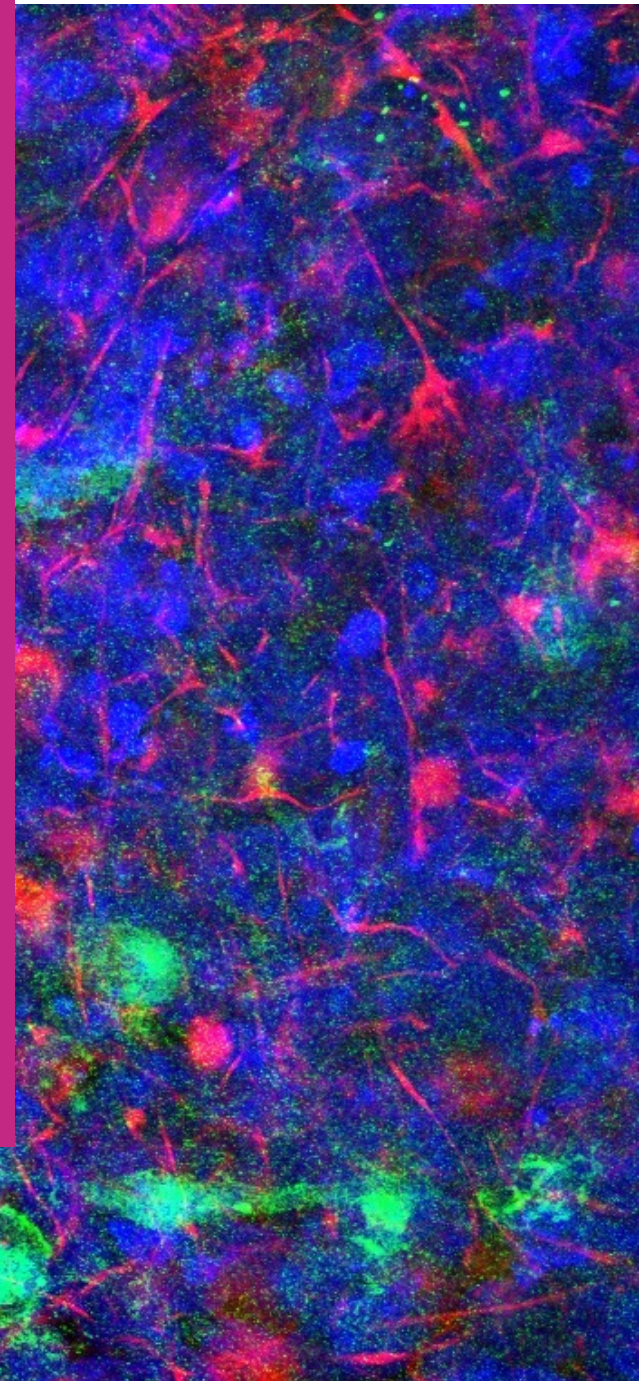


Fireside Chat with Leah Pimentel

DEI & How Belonging Transforms

Leah Pimentel, MBA
Director of DEI & Culture



Welcome

Webinar Logistics

- **Closed Captioning:**
To access closed captioning, click the CC button. Select “View Full Transcript” for information about who is speaking.
- **Troubleshooting:**
If you need technical assistance, please indicate that in the Q&A so we can help.
- **Webinar Recording:**
To request the recording of today’s webinar, please contact sheara.cohen@ucsf.edu.

UCSF Department of
Anesthesia and
Perioperative Care



Leah Pimentel, MBA

Department of Anesthesia's Inaugural Director of DEI & Culture





A Message from the Director of DEI & Culture

This Strategic Plan includes:

- A compelling DEI vision, plan, and business case developed and communicated internally and externally and embedded in all department policies and procedures.
- Development of DEI goals and milestones with leadership and staff being held accountable for a commitment to advancing DEI and culture in the department and having all staff, faculty, fellows, residents, fellows, and interns see themselves as leaders in this work.





- A culture where diverse perspectives are engaged and valued across the department, relationships are valued, and there is a culture of respectful transparency and feedback.
- A commitment to accessible and equitable recruitment, retention, advancement, and reflection of the diversity of the labor market at all levels of the department.

- An atmosphere of inclusion leveraging the creativity and connection diversity can bring to drive innovation and uphold exceptional levels of service.
- The advancement of DEI internally and externally by utilizing community partners empowering historically underserved communities to be drivers of equity within their own communities.





Diversity, Equity, Inclusion, & Culture Statement



The department of Anesthesia and Perioperative Care brings people from diverse backgrounds to become one of the preeminent Departments in the world. We are passionate about well-being for our staff, faculty, residents, fellows, and interns.



We are committed to building and sustaining a culture of belonging that reflects all people; and where members of every age, race, national origin, gender identity, sexual orientation, ability, and religion feel welcome, seen, heard, and supported. Diversity develops better collaborators, stronger communicators, greater innovators, and deeper thinkers.



