

FAS All Staff Town Hall

*Theme: What we are doing to
be an anti-racist and inclusive
organization*

December 8, 2022



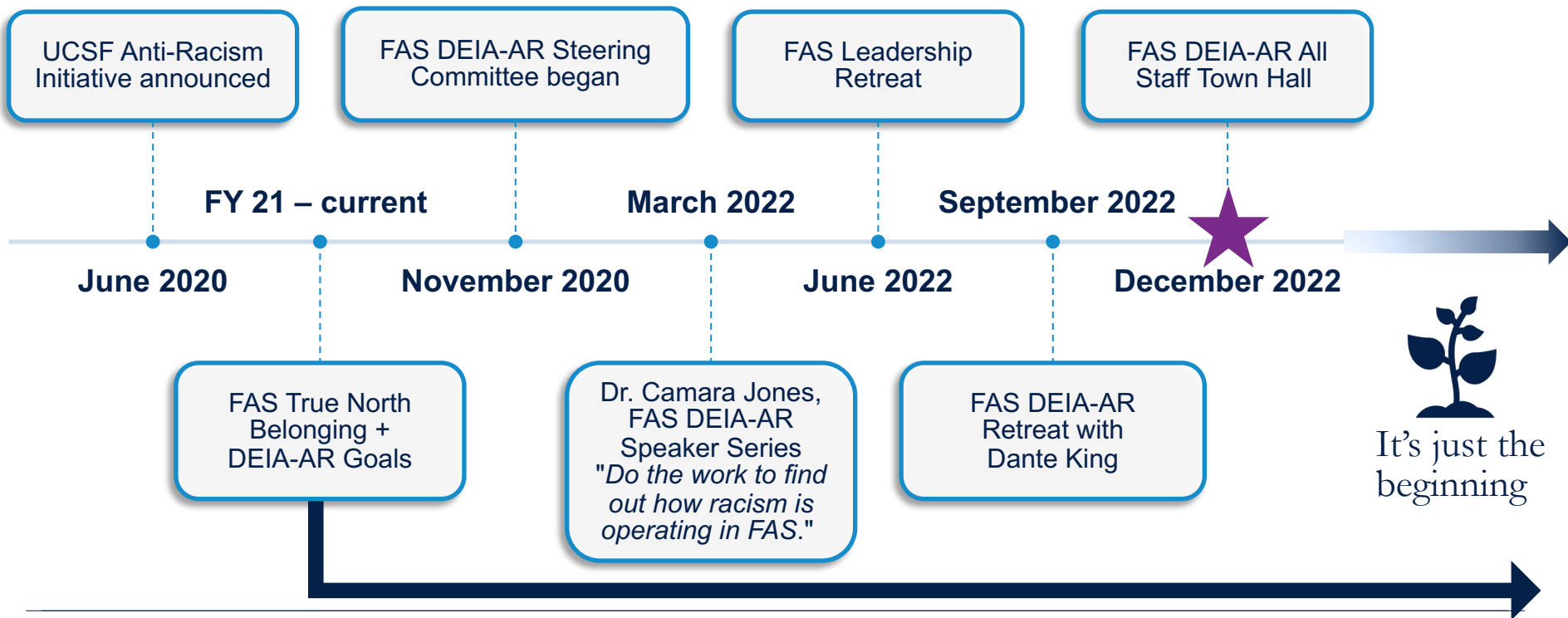
UCSF

Our charge

- **Do the work"** – Heed the call to action from the FAS DEIA-AR Steering Committee and Dr. Camara Jones.
- **Commit to doing the work, every day.** Dante King reminded us that fighting racism happens "in the weeds."
- **Celebrate DEIA-AR progress** happening in FAS.
- **Engage all levels of staff** – to hear their voice and input and give them opportunities to get involved.
- Ask **"How is racism operating here?"**



FAS DEIA-AR roadmap



Today's Agenda

- **Welcome** - introduction, reflection, thank you
SVC Erin Gore
- **Behind the scenes panel: DEIA-AR action plans in action**
Facilitator: Armanda Edwards-Newman; Panelists:
Jessica Blair-Driessler, HR - Advancing Excellence in Staff Recruiting
Billy Reynoso, CLS - Supporting Multiple Languages in Interviews and On the Job
- **Ask us anything: Q + A session**
- **How FAS staff can get involved and resources**
Eric Banares, Ailene Estalilla, Jon Giacomi

Special thank you to the FAS Diversity Equity, Inclusion, Accessibility and Anti-Racism (DEIA-AR) Steering Committee

