



Department of
Anesthesia and
Perioperative Care

2023 Annual DEI Report

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Dr. Odi Ehie



Mrs. Leah Pimentel

Message from Dr. Odi Ehie and Mrs. Leah Pimentel

In the UCSF Department of Anesthesia and Perioperative Care, creating an inclusive and supportive environment for all members – residents, clinical fellows, postdocs, faculty, and staff – is a top priority.

We recognize that diversity, equity, inclusion, and culture are essential to our success, and we're committed to fostering a climate that values and respects every individual.

To achieve this goal, we've developed a range of initiatives and programs for faculty, trainees, and staff that focus on enhancing our culture and climate, particularly for learners from historically excluded or underrepresented communities. We understand the importance of integrating anti-racism and anti-oppression education into our programs, and we're dedicated to creating a learning atmosphere that is inclusive, equitable, and free from bias.

Our efforts have had a profound impact, resulting in tangible strides toward increased representation and equitable opportunities. Our improved recruitment and promotion practices have led to a more diverse and inclusive workforce, while our safe spaces for diverse voices have instilled a sense of belonging and empowerment among staff and faculty.

However, we acknowledge that there is still work to be done in dismantling systemic barriers and ensuring the sustained impact of our initiatives. We remain committed to tackling racism, oppression, and inequalities head-on, recognizing that our work is ongoing and iterative. Our ultimate goal is to create a more just, inclusive, and welcoming environment for all members of our department.

Message from Dr. Michael Gropper

As we celebrate the conclusion of another year, I am thrilled to reflect on the significant progress we've made in advancing DEI in our department. As the chair of the Department of Anesthesia and Perioperative Care, I am deeply committed to fostering an environment that is inclusive, respectful, and equitable for all members of our community. I'm proud of the programs, policies, and opportunities we have implemented that Dr. Ehie and Mrs. Pimentel mentioned above and that you can read more in detail about in this report. I believe these efforts have had a profound impact on our department's culture and climate.

I also acknowledge that our work is far from over. We will continue to prioritize DEI initiatives, remaining committed to dismantling systemic barriers.



Dr. Michael Gropper

EVENTS

WORKSHOPS AND TRAININGS

In 2023, we formalized department trainings for each group within the department.

We held:

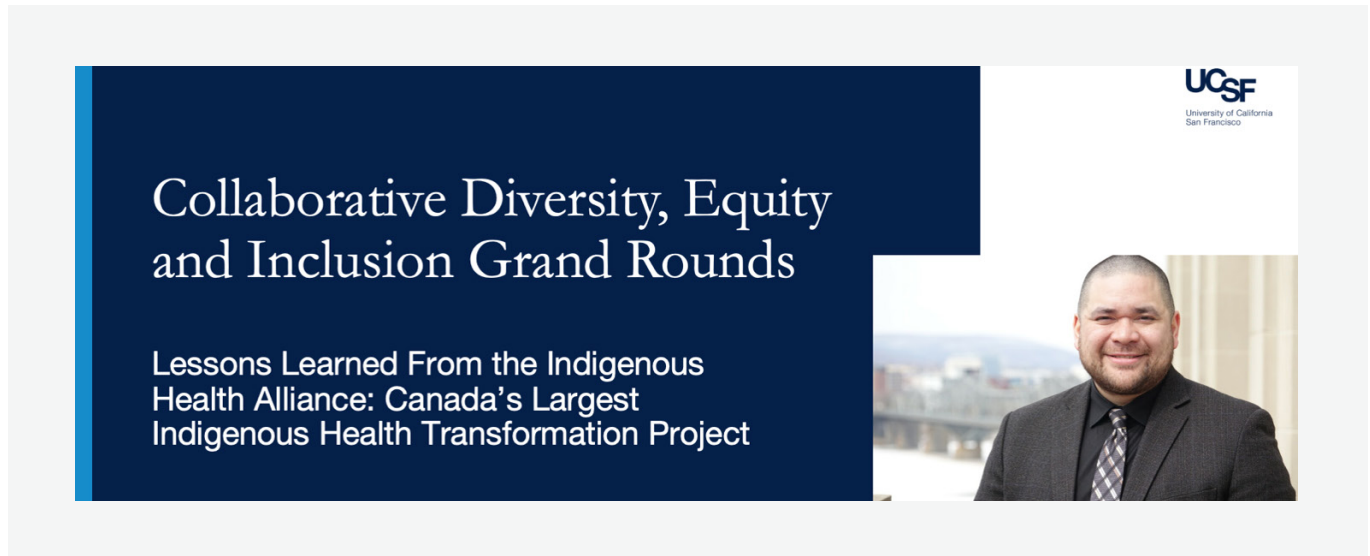
- 8 DEI workshops (unconscious bias, allyship, and microaggression) for 26 anesthesia (CA-1s), 15 general surgery and 15 orthopedic residents.
- 8 health equity workshops for 26 anesthesia residents (CA-2s).
- A microaggression training for faculty and CRNAs with a 20% increase in attendance compared to the previous year.
- Dr. Ehie hosted an Unconscious Bias training with the ZSFG Dean's Office for 18 attendees.

