

2022 Annual DEI Report

UCSF Department of Anesthesia and Perioperative Care

In 2022, the department of anesthesia hired their inaugural Director of Diversity, Equity, and Inclusion, and Culture, Leah Pimentel. Having a dedicated position to focus on DEI initiatives and well-being in collaboration with the Vice Chair of DEI and Associate Chair of Well-Being has enabled the department to implement various DEI initiatives throughout the year which are highlighted below.

Events

Workshops and Trainings

- Unconscious Bias workshop given to the ZSFG Dean's Office.
 - Post-evaluation survey, 70% of anesthesia and surgery residents strongly agreed and 26% somewhat agreed cumulatively that the workshop was important to their training and that they would recommend the unconscious bias workshop to their peers (N=27).
- Allyship training workshop given to faculty and CRNAs.
 - Post-evaluation survey, 65% of perioperative residents strongly agreed and over 22% residents somewhat agreed that the allyship workshop was important to their training, that it was relevant to their workplace, and that they would recommend it to their peers (N=26).
- Microaggression Training workshop for anesthesia staff members.
 - Post-evaluation survey, 77% strongly agreed and 22% somewhat agreed that the workshop was important to their training and relevant to their workplace. As a result of how well-received this curriculum has been, it is being expanded to be implemented to all ophthalmology residents and 14 orthopedic surgery residents this academic year (N=22).

Presentations

- Fireside Chat with the Director of DEI and Culture, Leah Pimentel, MBA, [DEI and How Belonging Transforms](#)
- Well-Being Grand Rounds featuring Amy Vinson, MD, FAAP from Harvard-Massachusetts General Hospital
- A discussion with the Mayor of Daly City, Dr. Rod Daus-Magbual
- Workshop featuring Dr. Camara Phyllis Jones, MD, MPH, PhD, UCSF Presidential Chair

- Collaborative Diversity, Equity and Inclusion Joint Grand Rounds featuring Dr. Eric Cervini, Pulitzer Prize Winner

Additional Programs

- Safe Space Sessions in-person and virtually for Faculty and Staff, every two months
- Underrepresented in medicine (UIM) Resident Welcome Bowling Event
- UIM CA-2 Resident Dinner with Chair (to help increase recruitment of residents as faculty within the department)
- Departmental Movie Night – Wakanda Forever (60 attendees)
- New hire welcome kits for staff
- DEI swag kits for staff
- Clinical swag (Jackets+/-other gifts) for Faculty, Residents, and CRNAs
- Pride and Juneteenth lunch and cookies
- Diversity Community Social Happy Hour Small Bites
- Funded UIM mentee and mentor dinner/lunches for residents, fellows, and faculty members
- Hosted a Hispanic Heritage cookie party
- Hosted a Native American Heritage Month cookie party
- Provided dinner for faculty working during holiday party at the VA, MZ, MB, ZSFG and Parnassus
- Hosted an AAPI lunch celebration
- Halloween & Christmas door/workstation decorating contests
- Ugly holiday sweater contest
- Doctor's Day cookies
- HR professional's day celebration with cookies and party
- Admin professionals day celebration with cookies and party
- Partnered with Disability department to screen the Disability Film Festival with popcorn and candy
- Partnered with Dr. Libaw on the staff and faculty hike and lunch

Campaigns

The [work-life balance campaign](#)

- The team launched a campaign to incorporate email signatures that show that flexible work is a part of our departmental values. It reminds others of the diverse work hours across our department, and that there is no pressure to read or respond to an email immediately.

Awards

- Used the Errol Lobo Morale Grant funds for a DEI training for the new staff DEI committee
- [Leah Pimentel Won the SF Business Times Most Influential Women in Business Award](#)
- Leah Pimentel attended the Health Equity Conference
- Leah Pimentel [received the Health Equity Conference DEI Champions Award](#)

Collaborations

- The department collaborated with the department of surgery to administer an interactive diversity curriculum to perioperative trainees with co-facilitators across at least seven different departments.
- Afternoon didactic/discussion/reflection session for Anesthesia110 medical students on “How Bias & Systemic Racism Affect Perioperative Care.”
- Created a “look-book” of faculty interested in mentoring residents, including those with a special interest in mentoring residents identifying as URM, LGBTQIA, or as disadvantaged economically or otherwise.

