

UCSF DEI Training Offerings 2020-2021

Table of Contents

UCSF CAMPUS	3
Learning & Organization Development	3
For UCSF Community	3
Diversity E-Courses via the UC Learning Center	3
UC Managing Implicit Bias Series	3
For Managers	3
Management Practice Series	3
Systemwide Core Competencies	3
Office of Diversity & Outreach	4
For UCSF Community	4
Foundational DEI Training	4
On Demand Training Program	4
Speakers Series	4
For Staff	4
Diversity & Inclusion Staff Certificate Program	4
Office of Career & Professional Development	5
For Research Trainees	5
TRAIN-UP Series: Inclusive Mentoring Fellows Program	5
SCHOOLS	6
Graduate Division	6
For Faculty	6
Equity and Inclusion in the Lab	6
Setting Training Expectations for Trainees on the Academic Career Path	6
Promoting Student Mental Health	6
Effective Strategies for IDPs	6
Effective Strategies for IDPs for the Partial Resumption of Lab Research	6
Mental Health in a Pandemic	6
Tools and Tips for Virtual Learning	6
For PhD Students	6
Responsible Conduct in Research Course	6
Student Orientation	6
Shame Resilience for Graduate Student and Postdocs	6
Pronouns Workshop	6
DEI Leadership in the Academia Course	7
For Post-docs	7
Postdoc Leadership Program	7
DEI Programs	7
School of Dentistry	8
For SOD Community	8
HEALS Training	8
For Students	8

UCSF DEI Training Offerings 2020-2021

Topics embedded in the pre-doctoral dental students' 4-year curriculum	8
School of Medicine	9
For UCSF Educators	9
Center for Faculty Educators Teach for UCSF Certificate: Teaching for Equity and Inclusion	9
For Faculty, Trainees, Staff	9
DEI Champion Training	9
Inclusive Leadership	9
Addressing Microaggressions in the Learning Environment	9
Mitigating Bias in Trainee Recruitment	10
Relationship-Centered Communication Skills for Racial Equity in Healthcare	10
GME Grand Rounds	10
For Faculty	10
DEI Catalyst Program	10
For Residents & Fellows	10
Diversity, Equity, and Inclusion Curriculum	10
GME College	11
Health Equity & Racial Justice Pathway	11
Race Based Caucusing	11
Social Justice Discussion Club	11
Peds Residency DEI Curriculum	11
Pediatric Leaders Advancing Health Equity Residency Program Curriculum	11
ZSFGH Training and Education Programs for Underserved Populations (STEP UP) certificate	11
School of Nursing	12
School of Pharmacy	13

UCSF DEI Training Offerings 2020-2021

UCSF CAMPUS

Learning & Organization Development

For UCSF Community

Training Name	Target Audience	Description
Diversity E-Courses via the UC Learning Center	All UCSF members	Here are some of the courses available: <ul style="list-style-type: none">Your Role in Workplace DiversityManaging DiversityBridging the Diversity Gap https://uc.sumtotal.host/core/search
UC Managing Implicit Bias Series	All UCSF members	A series of six eCourses designed to increase awareness of implicit bias, reduce its impact, and further reinforces the University's commitment to diversity, equity, and inclusion. Coursework will count towards completion of the UC People Management Series and Certificate. https://training.ucsf.edu/

For Managers

Training Name	Target Audience	Description
Management Practice Series	Required for all new Medical Center and Campus directors, managers, and supervisors and recommended as a periodic refresher for existing managers	Understanding key management policies and best practices in topics such as Staff Performance, Interviewing & Selection, Supervising within Equal Employment Opportunity Policy and Law, Introduction to Engagement, Development a Job Description. https://training.ucsf.edu/
Systemwide Core Competencies		Latest version pending to post online.

