

UC Health Update

Ashley Cooper, M.A.

Manager, Health Sciences Equity & Inclusion
Initiatives

Disrupting the Status Quo Report

This report yielded 18 recommendations which were categorized into 5 areas:

- Students
- Residents
- Faculty
- Climate
- Leadership

Students	1	Expand and scale UC outreach/pathway programs to recruit and prepare students from underrepresented groups for health professions careers.
	2	Partner with higher education institutions that enroll more diverse student bodies, including California Community Colleges and California State Universities, as well as Historically Black Colleges and Universities, Hispanic-Serving Institutions and Tribal Colleges and Universities to diversify the applicant pool for UC health sciences education and training programs.
	3	Increase the number of need-based scholarships for lower-income UC health science students from underrepresented groups.
	4	Develop and sustain a "holistic student affairs office" at each health sciences school to ensure student success from admission to graduation from UC programs.
	5	Sustain and optimize the scale of UC PRIME programs and consider replicating the PRIME model for other UC health professions such as dentistry, nursing, optometry, pharmacy, public health and veterinary medicine.
Residents	6	Include demographic data for each stage of the resident selection process (applicant pool, interview, ranking and match) in an annual report that is provided to the health sciences deans and publicly available.
	7	Appoint a director or advisor for resident diversity at each UC health professional school that is supported and accountable to their leadership teams for increasing and operationalizing diversity, equity and inclusion efforts at their campus.
	8	Consider the creation of a robust scholarship program, centralized at the UC health sciences dean's or residency program office, that would support opportunities for underrepresented health sciences students to participate in a visiting elective scholars program.
	9	Create a pre-faculty development program dedicated to supporting a diverse cadre of UC residents who are interested in pursuing a career in academia.
Faculty	10	Increase UCOP-sponsored funding for targeted recruitment and hiring incentives to increase diversity and improve the retention of faculty in the health sciences.
	11	Make new salary support available to advance diversity among ladder-rank health sciences faculty.
	12	Prioritize funding to support the retention and success of a more diverse health sciences faculty.
	13	Address structural barriers that prevent non-Academic Senate faculty from fully participating in faculty governance.
Climate	14	Demonstrate campus leadership commitment to diversity, equity and inclusion by intentionally implementing activities focused on anti-racism and equity.
	15	Establish an anti-racism competency as a requirement for all faculty, senior administrators, staff and learners who teach, are employed, and/or educated at UC health professional schools and clinical sites.
Leadership	16	Develop an action plan at each UC health professional school to address anti-racism and diversity, equity and inclusion within 12 months.
	17	Appoint a senior diversity officer at each UC academic health center.
	18	Appoint a senior leader for diversity, equity and inclusion in the UC Health Division of the Office of the President.

Students

Recommendation 1.3: The UC Health Division (within UCOP) should fund a dedicated position to: strengthen health sciences pathway programs and improve awareness about them; bring together UC undergraduate advisors to understand and promote best practices; and to serve as a resource within the division (under the general direction of the vice president for health sciences) and for campus leaders who should be convened on a periodic basis to advance new initiatives and to sustain and measure progress.

On behalf of Dena Bullard of the Academic Health Sciences team

Dear Colleagues,

I am thrilled to announce that Ashley Cooper has joined the Academic Health Sciences team as Manager, Health Sciences Equity & Inclusion Initiatives. In this new role, Ashley will serve as the liaison between UC Health, our campuses, and other internal and external stakeholders to advance the strategic diversity, equity, and inclusion (DEI) goals of UC's academic health sciences programs. She will also work closely with the Graduate, Undergraduate, and Equity Affairs Division to leverage the success of existing health sciences pathway programs, systemwide outreach programs, and educational partnerships that advance the university's commitment to equity and access.

Ashley comes to the Office of the President from UC San Diego, bringing her expertise in DEI, community outreach, project management, stakeholder engagement and creating mission-driven solutions and initiatives centered around diversity and social justice. She has also worked with youth in her previous roles as a Community and School Programs Coordinator for the National Council of Jewish Women, Los Angeles; Youth Outreach Coordinator at the Independent Living Center of Southern California; and Student Management Specialist for Dayton Public Schools.

Ashley has a Master of Arts degree in Social Entrepreneurship & Change from Pepperdine University and a Bachelor of Arts degree in Sociology with a minor in Global Public Health from The Ohio State University.

Please join me in welcoming Ashley Cooper to UC Health!

Health Sciences DEI Leadership Collaborative

Priority Recommendations:

1. Students: Expand and scale UC outreach/pathway programs to recruit and prepare students from underrepresented groups for health professions careers. (Students)
10. Faculty: Increase UCOP-sponsored funding for targeted recruitment and hiring incentives to increase diversity and improve the retention of faculty in the health sciences.
14. Climate: Demonstrate campus leadership commitment to diversity, equity and inclusion by intentionally implementing activities focused on anti-racism and equity. (Climate)
15. Climate: Establish an anti-racism competency as a requirement for all faculty, senior administrators, staff and learners who teach, are employed, and/or educated at UC health professional schools and clinical sites. (Climate)
16. Leadership: Develop an action plan at each UC health professional school to address anti-racism and diversity, equity and inclusion within 12 months. (Leadership)

Systemwide Initiatives

Group for Inclusive Leadership of Women (GILW)

GILW will work to promote increased participation in the ELAM program by women faculty in all eligible disciplines (medicine, dentistry, pharmacy, and public health sciences) and develop a network for sharing best practices and enhancing advancement opportunities for women throughout UCH

Group for Inclusive Research Excellence (GIRE)

GIRE will convene current and past faculty members that have completed the Harold Amos Faculty Development Program to establish a process for identifying and nominating candidates for the program, as well as provide advice and candidate mentorship through the nomination process.

