

Guest Speaker



Talmadge E. King, Jr., MD
Dean, UCSF School of Medicine
Vice Chancellor for Medical Affairs

Agenda

- Diversity, Equity, and Inclusion Efforts
- Staff Engagement
- School of Medicine Strategic Plan
- Q&A

Diversity, Equity, and Inclusion Efforts



Differences Matter is a comprehensive School of Medicine program working to make UCSF the most diverse, equitable and inclusive academic medical system in the country.

Since its inception, DEI Training has educated over 600 School of Medicine faculty and staff.

To register for Diversity, Equity and Inclusion Champion Training, visit differencesmatter.ucsf.edu

Diversity, Equity and Inclusion Champion Training

Creating pathways to increase awareness and skills so clinical teachers and UCSF leaders can address bias and discrimination when and where it happens.

UCSF School of Medicine | UCSF Office of Diversity

Significant Increase in % of UIM Students

- **40% of the UCSF School of Medicine Class of 2022 self-identified as Underrepresented in Medicine**, a 21% increase, year-over-year, and the highest percentage in School of Medicine history
- **Increased the percentage of UIM residents from 18% to 29% in two years**; 13 of 19 clinical departments have a higher percentage of UIM residents than the ACGME average for each department.

UCSF Latinx Center of Excellence (LCOE)

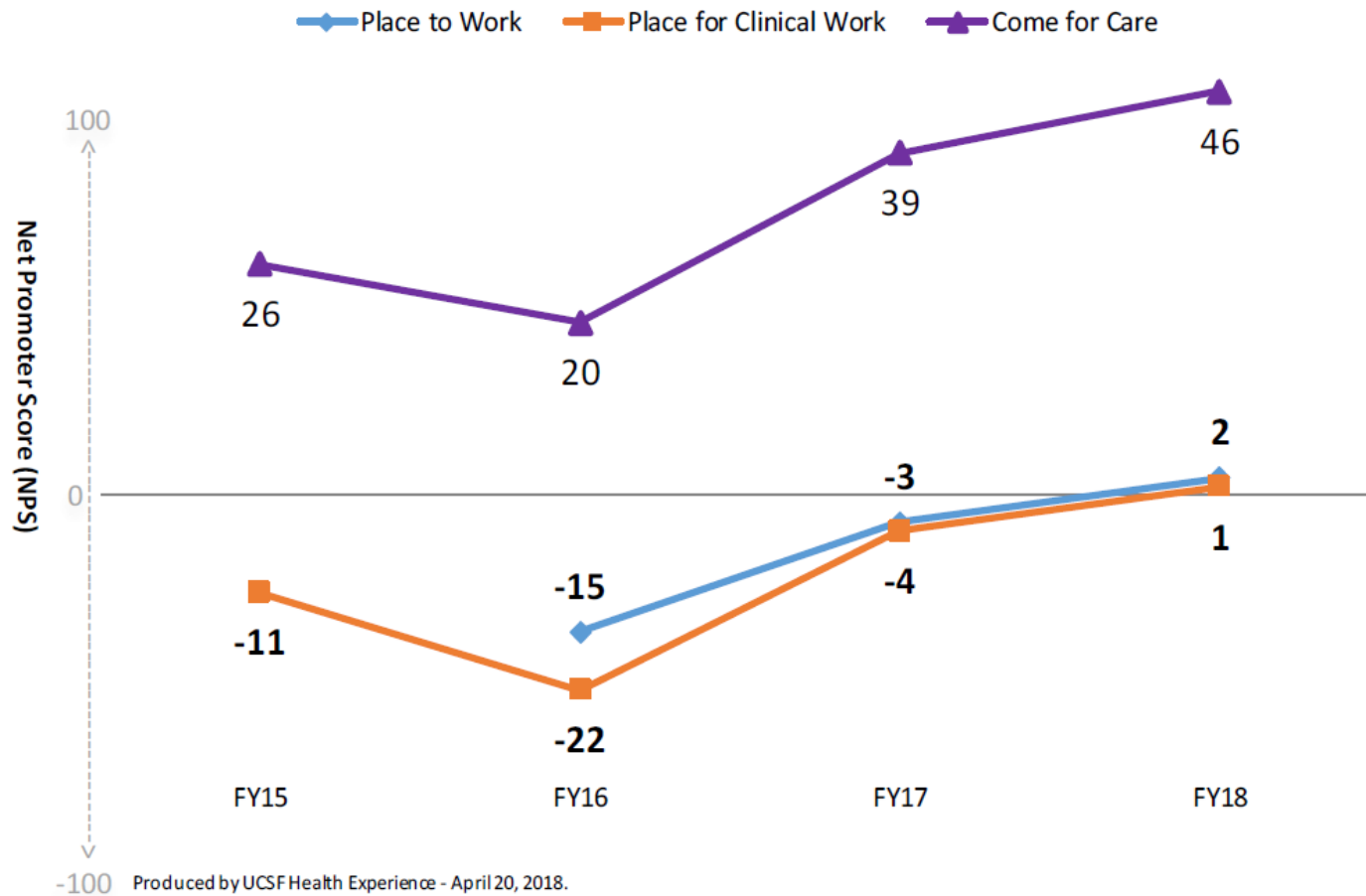
The UCSF Latinx Center of Excellence (LCOE) is an innovative center established in 2018 to increase Latinx representation among physicians in academic centers by working with undergraduates in Fresno and San Francisco and with UCSF medical students, residents, and faculty.