UCSF DEI Training Offerings 2020-2021

Office of Diversity & Outreach

For UCSF Community

Training Name	Target Audience	Description
Foundational DEI Training	All UCSF Members	In development. Pending launch in Fall.
On Demand Training Program	All UCSF Members	Free trainings offered to any groups in the UCSF community by request. 2020-2021 Offerings: <ul style="list-style-type: none">Affirming Our Commitments Equity - Addressing National Events and Strategies for AllyshipLGBTQIA+, Pronouns, TransgenderSexual Harassment & Sexual Violence PreventionDiscrimination in the Workplace
Speakers Series	All UCSF Members	Education webinars of various speakers

For Staff

Training Name	Target Audience	Description
Diversity & Inclusion Staff Certificate Program	Staff	An in-person 10-week course to train staff to develop a more capable workforce by enhancing their DEI competencies and capacity in leveraging to achieve and sustain campus wide excellence. Course Goals: <ul style="list-style-type: none">Understanding foundational concepts for Diversity, Equity, and Inclusion.Considerations and tools for creating an inclusive climate at work.Professional development.Contribute to the UCSF community by addressing unmet diversity needs. Program currently on hold due to COVID-19. Curriculum will be revised after the launch of the DEI Foundational Training.

Links to trainings: <https://diversity.ucsf.edu/programs-services/education-training>
(pending updates)

UCSF DEI Training Offerings 2020-2021

Office of Career & Professional Development

For Research Trainees

Training Name	Description
TRAIN-UP Series: Inclusive Mentoring Fellows Program	This is the third component of the TRAIN-UP series to provide UCSF life sciences trainees with skills and experience in mentoring, including advising, supervising, and training, so they can support diversity in their research teams. https://career.ucsf.edu/IMF

UCSF DEI Training Offerings 2020-2021

SCHOOLS

Graduate Division

For Faculty

Mandatory trainings for UCSF faculty:

All basic science PhD programs require faculty with students take at least one training each year:

Multiple trainings are offered, not all are explicitly focused on DEI.

Plan is to have all trainings have a core feature of DEI and that stem from disentangling the role conflicts of PIs

Trainings are offered through the [Graduate Faculty Development Program](#):

Training Name	Description
Equity and Inclusion in the Lab	Collaboration with Carlos Hoyt and D'Anne Duncan Topics include: Race in Science; How to Establish Inclusive Lab Practices; Bias and Microaggressions; Neurobiology of Bias
Setting Training Expectations for Trainees on the Academic Career Path	Collaboration with Office of Career and Professional Development Highlighted the importance of inclusion in science for academic career path preparation
Promoting Student Mental Health	Collaboration with Student Health and Counseling Service
Effective Strategies for IDPs	Collaboration with Office of Career and Professional Development
Effective Strategies for IDPs for the Partial Resumption of Lab Research	Collaboration with Office of Career and Professional Development
Mental Health in a Pandemic	Collaboration with Student Health and Counseling Services and Faculty Staff Assistance Program
Tools and Tips for Virtual Learning	Incorporated best practices for creating an inclusive online community and virtual learning

For PhD Students

Training Name	Description
Responsible Conduct in Research Course	Recently moved to the end of first year, now has a section explicitly devoted to diversity, equity, and anti-black racism; there was already a session devoted to the history of human subjects research and injustice in research
Student Orientation	Pre-COVID, first year orientation for all PhD students included a 2.5hr DEI training; to be replaced with program specific values and restorative justice circles in post-COVID first year bootcamps. Issues of identity and equity will be considered for 3 rd year PhD re-orientation (mandatory)
Shame Resilience for Graduate Student and Postdocs	Being a scientist requires a tremendous amount of resilience – experiments fail, papers get rejected, we struggle to communicate effectively with our supervisors and peers and establishing healthy work-life boundaries can be a challenge. This workshop addresses the underlying impact that shame, embarrassment, and guilt have on PhD students during throughout their training and learn how skills to combat these challenges.
Pronouns Workshop	Collaboration between the Graduate Division, Office of Career and Professional Development, and the LGBT Resource Center.

UCSF DEI Training Offerings 2020-2021

	Mistaking or assuming peoples' pronouns without asking first, mistakes their gender and sends a harmful message. Using someone's correct gender pronouns is one of the most basic ways to show your respect for their identity. This workshop aims to advance the knowledge of using everyone's correct gender pronouns and strive for a more inclusive environment at UCSF.
DEI Leadership in the Academia Course	The goal of this course is to bring together training in diversity, equity, and inclusion and leadership to prepare UCSF graduate students to incorporate DEI values in scientific leadership roles. DEI training is typically offered ad-hoc, as separate from scientific and professional training, making it difficult to then integrate these values into current and future leadership roles, such as leaders of research teams and labs. This course will offer an opportunity for graduate students to gain competence in DEI concepts and values and, importantly, to practice applying these concepts (still under development).

