

University of California
San Francisco



School of Medicine
Office of Outreach and Academic Advancement

Addressing Health Disparities and Promoting Diversity:

A Catalogue of Programs and Resources at UCSF School of Medicine

Winter Quarter 2006

UCSF School of Medicine Disparities and Diversity Catalogue

Welcome to UCSF (or welcome back)! We'd like to offer you information on the unique and innovative work we're doing here to address issues that will impact your future practice, whether it's clinical, research, or policy focused. This catalogue describes a broad range of opportunities for you to deepen your understanding and experience with the economic, social, and cultural factors that shape health and health care in our world today. Because a diverse community fosters learning and teaching and research on these topics, we've included UCSF School of Medicine resources that support student and workforce diversity on campus.

For a convenient online version of the document, please go to:
<http://www.medschool.ucsf.edu/admissions/apply/accepted.aspx>

What are disparities?

Health disparities are those differences in health that:

- systematically and adversely affect groups that have historically suffered discrimination, marginalization, or exclusion (e.g., the poor, disenfranchised racial/ethnic groups, women);
- put those already economically disadvantaged at further disadvantage with respect to health;
- could be influenced by policies.ⁱ

The term health *care* disparities refers specifically to those inequities that occur within the health care system that adversely impact the delivery of care to disadvantaged populations.

Why are disparities important?

Our focus on health and health care disparities stems from research that shows how social determinants of health (including, but not limited to environment, education, and employment) are important predictors of health-related choices and options. These factors also impact the quality of health care individuals and populations receive. Disparities and inequities based on socioeconomic status, race/ethnicity, gender, and age are formidable challenges to the delivery of quality health care for all.

Why is medical workforce diversity important?

The United States is rapidly becoming a more diverse nation, as demonstrated by the fact that non-white racial and ethnic groups will constitute a majority of the American population later in this century. Increasing racial and ethnic diversity among health professionals is important because evidence indicates that diversity is associated with improved access to care for racial and ethnic minority patients, greater patient choice and satisfaction, and better educational experiences for health professions students, among many other benefits.ⁱⁱ

Don't see it here?

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It's possible that organizations, policies, resources, and research projects focusing on health disparities and/or promoting diversity may have been unintentionally left out of this catalogue. If you know about and are interested in including UCSF School of Medicine programs and organizations that have been overlooked, e-mail marilyn.calderon@ucsf.edu or pfleisher@fcm.ucsf.edu.

Student Opportunities

Below are listed projects and programs (in alphabetical order) that invite student participation in various ways.



..... Formal enrollment required,
Academic credit available



..... Campus service or academic resource center



..... Community partnership program,
Volunteer opportunities



..... Research focus



..... Policy focus

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Area of Concentration (AoC) program

Comparable to a "minor" concentration in college, themes cut across traditional clinical disciplines and careers. Students work with faculty advisors to identify and complete a medically-related project. Areas of Concentration currently offered: Community Health and Social Advocacy; Global Health; Medical Education; Medical Humanities; Social Sciences in Medicine; The Health Care System and the Physician-Leader; The Science of Medicine and the Physician-Investigator. <http://medschool.ucsf.edu/aoc/index.aspx>

Center for Health and Community (CHC)

Facilitates multidisciplinary educational, research, and services that provide comprehensive understanding of problems of health, illness and health care. <http://chc.medschool.ucsf.edu/>

Center for the Health Professions

Conducts research, policy and training work in health professions workforce, leadership, and cultural competence. <http://www.futurehealth.ucsf.edu/home.html>

Center on Social Disparities in Health (CSDH)

Conducts policy-oriented research on social disparities in health and health care, and disseminates the results in ways that will inform policy-makers. CSDH also holds seminars (open to all); website contains copies of most presentations, faculty profiles, and access to the listserv. <http://www.ucsf.edu/csdh/>

Center for Gender Equity

Provides women and gender resources, and sexual and relationship violence resources, to both women and men at UCSF. Listserv available. <http://www.ucsf.edu/cge/>
Contact: Director Amy Levine at alevine@genderequity.ucsf.edu

Chancellor's Advisory Committee on Diversity

This website contains links to Awards, Committee Reports, Events, Policies, Resources, and Statistics concerning Diversity at UCSF and other UC campuses. <http://itsa.ucsf.edu/%7Ediverse/>

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Community Advisory Board (CAB)



Draws upon the experience of individuals impacted by HIV disease in order to provide input on the local relevance, scientific merit, and practical feasibility of research to produce a meaningful and successful research agenda with the goal of improving quality of life for people affected by HIV.

http://www.communityconsortium.org/about/about_cab.html

Community Partnership Resource Center (CPRC)



Facilitates partnership activities between UCSF and local communities with the overall goal of improving health status and decreasing health disparities within San Francisco: currently targeting the southeast sector of San Francisco. The CPRC can help connect interested students with community-based organizations and with UCSF faculty & staff who are working in these communities. Listserv available.

http://www.familymedicine.medschool.ucsf.edu/community_service/cprc/index.aspx

Contact: Director Naomi Wortis at nwortis@fcm.ucsf.edu or Program Coordinator Roberto Vargas at rvargas@fcm.ucsf.edu

Dean's Task Force on Diversity



The goal of the task force is develop a blueprint for the School of Medicine that will support and enhance our missions through comprehensive sustainable strategies to promote a diverse community and to reduce institutional and policy level barriers to underrepresented minorities' participation in medical training, medical scientist training, and the SOM faculty and faculty leadership. Contact: Renee Navarro, Chair at navarror@anesthesia.ucsf.edu or (415)206-3249