The 2023 Journal Clubs series for the anesthesia residents included:

- **January 2023:** Mispronunciation as a Microaggression in Clinical Practice (*Maze*)
- **March 2023:** Racial/Ethnic Differences in Receipt of Surgery among Children in the United States (*Maze*)
- **June 2023:** Anesthesiology & Gender-Affirming Surgical Care (*Chyan*)
- **October 2023:** The Lack of Parity in Residency Programs (*Maze*)
- **December 2023:** Healthcare Disparities and Artificial Intelligence (*Perez & Maze*)

PRESENTATIONS

- Co-hosted a DEI [Joint Grand Rounds](#) featuring Indigenous Canadian Visiting Professor and former president of the Canadian Medical Association, **Dr. Alika Lafontaine**.
- Hosted a [Grand Rounds with Dr. Jina Sinskey](#) moderating the session, focusing on the topic of Wellness, which included department well-being updates, coaching and peer support.



ADDITIONAL PROGRAMS

- Hosted a DEI leaders' dinner with Vice Chancellor of Diversity and Outreach, **Dr. Renee Navarro**, to facilitate discussion around holistic well-being for residents including, culture, work-life balance, and a day in the life of a faculty member.
- Hosted department members for nights at the San Francisco Giants, Oakland A's, and at virtual fresh pasta making classes.
- Hosted a department hike and picnic at Land's End.
- Hosted a volunteer day at the Marin Food bank to increase well-being and volunteerism.
- 147 staff members opted in to receive a swag box which included a branded department of Anesthesia box, socks, water bottle, sunglasses, note pad, and pen.
- Hosted the first Bring Your Kid To Work Day since the COVID-19 pandemic with 40+ children and youth attendance.
- Monthly "Gather with Gropper" events took place across our sites, with conversations and lunch with department chair, **Dr. Gropper**.

Events in 2023

13



Number of events in 2023

Unique count of people who attended events by role:

102

Faculty

81

Resident/Fellow

144

Staff

36%

Of faculty attended an event in 2023

77%

Of staff attended an event in 2023

Fellowship Pipeline Program

A unique fellowship pipeline mentorship program where 20 residents are paired with a specialty-trained faculty mentor at UCSF who will be available to work them on application strategies, interview skills and techniques, and any other nuanced issues that may arise in association with applying for fellowship.

Celebrating Life's Milestones: Change of Life Program

In the Department of Anesthesia and Perioperative Care, we understand that major life events can be both joyful and challenging. As part of our commitment to employee well-being, we're proud to offer the Change of Life Program, a recognition and small gift designed to acknowledge and support our employees during significant life milestones.

Mentor Program

Empowering the Next Generation of Healthcare Leaders: The Mentor Program is a unique initiative designed to support and empower 20 residents from disadvantaged backgrounds in medicine to achieve their academic and professional goals. The program aims to provide guidance, resources, and opportunities for mentorship, networking, and professional development, increasing the representation in the medical field.

COMMITTEES

Anesthesia DEI Task Force

Comprised of faculty, staff, CRNAs, and residents and provides monthly updates on DEI initiatives across the department. Gains perspective on what additional initiatives can be implemented in the future.