For Post-docs

Training Name	Description
Postdoc Leadership Program	Welcoming postdocs to UCSF through community-building by postdoc leaders. Postdoc Fellows are trained in foundational principles of how to build a community that is inclusive, equitable, and diverse. Sponsored by the Office for Postdoctoral Scholars.

DEI Programs

The Graduate Division offers close to 25 programs to foster an inclusive climate and culture among graduate students and postdocs from historically marginalized backgrounds. [See list here.](#)

UCSF DEI Training Offerings 2020-2021

School of Dentistry

For SOD Community

Training Name	Target Audience	Description
HEALS Training	Students, Faculty, Staff, Administrators	Training is designed for faculty, all second-year students, and staff of SOD. The training includes a) key diversity, equity, and inclusion concepts, b) strategies to promote an inclusive classroom and workplace, c) use of the HEALS Model to address emergent issues of exclusionary, objectionable or intimidating behavior, using lecture and experiential simulated exercises. Train-the-Trainers sessions are available for staff & faculty.

For Students

Training Name	Target Audience	Description
Topics embedded in the pre-doctoral dental students' 4-year curriculum	D1 to D4 dental students	Various topics are presented as part of the dental students' Patient Comprehensive Care didactic class sessions of various topics: Cultural humility; unconscious bias, stereotypes, stereotype threat, microaggressions; social identity and intersectionality of identities; structural inequity and oppression; health literacy, allyship, LGBTQ1+-related topics, and National Standards for Culturally and Linguistically Appropriate Service.

UCSF DEI Training Offerings 2020-2021

School of Medicine

For UCSF Educators

Training Name	Department/Group	Description
Center for Faculty Educators Teach for UCSF Certificate: Teaching for Equity and Inclusion	GME	Aims to create a path for UCSF educators to develop best practices in equitable and inclusive teaching that they can apply in didactic and clinical settings across the continuum of health professions education. This certification consists of 6 required workshops and one selective. Participants demonstrate skills learned by completing assessment exercises during the workshops. Pre-req: DEI Champion Training https://wiki.library.ucsf.edu/display/UCPLS/Teaching+for+Equity+and+Inclusion

For Faculty, Trainees, Staff

Training Name	Department/Group	Description
DEI Champion Training	Differences Matter	A 6-hour training for faculty and staff who work with learners to increase awareness and skills in recognizing and addressing microaggression and bias in the learning environment. https://differencesmatter.ucsf.edu/diversity-equity-and-inclusion-champion-training
Inclusive Leadership	CFE	Training is for Faculty, Staff, Trainees, Advanced practice providers: <ul style="list-style-type: none"> ▪ Recognize the barriers faced by women and people who are underrepresented in medicine (UIM) in achieving leadership positions ▪ Identify unconscious biases and manage them in self and others ▪ Recognize and respond to microaggressions toward women and UIM colleagues in order to promote an inclusive work and learning environment ▪ Develop strategies for allyship to promote inclusive leadership https://meded.ucsf.edu/faculty-educators/faculty-development/teach-ucsf-certificate-program
Addressing Microaggressions in the Learning Environment	Pediatrics	Training is for Faculty, Staff, Trainees, Advanced practice providers: <ul style="list-style-type: none"> • Understand the impact that bias has on learners and the learning environment • Recognize microaggressions and other manifestations of bias as they occur • Apply techniques to mitigate bias, interrupt microaggressions and create an inclusive learning environment

