David Geffen School of Medicine
Office of Diversity Affairs

Lynn K Gordon, MD PhD
Senior Associate Dean, Diversity Affairs
310-794-2095
lgordon@mednet.ucla.edu

"Diversity – a defining feature of California’s past, present, and future – 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, socioeconomic status, and geographic region, and more."

From the University of California Statement on Diversity, approved by the UC Regents

<table>
<thead>
<tr>
<th>Core Values</th>
<th>2013 DGSOM Diversity Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Multicultural Practice</strong></td>
<td>• Diversity and Inclusion: We, the David Geffen School of Medicine at UCLA, aim for excellence in all tenets of healthcare, including education, research, community engagement, and clinical care. We believe that the core values of diversity and inclusion are inseparable from our institutional goal. DGSOM leadership is committed to fostering an environment that celebrates the unique backgrounds, contributions, and opinions of each individual. Through fair and deliberate recruitment, hiring practices, promotions, admissions, and education, DGSOM will draw its talent from across the community and provide the highest quality of service to everyone we encounter. We believe in a system that supports outstanding faculty, fellows, residents, staff, and students with different perspectives and experiences. By a process of continual reevaluation, reflection, and shared responsibility, we are unwavering in our dedication to equality, communication, and respect.</td>
</tr>
<tr>
<td>We are committed to a set of values, behaviors, attitudes and practices that enables all members of the DGSOM to work effectively in a multicultural organization.</td>
<td></td>
</tr>
<tr>
<td><strong>Respect</strong></td>
<td>• Diversity and Inclusion: We, the David Geffen School of Medicine at UCLA, aim for excellence in all tenets of healthcare, including education, research, community engagement, and clinical care. We believe that the core values of diversity and inclusion are inseparable from our institutional goal. DGSOM leadership is committed to fostering an environment that celebrates the unique backgrounds, contributions, and opinions of each individual. Through fair and deliberate recruitment, hiring practices, promotions, admissions, and education, DGSOM will draw its talent from across the community and provide the highest quality of service to everyone we encounter. We believe in a system that supports outstanding faculty, fellows, residents, staff, and students with different perspectives and experiences. By a process of continual reevaluation, reflection, and shared responsibility, we are unwavering in our dedication to equality, communication, and respect.</td>
</tr>
<tr>
<td>We welcome and respect the diversity of our faculty, staff, students, trainees, and patients.</td>
<td></td>
</tr>
<tr>
<td><strong>Inclusiveness</strong></td>
<td>• Diversity and Inclusion: We, the David Geffen School of Medicine at UCLA, aim for excellence in all tenets of healthcare, including education, research, community engagement, and clinical care. We believe that the core values of diversity and inclusion are inseparable from our institutional goal. DGSOM leadership is committed to fostering an environment that celebrates the unique backgrounds, contributions, and opinions of each individual. Through fair and deliberate recruitment, hiring practices, promotions, admissions, and education, DGSOM will draw its talent from across the community and provide the highest quality of service to everyone we encounter. We believe in a system that supports outstanding faculty, fellows, residents, staff, and students with different perspectives and experiences. By a process of continual reevaluation, reflection, and shared responsibility, we are unwavering in our dedication to equality, communication, and respect.</td>
</tr>
<tr>
<td>We embrace the perspectives and contributions of each individual in the DGSOM; diversity and inclusiveness work together.</td>
<td></td>
</tr>
<tr>
<td><strong>Excellence</strong></td>
<td>• Diversity and Inclusion: We, the David Geffen School of Medicine at UCLA, aim for excellence in all tenets of healthcare, including education, research, community engagement, and clinical care. We believe that the core values of diversity and inclusion are inseparable from our institutional goal. DGSOM leadership is committed to fostering an environment that celebrates the unique backgrounds, contributions, and opinions of each individual. Through fair and deliberate recruitment, hiring practices, promotions, admissions, and education, DGSOM will draw its talent from across the community and provide the highest quality of service to everyone we encounter. We believe in a system that supports outstanding faculty, fellows, residents, staff, and students with different perspectives and experiences. By a process of continual reevaluation, reflection, and shared responsibility, we are unwavering in our dedication to equality, communication, and respect.</td>
</tr>
<tr>
<td>We recognize diversity as key to enriching our intellectual climate and as an unequivocal component of excellence.</td>
<td></td>
</tr>
</tbody>
</table>
Equality is not Equity