Creating a diverse, equitable, and inclusive department is an ever-evolving journey. We challenge ourselves to do this work on a personal and institutional level, with empathy and mutual respect. Building and sustaining a diverse, equitable, and inclusive department is the responsibility of all. We are committed to diversity, equity, and inclusion, and hold the promise of a better future for all.



What is Diversity, Equity, and Inclusion (DEI)?

Diversity

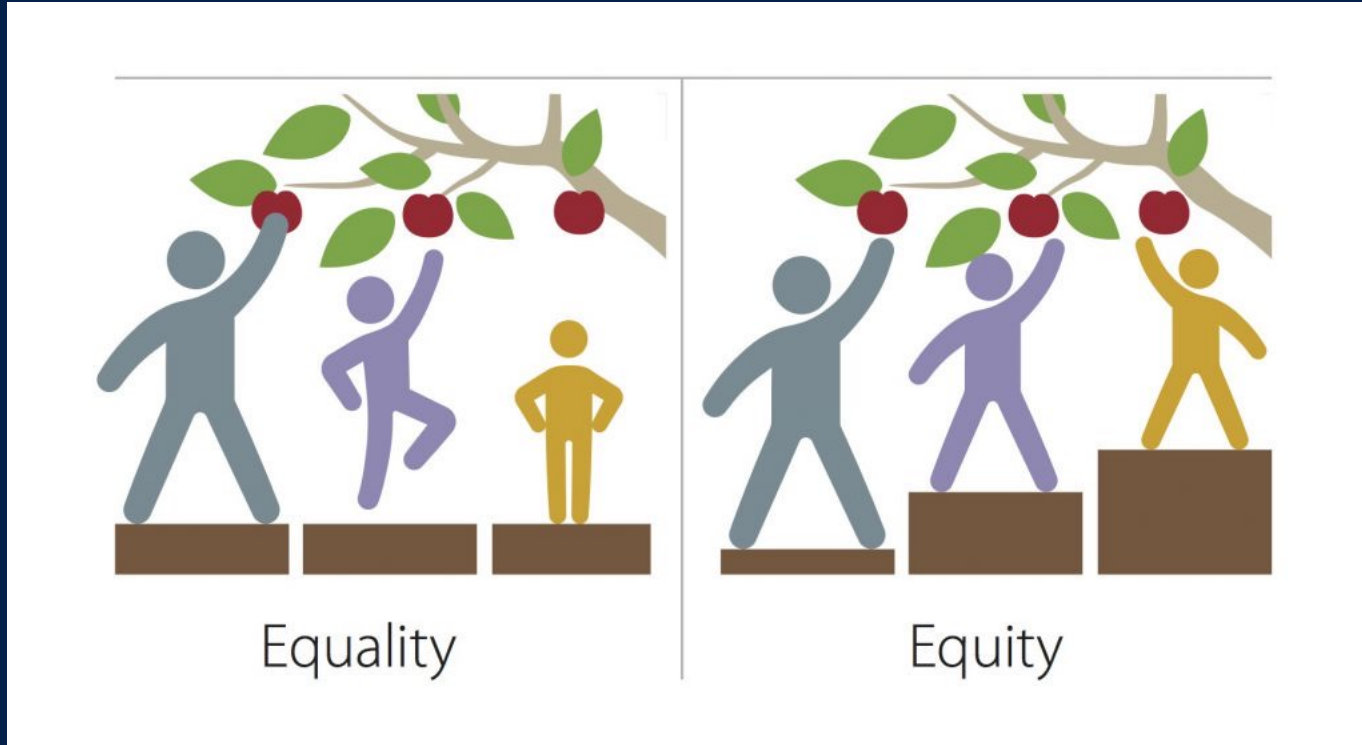


Focuses on increasing the representation of protected classes, the groups that have historically been disadvantaged: minorities, individuals with disabilities, women, veterans, and the LGBTQ+ population. Beyond that, the definition can also include all dimensions that make us different, which may include diversity of economic backgrounds, education, perspective, and political thought.

Broadening the term helps to bring together a mix of perspectives, enables people to bring into that discussion their unique backgrounds and experiences, and have a very spirited discussion. It is then and only then, that you allow for the superior ideas to emerge. And that's how you achieve better outcomes. That's how you become a better organization.

Equity

Focuses on treating everyone fairly, providing equal access to opportunities within your organization, equal pay for equal work, and committing ourselves to removing any barriers that may prevent that.



Inclusion



Unleashes the power of diversity.

Diversity without inclusion is like being invited to the party but not being asked to dance. We can't have diversity without inclusion; otherwise, we will continue to bring in diverse employees only to lose them through the back door, because they don't see a future with the organization.

To be able to grow diverse teams and harness the power of diversity, we need to build a culture where people feel a strong sense of belonging, where employees from all groups and backgrounds are accepted, respected, valued; where they can bring their full selves to work; and in the process contribute their best work.