FAS Strategic Direction Snapshot



FAS-Wide Priorities

- Diversity, Equity, Inclusion, Accessibility & Anti-Racism DEIA-AR
- Supplier Diversity
- Value Improvement

FAS Steering Metrics

Outcome Measure & Target (where we want to end up)	Process Measure & Target (what we're doing during the year to make progress)
M 1 Belonging Index improves by +.02	M 1A 90% action plans complete and input into umbrella by 10/1/22 and at least 1 tactic complete by 3/1/23 M 1B 100% of FAS DEIA-AR action plans complete and submitted to SVC's Office by 10/11/22
M 2 75% of FET areas with addressable spend opportunities have increased their spend percentage with diverse suppliers by 6/30/23	M 2A 100% of FET areas have identified opportunities and created plans by 12/31/22 to increase their % of addressable spend with diverse suppliers
M 3 25% of \$12.8M cumulative net value target for current Value Improvement cohort is met by 6/30/23	M 3A 50% of projects on track to meet value creation goal at time of report-outs (3x/year); those not on track have a plan to get back on track



We made our DEIA-AR goal

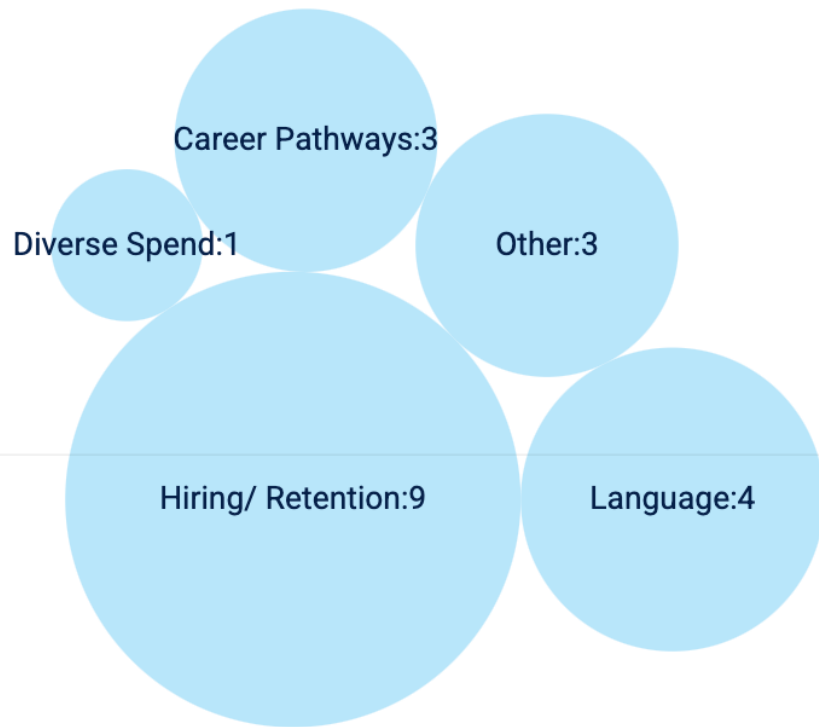
FAS DEIA-AR action plans

To help us “do the work” of anti-racism, each FAS department created action plan(s) in September 2022 to address a process or policy that stands in the way of building an anti-racist, diverse, equitable, inclusive and accessible organization.

17

FAS DEIA-AR
Action Plans

focused on...



FAS DEIA-AR action plans

Multilingual Whistle Blower reporting/complaint process - *Audit and Advisory Services*

Diversify recruiting processes - *Audit and Advisory Services*

Supporting Multiple Languages in Interviews and On the Job - *Campus Life Services*

Equitable Access to Information - Reaching the Frontline - *Campus Life Services*

Advancing Excellence in Staff Recruitment - *Human Resources*

Background Check Workgroup Recommendations Rollout - *Human Resources*

HR Website Translation Pilot - *Human Resources*

HR's internal anti-racism initiative - enhanced education and resources - *Human Resources*

UCSF Career Ambassadors Pathway- community partnership for job readiness - *Police Department*

Business Travel Equity – reducing personal financial barriers to work-related travel - *Finance*

Diversifying UCSF Finance - equitable and inclusive recruitment and hiring – *Finance*

IT Mentorship Model to Recruit, Retain and Advance BIPOC Professionals and Professionals with Disabilities – *Information Technology*

Implementing DEI Best Practices in Real Estate's Recruitment Process - *Real Estate*