UCSF DEI Training Offerings 2020-2021

Mitigating Bias in Trainee Recruitment	Pediatrics	Reviews principles of unconscious bias, structural racism, and cognitive biases in recruitment. Uses cases to explore how we can systematically mitigate bias in trainee recruitment and selection
Relationship-Centered Communication Skills for Racial Equity in Healthcare	Center for Enhancement of Communication in Healthcare	This half-day workshop will build upon the prerequisite one-day fundamental relationship-centered communication (RCC) workshop by applying RCC skills to promote racial equity in healthcare. We will explore the impact of stereotype threat and unconscious racial bias on communication between patients and other members of the health care team. Participants will employ role-play to apply RCC skills as both preventative and restorative strategies in combating racism. Participants' own cases will be simulated to enhance relevance and direct application of the workshop content. https://cech.ucsf.edu/events/relationship-centered-communication-skills-racial-equity-healthcare-4
GME Grand Rounds	GME	Of the 12 GME Grand Rounds monthly sessions for next year (3rd Tue month, 12-1p, Zoom webinar), there is a plan for 6-8 DEI topics. Speakers schedule to finalize in August 2020. https://wiki.library.ucsf.edu/display/UCPLS/Med+Ed+G+rand+Rounds+%28MEGR%29+Archive

For Faculty

Training Name	Department/Group	Description
DEI Catalyst Program	Pediatrics	This is a new program for 15 faculty in the Dept of Pediatrics who are interested in learning to create space and support conversations around bias and racism in the clinical learning space https://diversitybch.ucsf.edu/pediatric-diversity-equity-inclusion-catalyst

For Residents & Fellows

Training Name	Department/Group	Description
Diversity, Equity, and Inclusion Curriculum	Anesthesia	Training for Residents. Goals and objectives are: 1) Discuss unconscious bias as well as its impact on resident training. 2) Enhance awareness of privilege, microaggression, bias, and allyship as well as the skills to navigate the complexities of these in the work environment. 3) Demonstrate and provide effective tools to promote an environment of inclusivity. 4) Discuss importance of mentorship and sponsorship as well as its role in early promotion as a junior faculty or job search in private practice.

UCSF DEI Training Offerings 2020-2021

GME College	GME	Of the 10 GME College workshops, 6 will focus on DEI. These workshops are built off of the work of Sarah Schaeffer and Nicole Rosendale, who developed a DEI curricular toolkit for residency and fellowship programs (ELITE toolkit) as part of an IFE grant last year. The 6 workshops (120-min length) are in themes of resident-as-learner (identity), resident-as-teacher (inclusivity), and resident-as-clinician (equity). The workshop topics include: (1) Social identity, power, privilege, and intersectionality; (2) allyship; (3) unconscious bias, microaggressions, and imposter syndrome; (4) mentoring across differences; (5) structural/social determinants of health and health disparities; (6) race and racism in medicine, communication for racial equity.
Health Equity & Racial Justice Pathway	GME	Discusses cultural humility, power, privilege, allyship and application of these concepts to working towards racial justice in medicine 5-day didactic session in October 2020
Race Based Caucusing	GME/Pediatrics	GME learners are invited to join these groups which are organized by self-identified racial group for discussions around race, racism, power and privilege.
Social Justice Discussion Club	GME/Pediatrics	This is a space for the UCSF GME learning community (residents, faculty, fellows) to gather and discuss reflections related to social justice prompted by books, movies and articles
Peds Residency DEI Curriculum	Pediatrics	Training for Residents. Covers structural racism, interpersonal bias, microaggressions, cultural humility
Pediatric Leaders Advancing Health Equity Residency Program Curriculum	Pediatrics	The PLUS program is a subset of the general peds residency program; we have a formal curriculum around health equity and social and racial justice
ZSFGH Training and Education Programs for Underserved Populations (STEP UP) certificate	ZSFGH	All UCSF residents who rotate through ZSFG and are interested in training to work with underserved populations are eligible to obtain the STEP UP Certificate in Health Equity. Completion of the certificate program demonstrates the achievement of educational competencies considered fundamental to future work with safety-net populations. https://stepup.ucsf.edu/improving-social-medicine-training

UCSF DEI Training Offerings 2020-2021

School of Nursing

SON's educational offerings such as DIVA and HEALS training are currently on hold for re-evaluation.

UCSF DEI Training Offerings 2020-2021

School of Pharmacy

There are currently no offerings, but SOP is leveraging the offerings from ODO to provide departmental trainings to faculty and staff.