled "Dealing with the Unseen: Assessing and Addressing Unconscious Bias for Departmental and Professional Success," the 2-hour workshop was presented during Grand Rounds on October 10<sup>th</sup>, 2013 and also at the HIV Neurobehavioral Research Center on November 7<sup>th</sup>. Both presentations were well-attended and received very good evaluations. Click for [video](#).
- Sponsored 10 graduate students' attendance at the National Academy of Neuropsychology's Women in Leadership event at their annual meeting held in San Diego in October.
- Developed FAQ answers regarding diversity issues for Joint Doctoral Program's webpage.
- Conducted a follow-up survey of Unconscious Bias workshop participants.

- **Received 2014 UCSD Equal Opportunity / Affirmative Action and Diversity Group Award on February 18th. Celebrated our win with a reception that afternoon. Click for [video](#).**
- Participated (via chair Lisa Eyler's involvement in group interviews) in Department's search for a new Chair.
- Started an effort to catalog lactation rooms and gender neutral bathrooms available to trainees within the Department.
- Began planning for a department-specific faculty advancement forum for junior faculty.
- Planned Cultural Celebration – a potluck party to celebrate our Department's diverse backgrounds and to get to know each other.
- Presentation of Unconscious Bias workshop proposed and accepted for Latino Behavioral Health Institute in September in Los Angeles.
- Helped to advertise Health Sciences diversity-related activities such as the Diversity in Medicine Lecture Series and the Annual New Women Faculty Reception.
- Discussed creation of a Women in Psychiatry group. Decided to allow this, or other affinity groups, to form organically and support their development and liaise with them periodically.
- Members of the committee authored a manuscript about the Unconscious Bias workshop for submission to *Academic Medicine* in response to a call for papers from AAMC's Group on Diversity and Inclusion.
- Solicited participants for a Women in Health Sciences group that is forming.
- Dr. Eyler attended the annual meeting of the AAMC Group on Diversity and Inclusion which was held in San Diego and reported on the sessions to the committee.
- Hosted a presentation from VHA Diversity and Inclusion Officer David Rabb about ongoing diversity efforts at the VA nationally.
- Dr. Eyler attended the AAMC Diversity Innovation Forum on Unconscious Bias in Washington, DC and reported to the committee about the proceedings.
- Received updates from Arpi Minassian, co-chair of the Chancellor's Committee on Gender Identity and Sexual Orientation Issues, about that Committee's work and meetings with Health Sciences representatives.
- Participated in the restructuring of Department leadership, helping to ensure diverse representation on Faculty Councils and on the Chair's Cabinet.
- Selected two winners of the Department's Champion of Diversity Award: Monica Ulibarri (faculty winner) and Luz Garcini (trainee winner). Presented Dr. Ulibarri's award at a General Faculty Meeting and Ms. Garcini's award at a Departmental Grand Rounds.
- Advertised call for applications to the AAMC Minority Faculty Development Seminar. Secure Departmental funding for portion of applicants' fees not covered by Health Sciences Faculty Affairs office. Two candidates were sponsored this year: Alejandra Postlethwaite and Steven Koh.

■ **Goals for the Coming Year:**

- Finalize diversity-related content for new Department website and help update and maintain it.
- Adapt and present the unconscious bias workshop for presentation to trainees.
- Develop tips on mentoring diverse trainees to be disseminated at each faculty meeting.
- Develop and carry out a Department-specific promotion / advancement workshop for junior faculty.
- Survey Department climate to assess progress
- Develop workshop on “difficult conversations” / “how to be an ally”