

DEI Mission statement

The UCSF Division of Endocrinology recognizes the importance of promoting diversity, equity, and inclusion in the Endocrinology workforce. The UCSF Division of Endocrinology Diversity, Equity, and Inclusion Committee was formed with the goal of recognizing and rectifying the need to recruit, train and promote a diverse Endocrinology workforce.

Our division believes that fostering a diverse environment is imperative to creating a workforce that is responsive to the needs of all patients, promotes the latest advances in research, and works towards reducing health disparities.

We are dedicated to recruiting and training a fellowship class which reflects the diversity of the community we serve. We welcome and enthusiastically seek applicants of diverse backgrounds, including racial, ethnic, socioeconomic and gender diversity to our program. UCSF is committed to fostering the growth of trainees of all races, religions, nationalities, gender identities and sexual orientations.

Endocrine Journal Club

Interesting journal articles about health inequity in endocrinology:

- Inequity in Racial-Ethnic Representation in randomized controlled trials of diabetes technologies in Type 1 Diabetes : Critical Need for New Standards. <https://diabetesjournals.org/care/article/44/6/e121/138690/Inequity-in-Racial-Ethnic-Representation-in>
- New Horizons – Addressing Healthcare Disparities in Endocrine Disease: Bias, Science and patient care. <https://academic.oup.com/jcem/article/106/12/e4887/6219552#312949179>
- Casting a Health Equity Lens on Endocrinology and diabetes <https://academic.oup.com/jcem/article/106/4/e1909/6103948?login=true>
- Hidden in Plain Sight – Reconsidering the Use of Race Correction in Clinical Algorithms (Table 1 includes race-adjusted algorithms used in Endocrinology) <https://www.nejm.org/doi/full/10.1056/NEJMms2004740>

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University of California
San Francisco



UCSF Ongoing Efforts

The Office of Diversity Outreach (ODO)

ODO serves as the campus and health system leader in building diversity in all aspects of the UC San Francisco mission through ongoing assessment, development of new programs and building consensus.

For more information, please contact:
DiversityOutreach@ucsf.edu Learn more about ODO: <https://diversity.ucsf.edu/>

The UCSF Multicultural Resource Center

Founded in 2012 as a direct outcome of student-led activism, the Multicultural Resource Center provides student-centric space and programming designed to support historically underrepresented learners.

For more information, please contact:
MRC@ucsf.edu
Learn more about MRC: <https://mrc.ucsf.edu/>

LGBTQ + Resource Center

The LGBTQ Resource Center at UC San Francisco provides a visible presence on campus and enhances a sense of connection and community among queer faculty, staff, students, trainees, and patients.

For more information, please contact:
lgbt@ucsf.edu
Learn more about the LGBTQ+ Resource Center: <https://lgbt.ucsf.edu/>

UCSF Committee on LGBTQ

The goal of the committee is to examine issues of concern to the UCSF LGBTQ community and make recommendations of the VC of Diversity and Outreach on issues related to biases and discrimination on sexual orientation and gender identity, work with the VC office to address issues facing the UCSF LGBTQ community and support the Chancellor's 3-year goals.

Learn more about the committee here:
<https://diversity.ucsf.edu/about/committees/lgbt>

Endocrinology DEI Resources

Endocrine Society Diversity and Inclusion Resources

<https://www.endocrine.org/our-community/diversity-equity-and-inclusion>

The Endocrine society fully recognizes the importance of promoting diversity and inclusion within the endocrinology workforce. The Endocrine society is committed to identifying barriers to enhancing diversity and offering policy recommendations to overcome these barriers in the future.

The American Society for Bone and Mineral Research (ASBMR) Diversity and Inclusion Resources

<https://www.asbmr.org/committees/diversity-equity-and-inclusion-committee>

One of the goals of the ASBMR diversity committee is to increase awareness of, and advance research to address health disparities in musculoskeletal disorders among diverse populations.

American Thyroid Association (ATA) Diversity and Inclusion Resources

<https://www.thyroid.org/about-american-thyroid-association/diversity-equity-inclusion/>

ATA has created an online forum for ATA'S members to connect and discusses issues related to diversity equity, and inclusion.