Resources

- A Women in Anesthesia Task Force was developed in August 2021 within the Diversity Steering Committee in order to advance initiatives, including providing formal documentation on a pregnancy manual and maternity leave. In 2022, they continued these initiatives and further championed new ways to support academic productivity through promotion of well-being in the workplace.
- Carroll Schreibman, CAO of the department, partnered with Michelle Mourad, MD, Diane Swilka, MD Annie Droste (DOM) and Diana Kim (DOM), who created templated lactation guidelines that were shared throughout the School of Medicine. This effort included a survey across SOM of faculty members who have taken childbearing leave and used lactation resources in the past five years.

Center for Health Equity in Surgery & Anesthesia (CHESA)

The UCSF Department of Anesthesia and Perioperative Care has proven to be a major contributor to CHESA’s work. Projects with department involvement include:

- Collaboration between CHESA and the [Anesthesia Hypoxia Lab](#), which aims to solve the problem that pulse oximetry doesn't work as well for people with darker skin. [OpenOximetry.org](#) includes lab and clinical research with the intent to publicly disseminate data that can help consumers, manufacturers and agencies improve access to safe devices. This initiative addresses domestic and international concerns over the accuracy of pulse oximeters, especially in patients with dark skin pigment. The project characterizes the magnitude and root cause of oximeter inaccuracy in dark skin pigment, augment performance standards to eliminate performance disparities, and disseminate performance data to promote manufacturer accountability, regulatory adherence, and consumer awareness.
- CHESA worked with the [UCSF Department of Emergency Medicine](#) to co-lead the UCSF World Health Organization Collaborating Centre for Emergency, Critical and Operative Care. Michael Lipnick, MD and Carol Chen, MD, will co-direct the center, with additional leadership from CHESA Associate Director Marissa Boeck, MD, MPH and multiple others.
- Odi Ehie, MD, Rondall Lane, MD, Erica Langnas, MD, MPH, Maytinee Lilaonitkul MBBS, and Mervyn Maze, MB, CHB, coordinate and lead implementation of the department's health equity curriculum and are working with CHESA to digitize and share the curriculum more broadly.
- Former CHESA fellows include:
 - Beti Asnake, MS, MD, who recently started a new position to help lead global health initiatives in anesthesia at UCLA.
 - Bunmi Okunlola, MD, who did her fellowship at Zuckerberg San Francisco General Hospital and led a research project focusing on equity in pulse oximetry. "[An editorial she wrote has gained the attention of regulatory authorities around the world,](#)" says Lipnick.
- CHESA Pipeline programs:
 - [SF BUILD](#) - Mike Lipnick, MD, is mentoring a student through this program
 - [CIRCLE Program](#) - Senior CRC Jillene Sturgess-DaPrato volunteered to do mock interviews and have participants shadow her.
 - [URI Program](#) – Odi Ehie, MD is the Associate Director

Recruitment

- **URM Fellowship Pipeline Program**
 - In order to increase the opportunities available to underrepresented in medicine residents, we have created a unique fellowship pipeline mentorship program. In this program, applicants are paired with a specialty-trained faculty mentor at UCSF who will be available to work with them on application strategy and review, interview skills and techniques, and any other nuanced issues that may arise in association with applying for fellowship. This program is open to all residents, even those who

ultimately do not wish to pursue fellowship at UCSF. [For more information about this program, see the award-winning poster exhibited at the 2022 American Society of Anesthesiologists \(ASA\) meeting.](#)

- Organization of a networking lunch for URI students and other summer research interns. Planned social activities and a panel, with the goal of creating a community for the students and providing opportunities for them to explore a career as a physician-scientist.
- Continue to recruit T32 fellows through job postings on AcademicDiversitySearch.com, HBCUconnect.com, HispanicsinHigherEd.com.
- In addition to actively participating in several pipeline programs, our innovative Anesthesia and Perioperative Care Research Scholars Residency Track, NIH T32, and Clinical Instructorship with Research Training programs serve as pipelines for faculty research positions in the department.