Expand pool of small & diverse vendors - *Real Estate*

Normalizing anti-racism learning and discovery - *Program Management Office*

Intentional DEIA-AR tools for client conversations, facilitation practices- *Program Management Office*

Expanding Multilingual Options in Mandatory Employee Training - *Office of the Senior Vice Chancellor*

Behind the scenes panel: DEIA-AR action plans in action



Facilitator

Armanda Edwards-Newman
Technical Project Manager,
UCSF IT



**Advancing Excellence
in Staff Recruitment**

Jessica Blair-Driessler
Associate Director, Talent
Acquisition Campus and Health,
UCSF HR



**Supporting Multiple Languages
in Interviews and On the Job**

Billy Reynoso, Interim General Services
Director, Facilities Services, CLS



Ask us anything Q+A session

Drop your questions in the Q+A



Our inbox is always open

Email SVC@ucsf.edu
to ask the SVC anything!



How FAS staff can get involved

- ✓ Learn more about the [UCSF Anti-Racism Initiative](#)
- ✓ Sign up for [news from the UCSF Office of Diversity and Outreach](#)
- ✓ Ask your manager how you can participate or help with department anti-racism or inclusiveness initiatives
- ✓ Apply for the [UCSF Diversity and Inclusion Certificate Program](#) or another related program
- ✓ [Find a course that interests you](#), such as Unconscious Bias Training or another topic related to anti-racism, diversity, or inclusion
- ✓ Share your stories through a [Restorative Justice Community Circle](#)



How FAS staff can get involved

- ✓ Volunteer or apply for a campus diversity committee, or help create a committee within your own department
- ✓ Watch for announcements of FAS-related training and programs, and sign-up to take advantage of these opportunities
- ✓ Managers: take the Managing Implicit Bias Series or other related courses, located on the Learning & Org. Development website
- ✓ Watch the recorded videos from our FAS DEIA-AR Speaker Series <https://fas.ucsf.edu/fas-deia-ar-education-and-events>



Resources for FAS Staff

Office for the Prevention of Harassment and Discrimination

The [Office for the Prevention of Harassment and Discrimination](#) (OPHD) [supports the University policy](#) prohibiting discrimination and harassment of any person on the basis of their membership in a protected category. As part of this work, OPHD responds to complaints from persons who believe they have been subjected to discrimination, harassment, and/or retaliation on the basis of a protected category or activity.

File a complaint information: <https://ophd.ucsf.edu/complaints>

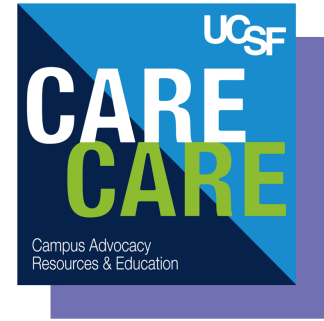
Resources for FAS Staff

UC CARE Advocate for Racial Justice

In this newly appointed position, **UC CARE Advocate for Racial Justice** Kendra Hypolite will provide confidential support, assistance and advocacy on behalf of UCSF community members who are experiencing discrimination based on their race, ethnicity and/or national origin and other protected categories. [CARE Advocacy](#) includes assistance in coordinating services on behalf of the survivor in all areas, including Student Services, Faculty Staff Assistance, UCSF Police, coordination of legal advocacy, medical advocacy and other assistance and services.

Kendra.Hypolite@ucsf.edu Cell: (415) 269-5935.

The main CARE program number is [\(415\) 502-8802](tel:4155028802). This is available 24 hours for emergencies. Press 1 to reach a crisis counselor.



Next steps

- Engage conversations
 - Engage in and support conversations within your department around DEIA-AR.
 - Utilize the resources shared at this meeting.
 - Leverage your DEIA-AR Steering Committee rep.
 - Visit the FAS DEIA-AR web for stories of progress, Steering Committee info and more: <https://fas.ucsf.edu/fas-deia-ar>
- Stay tuned for future FAS All Staff Town Halls to show progress and accomplishments



Coffee with the SVC in 2023

Join a SVC Erin Gore for **Coffee with the SVC** throughout 2023, in-person by department and virtually with all FAS staff. These events offer an intimate and informal way to connect one on one with Erin and ask her anything.

January 30, 2023 HR in person

March TBD, 2023 All FAS Staff virtual

Be on the lookout for more dates



**FAS Financial and
Administrative Services**

UCSF



University of California
San Francisco