- **Equal Opportunity**
  - Identify and eliminate barriers that prevent opportunities
  - Gender, racial, and ethnic profiles of the faculty will reflect the pool of available applicants

---

DGSOM Diversity Office

- Initiates or adapts programs, training sessions, and discussion
  - to foster institutional awareness and commitment towards equal opportunity for all qualified candidates for appointment and promotion
  - to promote recruitment and retention of a diverse faculty
- Promotes programs that enhance a welcoming and inclusive environment
- Available for individual or group discussions

---

DGSOM Affinity Groups

- **Active Groups**
  - American Medical Women Association (AMWA)
  - Asian Pacific American Medical Student Association (APAMSA)
  - Latino Medical Student Association (LMSA)
  - Medical Student Gay & Lesbian Organization (MedGlo)
  - Student National Medical Association (SNMA)
  - Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
  - DGSOM Women in Science and Doctors of Medicine (WiSDoM)
  - STEM-PLEDGE
- **New in 2016**
  - Resident and Fellows Diversity Group
## Goals

1. **Culture & Climate**
   - Create a culture of inclusion that welcomes and celebrates diversity.

2. **The Faculty Pipeline**
   - Develop and nurture individuals from diverse backgrounds for careers in science and medicine.

3. **Recruitment & Retention**
   - Recruit and retain a diverse faculty.

4. **Professional Development**
   - Nurture and develop a diverse faculty to achieve career success.

5. **Intellectual Leadership**
   - Become leaders in researching the health of diverse populations.

### Key Strategies

1. **Culture & Climate**
   - Create a broadly engaging and inclusive culture.
   - Recognize diversity as key to enriching intellectual climate and as an essential component of excellence.
   - Recognize those at the DGSOM who reflect diversity core values and contribute to diversity and inclusion.
   - Integrate all DGSOM diversity initiatives under a single umbrella to increase overall effectiveness.

2. **The Faculty Pipeline**
   - Strengthen UCLA’s K-12 pipeline by establishing programs targeting the many diverse neighborhoods of Los Angeles and throughout the State of California.
   - Identify, attract and support undergraduate students, graduate students and medical students from diverse backgrounds in the field of health and science.
   - Recruit diverse residents, postdoctoral and clinical fellows.
   - Broaden the "pipeline" to include the transition from junior faculty to senior faculty.
   - Formally evaluate pipeline activities to ascertain success.

3. **Recruitment & Retention**
   - Assess and respond to opportunities and barriers to recruiting faculty at DGSOM and affiliated sites.
   - Build infrastructure and systems to support a more proactive approach to recruitment of diverse faculty.
   - Identify an inclusive pool of prospective applicants.
   - Develop a communications plan that promotes DGSOM’s commitment to diversity and inclusiveness.

4. **Professional Development**
   - Enhance targeted career development, guidance, support, and resources.
   - Fully align the definition of merit and reward structures within the DGSOM to reflect diversity and inclusion initiatives and contributions in all mission areas.

5. **Intellectual Leadership**
   - Build the capacity of faculty and students to perform scholarly activities related to diversity and healthy communities.
   - Lead the nation in improving the health of diverse populations.

### Faculty Development

- Since 2010 the office sponsored and paid the tuition of >45 faculty members to participate in leadership programs at the local or national level including AAMC Programs:
  - Minority Faculty Early Career Development
  - Minority Faculty Mid-Career Development
  - Mid-Career Women Faculty Professional Development
  - Early Career Women Faculty Professional Development
  - ELAM program (Executive Leadership for Women in Academic Medicine)
  - Travel Child Care Awards (assistant professor and post-docs)
  - Local programs on leadership

### Faculty Development: Junior Faculty Lecture Series

- 2016-2017 Series
  - October – June
  - Once per month
  - Videoconferencing will be available
- Topics to include:
  - Dossier preparation
  - Academic trajectory
  - Negotiation skills
  - Effective mentoring

### AAMC Faculty Forward 2016 Survey

- Town Halls to discuss DGSOM results
  - 10/24, 5-6 PM TBD
  - 10/31, 12-1PM 13-105 CHS
- Department results presented to the chairs
- Plans to implement changes based on results
Faculty Development

• Sponsored Lectures
  • With Vice Dean of Education: Word of Mouth: A Social Justice & Health Series
    • First event was September 7
    • Future events to follow
  • Diversity Lecture Series
    • Professor Scott Page, December 1-2, 2016, author of The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies
    • Professor Kerry O’Meara, February 21-22, 2017, director of the University of Maryland’s ADVANCE Program for Inclusive Excellence
    • Other lectures will be announced for 2017.