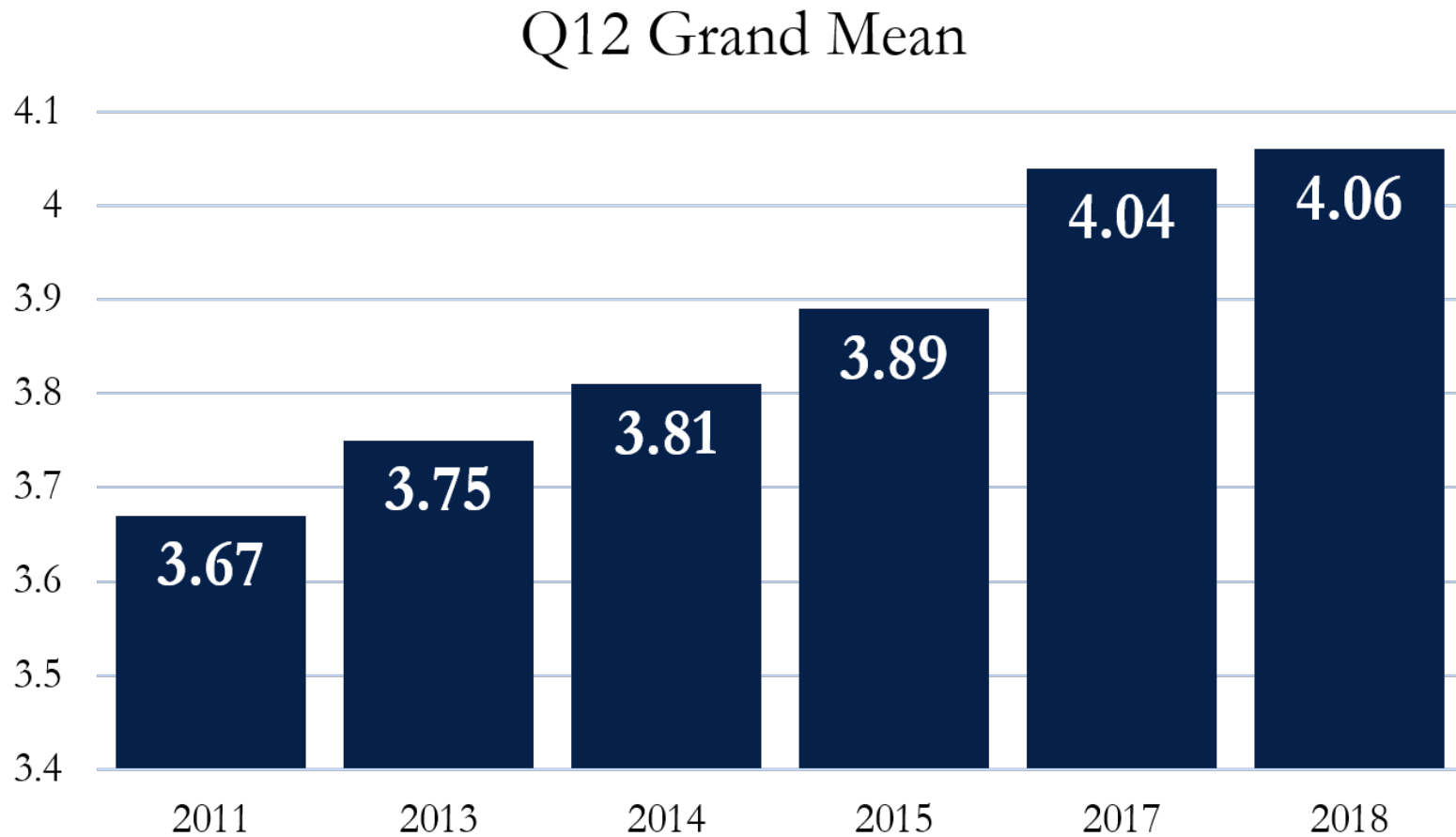
Alicia Fernandez, MD

Staff Engagement

Physician Net Promoter Score Overview



Staff Engagement Survey Overview



Strategic Plan

SOM Strategic Plan Update

- Beth Harleman to oversee implementation
- Will be asking a Vice or Associate Dean to serve as an executive sponsor
- Finalizing faculty/staff co-leaders for each our action groups:
 - Education
 - Basic Science
 - Clinical Care
 - Community
 - Clinical, Translational and Population Health



Central Strategic Plan Implementation

CHARGE: Oversee and cross-walk between groups to drive at same pace and knit collaborations

Beth Harleman*

Technology

Becomes Dean Swat Team

Basic Science

CTPH

Education

Clinical Care

Community

Sponsor

Sponsor

Sponsor

Sponsor

Sponsor

Faculty*

Faculty*

Faculty*

Faculty*

Faculty*

Staff*

Staff*

Staff*

Staff*

Staff*

CHARGE: Prioritize structural change and strategies across the school

CHARGE: Identify areas of impact, pilot interventions, recommend structural changes

WORK SPANS AREAS OF:

Equity

Fairness

Climate

Joy in Work

Advancement

Opportunity

Shared Purpose

Relationships

Technology

Resources/Support