New UC Health initiative supports inclusive leadership for women

August 29, 2022 • OP News, UC News • 1 Comment



Dr. Carrie L. Byington, Head and Executive Vice President of University of California Health (UCH)

As part of their commitment to developing women leaders and increasing women's representation in leadership positions, University of California Health (UCH) has launched the Group for Inclusive Leadership for Women (GILW). The UCH system includes UC's 20 health professional schools of dentistry, medicine, nursing, optometry, pharmacy, public health, and veterinary medicine.

Dr. Amparo Villablanca, professor and Frances Lazda Endowed Chair in Women's Cardiovascular Medicine at UC Davis Health, will chair the committee, guiding the development of GILW's programs and evaluation of its progress. "I am honored to have the opportunity to work with UC's innovative and committed teams and leaders to chair this new initiative," said Dr. Villablanca. "A thriving, diverse faculty that includes the participation and advancement of women leaders is one of the most significant factors essential for ensuring a dynamic learning and working environment that effectively meets the health needs of our state's communities."

To achieve their goals, GILW will leverage the systemwide expertise and talent of UCH leaders who are graduates of the national [Executive Leadership in Academic Medicine \(ELAM\) program](#), including Dr. Villablanca and Dr. Carrie L. Byington, executive vice president of UCH. ELAM is an intensive and competitive fellowship specially developed for senior women faculty at the associate or full professor level who demonstrate the greatest potential for assuming executive leadership positions at academic health centers within the next five years. It is designed to place highly qualified women into prominent positions through which they can drive positive change across the academic health system. Across the system, there are [54 graduates \(ELUMs\)](#) of this nationally recognized, evidence-based program.

GILW will work to promote increased participation in the ELAM program by women faculty in all eligible disciplines (medicine, dentistry, pharmacy, and public health sciences) and develop a network for sharing best practices and enhancing advancement opportunities for women throughout UCH. As chair, Dr. Villablanca welcomes those interested in applying to ELAM to contact her with questions about the program. For more information about the ELAM application process (which opens on Oct. 1, 2022), visit the [ELAM website](#).

UPCOMING EVENTS

TUESDAY, SEPTEMBER 27

- Accomplishing More with Less

WEDNESDAY, SEPTEMBER 28

- Concur Office Hours
- Imposter Syndrome, Perfectionism and Perfectionist Culture
- Procure-to-Pay Office Hours
- UC Travel presents Hertz
- ANR Latinx & Friends Affinity Group: Jose Pablo Ortiz-Partida
- UCSS: The Policy Implications of the Fall Elections
- CUCSA Chats: Staff Leaders in Action
- Community Gardening Session

THURSDAY, SEPTEMBER 29

- CA&P Office Hours
- Undergraduate Admissions: Application to Selection
- SmartSheet training
- APISA Presents Author Catherine Ceniza Choy, Ph.D.
- Navigating Ageism as a Young Professional
- Lakeside Speakeasy Toastmasters Club
- Basic Safety Awareness

FRIDAY, SEPTEMBER 30

- Sustainability Employee Resource Group Meeting
- Concur Office Hours

TUESDAY, OCTOBER 4

- IT Orientation

[View full calendar](#)

Explore UCOP's culture

Visit the Office of Workplace Inclusion and Belonging

Register for UCOPAlert

UCOP's off-hours emergency notification system

Submit a 10-second bio

Introduce yourself to the OP community — it takes just a few minutes.

Submit a shout-out

Want to say thank you to a colleague? Take a moment to say so in Link.

Initiative Development

Additional Recommendation

Progress

5. Students: Sustain and optimize the scale of UC PRIME programs and consider replicating the PRIME model for other UC health professions such as dentistry, nursing, optometry, pharmacy, public health, and veterinary medicine.

- PRIME-TIDE at San Diego, est. 2022
- Tribal Health PRIME at Davis, est. 2022
- PRIME-LEAD-ABC (African, Black and Caribbean) at Riverside, est. 2022
- UCSF has submitted a proposal to start a prime-like Dentistry program



Additional Priorities

Through the continued efforts of the California Medical School Admissions Deans, UC California Health (UCH) has been able to analyze enrollment data, discuss trends and cultivate strategies for improvement, as well as create a network for information sharing with USC, Stanford, and Loma Linda that has shown continued progress over the past 20 years.

Increase awareness of UC California Health (UCH) resources and initiatives through the development of a UCH Diversity webpage. This site will serve as a landing for prospective and current faculty, staff, and student constituencies to access updates from UCOP as well as relevant information from campus and external partners.

Connect with the Graduate, Undergraduate Equity Affairs Division with the University of California Office of the President to identify opportunities to expand UCH's presence in ongoing pathway programs, including K14 programs.

Identify annual cultural celebrations and national campaigns for UCH to create passive education materials and information to share through various channels including social media, campus and UCOP communication channels.

Thank you for having me!

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