

UCSD Psychiatry Department
Chair's Advisory Committee on Diversity Issues
Annual Report
July 2014 – June 2015

■ **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 37 members as of June 2015: Dean Acheson, Ursula Bailer, Dewleen Baker, Sandy J. Brown, Veronica Cardenas, Mariana Cherner, Lisa Delano-Wood, Neal Doran, Tamar Gollan, Tiffany Greenwood, David Grelotti, Robert Heaton, Ellen Heyneman, Suzi Hong, Alan Hsu, Mark Jacobson, Shamini Jain, John Keltner, Bill Kremen, Laurie Lindamer, Jeanne Maglione, Maria Marquine, Arpi Minassian, Matthew Panizzon, Carmen Pulido, Dawn Schiehser, Louisa Steiger, Susan Tapert, Monica Ulibarri, Tammy Wall, Katherine Nguyen Williams, Jared Young, Alexandra Clark, Kate Conover, Sheena Dev, Luz Garcini, and Angela Gutierrez. 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:**

- Worked with new Department chair, Igor Grant, to ensure representatives from Diversity Committee on each of the Councils.
- Lisa Eyler was invited to join the Chair's Cabinet to advocate for diversity at the highest levels of leadership in the department.
- Completed work on content and organization of diversity pages on Departmental website in conjunction with IT staff.
- Several committee members presented a version of the Unconscious Bias Workshop at the Latino Behavioral Health Institute in Los Angeles.
- Executed the First Annual Cultural Celebration – a potluck party to celebrate our Department's diverse backgrounds and to get to know each other. Highlights included good food, an impromptu whiskey tasting competition, a tango performance, and lots of good conversations.
- Designed and implemented a version of the Unconscious Bias Workshop tailored for Departmental trainees. Attendance was good, and it was generally well-received. It was suggested that a more advanced

workshop be developed for those who already have a working knowledge of implicit bias.

- Helped to advertise Health Sciences diversity-related activities such as the Diversity in Medicine Lecture Series, the Annual New Women Faculty Reception, and programs on mentorship/sponsorship and on negotiation put on by the newly formed Women in Health Sciences group.
- Mentorship Workgroup met regularly with members of a parallel VA group (led by Brian Buzzella and Rebecca Williams) to continue to make plans about how to structure and administer a diversity-based mentorship program for faculty in the Department.
- Alejandra Postlethwaite attended the AAMC Minority Faculty Development Seminar with sponsorship by our Department and reported back to the committee about highlights of this experience.
- Disseminated an NIMH RFA for administrative supplements to support under-represented medical students or junior MD faculty. We announced it in the General Faculty Meeting and Research Council and posted a link on the website.
- Reviewed results of the AAMC Report on the State of Women in Academic Medicine and discussed how to share these with the rest of the Department. It was agreed that we should also include our own data for comparison. Vivian Reznik is preparing a report for UCSD departments, so we decided to wait for her presentation.
- Periodically reviewed proposed amendments to the Academic Personnel Manual that were relevant to diversity, including ones having to do with how contributions to diversity count towards promotion and a policy on medical separation that might be relevant for those with disabilities.
- Helped to develop an online feedback form to provide ratings of candidates for faculty positions. This allows greater uniformity and makes people think about the criteria upon which they are basing their overall impression. We also included language at the top reminding participants to work slowly in order to minimize negative consequences of unconscious bias. The feedback form is now in use for faculty recruitments in the Department.
- Arpi Minassian presented a talk on the role of diversity issues in clinical supervision as part of a CE course on supervision put on by members of the Department.
- Assisted in the development and advertising of a film screening for “Adelante”, a documentary about Mexican immigrants joining an Irish Catholic congregation in the Northeast. Erkut Kucukboyaci took the lead on this event, which also included lunch and a Q&A with the director by Skype.
- Received updates from Arpi Minassian, co-chair of the Chancellor's Committee on Gender Identity and Sexual Orientation Issues about that Committee's work.
- Formed a workgroup to develop a changing feature on the website (e.g., “Diversity Corner”) that will be a source of information and discussion points that supervisors or trainees could use to inject diversity issues into training.

- Recruited more MDs into the Committee to increase diversity of the membership.
- Created a document on best practices for attracting and retaining underrepresented minority students into research laboratories.
- Selected two winners of the Department's Champion of Diversity Award: Arpi Minassian (faculty winner) and Jessica McCurley (trainee winner). Presented Dr. Minassian's award at a General Faculty Meeting and Ms. McCurley's award at a Departmental Grand Rounds.
- A workgroup was formed to plan the Second Annual Cultural Celebration.
- **Goals for the Coming Year:**
 - Execute Second Annual Cultural Celebration
 - 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"