Staff DEI Committee

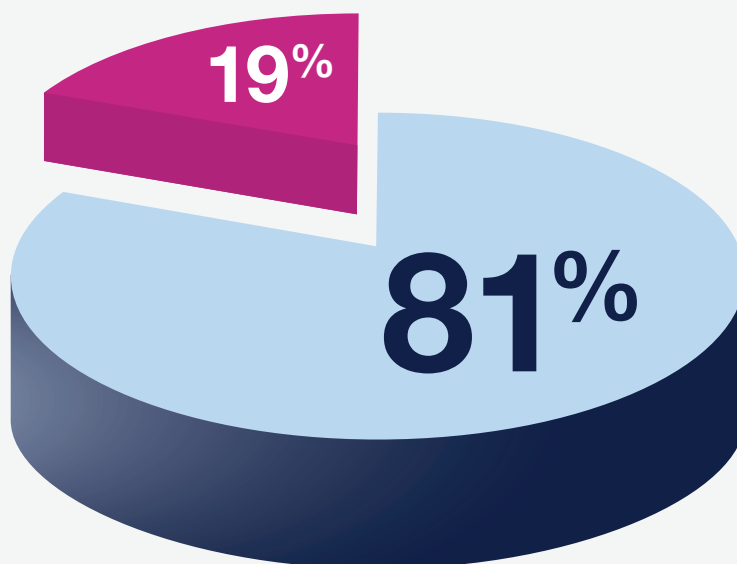
Comprised of six staff members, with a mission to take the pulse of the department regarding morale and culture.

Gallup Ambassadors

Engaged staff members from various roles and sites who have deep connections in the department and seek to promote the department efforts.

Staff Leadership

N: 11



■ Female ■ Male □ Non-Binary (N/A)

AWARDS



Dr. Ehie received the Association of University Anesthesiologists IDEAL award in April 2023.

Dr. Ehie and colleagues' microaggressions workshops manuscripts were accepted in the [Journal of Education in Perioperative Medicine](#) and [MedEdPORTAL](#).



Mrs. Pimentel received the [UCSF Chancellor Award](#) for Dr. Martin Luther King, Jr. Leadership in October 2023.

COMMUNITY COLLABORATIONS



Students Capturing the Operating Room Experience (SCORE)

Spearheaded by Dr. Charlene Blake. Allowed 20 high school students to gain firsthand insight into the surgical environment, fostering early interest in anesthesia.



UC Berkeley Undergraduate Research Internship summer program (URI)

Led by Dr. Odi Ehie serving as Co-Associate Program Director, provides pivotal research opportunities that are essential for academic advancement in medicine to underrepresented college students.



FACES for the Future

Inspiring youth to lead by creating innovative approaches to youth development, health careers preparation, and wellness. Through their transformation, we change the face of health.

[Visit FACES for the Future](#)

CHESA (CENTER FOR HEALTH EQUITY IN SURGERY & ANESTHESIA)

The department continues to work on the [Open Oximetry Project](#) which includes the FDA funded clinical trial EquiOx at ZSFG – a study of how pulse oximeters perform in patients with different skin colors.

The Open Oximetry Project, particularly the EquiOx clinical trial, is a significant effort which evaluates and addresses health care disparities related to pulse oximeter performance in patients with different skin colors. By enrolling 500 participants and studying performance in the Hypoxia Lab among healthy volunteers, the project is providing valuable data on how pulse oximeters perform across diverse populations. This evaluation is crucial in understanding disparities and identifying areas for improvement in health care technology that may impact patient outcomes.

Dr. Ehie, in collaboration with Dr. Michael Lipnick's research team, has been instrumental in developing a research [Diversity Toolkit](#) for the Open Pulse Oximetry project. This toolkit is specifically designed to guide the equitable recruitment of study participants across a spectrum of skin tones.

RECRUITMENT

- The department held a research mixer to increase recruitment of applicants for the NIH Diversity Supplement.
- The department hosted a CA-2 dinner with Chair **Dr. Michael Gropper** to boost faculty recruitment.
- 28% of our matched residents are from UIM backgrounds. Medical school and beyond into anesthesia residency potentially.



35%

2022-23 & 2023-24
CA1s considered UIM

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