Ongoing DEI efforts at UCSF

14th Annual Chancellor's Leadership Forum on Diversity & Inclusion

Thursday April 28, Noon - 1:15pm

This year's forum will feature 2021 UCSF Climate Survey results, the Chancellor's True North and its intersection with DEI efforts, remarks from new UCSF leaders, and observations from UCSF Presidential Chair Camara Jones, MD, MPH, PhD.

Registration is required: https://ucsf.zoom.us/webinar/register/WN_v4-RE2qrROaBH3wx1-g_fQ

GME College: Note Writing Skills in the Era of Open Notes: Recognizing Biased Language and the Impact on Healthcare Disparities

Thursday, May 5, 2022 | 3:30 - 5:00 PM

Michelle Guy, MD & Starr Knight, MD will be presenting on the topic of Note Writing Skills in the Era of Open Notes: Recognizing Biased Language and the Impact on Healthcare Disparities for residents and fellows

Registration is required: <https://meded.ucsf.libcal.com/event/8599871>

OTHER RESOURCES

We have compiled a list of resources to help you learn, grow, get involved, and make an impact

NEJM Roundtable on structural racism in medicine Race in Medicine: Genetic Variation, social categories, and Paths to Health Equity

Bay Area Equity Atlas

A comprehensive data support system to track the state of equity across the region and inform solutions for inclusive prosperity

3 Ways to be a Better Ally in the Workplace

Writer and advocate Melinda Epler's TED talk about how gender, race, ethnicity, disability, sexual orientation are among the many factors that effect our chances of becoming successful and how it's up to each of us to be allies for those who face discrimination. [Watch the video.](#)

CHALLENGE

Do you have implicit Bias?

Once we are aware of our biases, we can start the process of self-improvement.
In case you have not completed this test.

[Follow this link to take a test.](#)

Listen:

['Interrupt The Systems': Robin DiAngelo On 'White Fragility' And Anti-Racism](#), NPR with Ari Shapiro (11-minutes)

['Me And White Supremacy' Helps You Do The Work Of Dismantling Racism](#) NPR with Eric Decgans (16-minutes)

[The Imagine Equity Series](#) by [The Imagine Neighborhood](#)™ podcast, has developed a new anti-racism series to help youth build their understanding of issues like racial identity, diversity, and justice.

[Anti-Racist Science Education](#) NPR with Letimicia Fears, Gretchen Kraig-Turner, and Dr. Viji Sathay (13 minutes)

[Anti-Racism in Medicine series](#) by the Clinical Problem Solvers Podcast with Kimberly D. Manning, MD and Giselle Corbie-Smith, MD, MSc (1 hour and 9 minutes)

[Ask a Reporter: The rise of anti-Asian violence](#) Los Angeles Times with Teresa Watanabe, Anh Do, Ada Tseng, and special guest George Takei (1 hour and 40 minutes)

[Fund Black Scientists: How inequitable NIH funding perpetuates the disparities divide](#) by the Health Disparities Podcast with Dr. Omolola (Lola) Eniola-Adefeso and Dr. Stevens Kelly (40 minutes)

[Women's Health, Incarcerated Podcast](#) - Podcast Series

Movies and Videos:

[Teach Us All](#) (Documentary)

[PBS: The Origin of Race in the USA](#) By Danielle Bainbridge

[Uncomfortable Conversations with a Black Man](#) by Emmanuel Acho (Series)

[Faces of Ability II - Mental Health Resilience Panel - Reducing Mental Health Stigma in our Community](#) by UCSF Diversity and Outreach

Articles:

[Everyday words and phrases that have racist connotations](#) by Scottie Andrew and [Harmeet Kaur](#), CNN

[Why Every Anti-Racism Ally Should Read Dr. King's 'Letter from Birmingham Jail'](#) by Dana Brownlee, Forbes **11**

[Moments From Asian American History to Know for AAPI Month](#) by Olivia B. Waxman and Paulina Cachero,

Time Magazine

[Comics as anti-racist education and advocacy](#) by Shirlene Obuobi, Monica B. Vela, and Brian Callender, The Lancet

[A guide to combating anti-Asian racism — from relationships to the workplace](#) by Kimmy Yam, Sakshi

Venkatraman, and Caitlin Yoshiko Kandil, NBC News

['Diversity and inclusion' can be a meaningless catchphrase. Experts share 3 takeaways to actually drive change in your company.](#) by Marguerite Ward, Business Insider