Networking and Learning Together

• Mixers (Dates TBD)
  • Following Junior Faculty Lecture Series Afternoon Sessions
  • Faculty and Trainees
    • with Resident Diversity Group
  • Special Topic Events
    • Linguistic concordance
    • Celebrating heritages
      • Currently it is National Hispanic Heritage Month
    • Family Picnic (August)

We are open to suggestions!

DGSOM UCLA - Open Forum for Dialogue

• In July 2016 we hosted the first forum, “Moving Beyond Despair or Words to Solidarity and Action”

• An open forum every other month during this academic year in an effort to continue to bring together faculty, staff and students to discuss issues of national violence, equality, equity, race, gender, and all forms of social justice

• Next session, with opening remarks from Dean Kelsey Martin:
  • Wednesday, September 28th, 5pm-6pm
    • Gonda Building, Room 1357 (1st floor)

Women in Science and Doctors of Medicine (WiSDoM)

Purpose:
• Promote gender equity and career advancement.
• Increase visibility of the accomplishment of women physicians and scientists.
• Provide opportunities to mentor, network and foster communication among women in various disciplines and division.

• Upcoming sessions 2016-17
  • Mentoring mixer with AMWA
  • Balancing your life
  • Work and non-work
  • Book Club “Ask for It”
  • Women’s History Month
  • Guest speaker TBD
  • Negotiation workshop
Women in Research Networking Series

Discussion Topic: Bullies in the Workplace

Wednesday, November 9th 12pm-1pm
Gonda Building 1st Floor Conference Room

Read "The Bully Pulpit: Bullies in the Workplace and How to Protect Yourself" This article will provide us with a jumping-off point for discussion.

Discussion led by:
Nancy Wayne, Ph.D.
Professor, Department of Physiology
Associate Vice Chancellor for Research

Past Discussion Topics:
- Dealing with the Impostor Syndrome
- Networking Strategies for Academics
- Knowing What You are Worth in Order to Be More Effective at Self-Promotion
- How to Gather Research Resources in a Scarce Environment
- Competence is Not Enough: You Need Confidence to Succeed

These events provided an opportunity to connect with women faculty who are actively engaged in research across different disciplines, but who face similar career issues – come share your experiences.

As New Faculty Be Aware……..

- Pipeline
  - Help encourage talented students
  - Become a mentor to students/trainees
- Bias
  - Result in lower preference for women or minority applicants
  - Implicit Bias
    - How do you describe a student/colleague – what adjectives do you use in letters
    - How do you react to CV’s

SACNAS Scientific Excellence through Diversity Seminar (SEDS) Series

- STEM-PLEDGE
- Now sponsored by SACNAS at UCLA
- Quarterly seminars for all
- Dates and Speakers for 2016-17 will be announced

Implicit Bias / Search Committee Training

- This briefing complies with Academic Senate requirements that all members of a Search Committees must have completed training.
- The briefing covers:
  - Unconscious bias in recruiting and evaluating candidates
  - Legal interview questions
  - The roles of search committee members and the committee chair
- Trainings are held either at DGSOM or the UCLA Campus
  - Upcoming Briefing September 13th 2:30pm -16-154 CHS
  - Check the website for additional dates and times
Diversity at UCLA: https://equity.ucla.edu

Diversity Affairs Office
Communication:
• Weekly Tuesday DGSOM Digest Postings
• Weekly Emails from Diversity Affairs Office
• Website: http://medschool.ucla.edu/diversityaffairs

Contact Information:
Website: www.DGSM Diversity.ucla.edu
Email: Diversity@mednet.ucla.edu
Office: 310-825-2253

• THANK YOU