DEI is:



- A transformation process with all dimensions of difference
- Comprehensive and requires an integrated approach permeating the entire organization
- Made up of multiple departments and components
- Based on organizational diagnostic assessment
- Aligned with core values
- Effective communication throughout the organization
- Securing leadership support and buy-in including an executive sponsor and a designated senior executive to lead efforts

DEI is not:

- Only about race or gender
- A onetime project
- Just a compliance-based numbers focus
- A short-term need for incremental change





Vision Statement

Areas of Impact

- Leadership
- Talent Management
- Inclusive Culture
- Social Responsibility
- Brand & Patient Care
- Vendor Diversity
- Measurement & Accountability



Alignment and Continued Leadership

Goals & Metrics

- Leadership Engagement and Policies:
 - Leadership demonstrates commitment to supporting innovation and progress with respective departments
 - 100% leadership participation in DEI related programming, workshops, and events.
- Further DEI Expansion and Alignment across Organization:
 - Use DEI to continue being more intentional in advancing department brand and align with DEI goals

Advancing Organizational Talent Diversity

Goals & Metrics

- Talent Acquisition & Recruitment



- Onboarding



- Retention



Increase & Continue the Development of Inclusive Internal Culture

Goals & Metrics

- Staff DEI Committee
- DEI Training & Continued Learning Opportunities
- Policy & Strategy Review
- Personnel & Stakeholders



Social Responsibility

Goals & Metrics

- Community Engagement



- Philanthropic Giving

Brand & Patient Care

Goals & Metrics



Partnerships



Marketing & Brand Awareness

Vendor Diversity

Goals & Metrics

- Majority use of diverse vendors for purchasing
 - Diverse vendor reach expanded to provide more opportunities for suppliers
- Develop intentional strategies to track and uphold vendor commitment to supplier-chain and partnership diversity.



- By year 2, track vendor diversity

Inclusion Groups

Anesthesia and Perioperative Care Diversity, Equity, and Inclusion Advisory Committee strives to address, explore, educate, learn about, and respond to the diversity of the staff experience.

Employee Resource Groups where team members gather to share common interests, backgrounds, or demographics.

Building Community & Exploring Cultures through Food

- Assemble a Department of Anesthesia and Perioperative Care staff cookbook so staff members can learn about each other, their cultures, and their favorite cultural dishes.



- Create a quarterly international food festival where attendees receive an “International Food Fest Passport,” enabling them to sample food from many different countries.

UCSF Art Walk

Leaders from UCSF and the arts communities will partner to create a UCSF Art Walk.



Celebrate the art, music, food, and small businesses of the city with artists from different SF neighborhoods.



DEI Report Showcase

Host an external Diversity, Equity, & Inclusion (DEI) panel discussion with DEI leaders (Warriors, 49ers, SF District Attorney's Office, and Recology) as part of a larger effort to promote the understanding of DEI and accomplishments. Panelists will provide their thoughts on many aspects of DEI and will answer questions from the moderators and audience.

Host internal UCSF Diversity, Equity, & Inclusion (DEI) panel discussion with DEI leaders from ODO, Department of Psychiatry and Behavioral Sciences, Alumni Relations, and the Memory and Aging Center to highlight trailblazing efforts and generate a rich discussion on issue that will promote a better understanding of the benefits, issues, and challenges and will energize audience members to take steps to promote DEI in the workplace.

Accessibility

- We are in a unique position when it comes to incorporating accessibility into DEI efforts.



DEI Projects Approval Process





Work-Life-Balance Campaign

Work Life Balance Campaign

How, when, and where we work is evolving

- The workday is no longer the stereotypical 9-5
- The concept of flexible work hours is common and accepted
- We have increasing virtual/online interaction
- Many of us have been working remotely for the last 2+ years



Sample Email Signatures

Incorporate a signature to convey expectations!



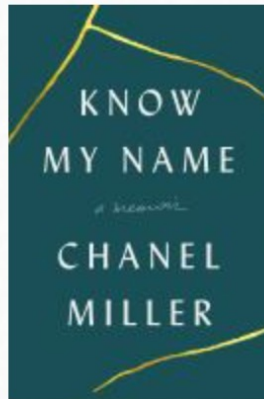
Consider using one of the following statements in your email signature to let others within our department, the greater UCSF community, and outside the University know you understand and respect their work/life balance and acknowledge that everyone has a different workday:

- My workday may look different from your workday. Please do not feel obligated to respond outside of your typical working hours.
- Please note I do not expect a response to my emails on nights, weekends, or holidays.
- I do not respond to emails on weekends. If this is an emergency, please <<insert directions of who to contact>>.
- I work flexibly and may send emails outside traditional office hours. No need to respond to my emails outside yours.

One City One Book



This Is Ear Hustle



Know My Name
Miller, Chanel



There There
Orange, Tommy



The Best We Could Do
Bui, Thi



Black Against Empire
Bloom, Joshua



Beautiful Chaos
Perloff, Carey



When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization.

Pat Wadors

Thank you.



Leah Pimentel, MBA
Director of DEI & Culture
Leah.Pimentel@ucsf.edu