Department of Social and Behavioral Sciences (SBS)



Offers courses of study leading to a Ph.D. in sociology, with major emphasis on the sociology of health, medicine, and health care systems including 1) health economics and policy; and 2) race/class/ethnicity/ and health/health disparities and (3) violence as a health issue. Listserv available. <http://www.ucsf.edu/medsoc/>

Disabled Student Services



Assists students with disabilities in meeting their education challenges successfully.
<http://student.ucsf.edu/osl/dss/>

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Electives on Health Disparities or Diversity



<http://www.ucsf.edu/medsoc/>

(Name of Elective: Course Code)

Caring for the Underserved: FCM 170.01A

Communicating with the Latino Patient: FCM 170.07

Contemporary Issues in Latino Health: FCM 184

Disparities in African American Health: Ob/Gyn170.06

Health Care Issues in the Sex Worker Population: Ob/Gyn170.05

Health Issues in Asian-Pacific Islanders Community: FCM 171.02A

Health Policy: Introduction and Current Topics: FCM 170.01B

Homeless Health Issues: FCM 170.10A

Male Physicians of Color: Psych 170.17B

Medical Cantonese: Communicating with the Cantonese Patient: FCM 170.01C

Medical Korean: Korean for the Health Professional: FCM 170.01E

Medical Mandarin: FCM 170.01C

Poverty and Health in the US: Anthro 262

Prisoner Health Medicine: Med 170.01A

Social Activism in Medicine: Med 170.01C

Special Issues in Health Care: LGBT Elective: FCM 170.01B

Student AIDS Forum (Weekend): FCM 171.03

Violence: Causes, Effects, Solutions: Epi 180.08

Women Physicians of Color: Interdep170.01

Women's Health Elective: CP 152.03

Faculty Search Committee Ambassador Program



The Ambassador Program assists faculty search committees to identify and attract a diversified pool of qualified candidates. The program provides resources for search committees to advertise positions to targeted groups and does research to identify candidates. In addition, the Ambassador Program attends national and regional meetings to identify potential faculty applicants, provides workshops on effective techniques for outreach, and clarifies the limitations and opportunities inherent in Proposition 209. For a complete description of Ambassador Program activities and results please see <http://www.ucsf.edu/senate/2004-2005/g-EOP-11-29-04-AmbassadorRp.pdf>. Contact Dr. Harvey Brody, program director, at (415) 514-1784 or hbrody@chanoff.ucsf.edu.

Health Disparities Curriculum Working Group



Works to integrate topics of health and health care disparities into the SOM curriculum. Meets monthly. Currently creating a resource database on health and health care disparities. Contact: Beth Wilson at ewilson@fcm.ucsf.edu or Paula Fleisher at pfleisher@fcm.ucsf.edu.

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UCSF Children's Health Hut

Non-profit volunteer organization composed of medical, dental, nursing, pharmacy, and physical therapy students who are committed to improving the health of children. The Health Hut visits playgrounds, community centers, and schools within San Francisco neighborhoods promoting health education and facilitating access to health care. Listserv available. Also listed as a Registered Campus Organization.
<http://www.ucsf.edu/hut/>

History of Diversity in Medicine (by the Oral History Program at UCSF)

Detailed biographical interviews of UCSF and Stanford faculty & staff provide a qualitative, historically based, longitudinal study of the direct impact of the civil rights movement in the 1960s through the shifting national political environment of affirmative action in the last decades of the twentieth century. Copies of the oral histories will be available by the end of summer 2005, at the UC system wide libraries, the National Library of Medicine, and the UCSF Kalmanovitz Library, Archives and Special Collections.

Institute for Health Policy Studies (IHPS)

Organized research unit whose goals include conducting policy-oriented research and analysis on a wide range of health issues, applying research findings to health policy issues at the national, state, and local levels, and providing education and training opportunities in health policy and health services research.
<http://ihps.ucsf.edu/servlet/HomeServlet>

The Latino Center for Medical Education and Research (LaCMER)

Located in Fresno, the Center is a unit of the UCSF Fresno Medical Education Program. The Center addresses the serious shortage of Latino physicians and other health care professionals in the area. Their mission is to encourage under represented minorities to become health care professionals who will ultimately return to the San Joaquin Valley and provide culturally competent health care services to the medically underserved. The Center's research goals aim to increase the knowledge base of Latino health issues in the region through the growth of a community of qualified Latino researchers and support of research projects that focus on the health care needs of Latinos and other underserved populations.
<http://www.fresno.ucsf.edu/latinocenter/index.htm>

Lesbian, Gay, Bisexual, Transgender, Intersex Resources (LGBTIR)

Provides education around LGBTI health and workplace concerns, as well as support and advocacy for LGBTI staff, students, faculty, and patients. Listserv available. LGBTI Student Association (LGBTIA) is a Registered Campus Organization. Contact: Director Shane Snowdon at ssnowdon@genderequity.ucsf.edu.
<http://www.ucsf.edu/cge/lgbtr/>

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Medical Effectiveness Research Center for Diverse Populations (MERC):



Promotes health and prevent disease in racially/ethnically diverse populations by conducting clinical and outcomes research, promoting the development of minority investigators, supporting, training, and mentoring at UCSF, and uniting community-based organizations with multiple disciplines of UCSF. Please email ceciliap@medicine.ucsf.edu to be added to the listserv.
<http://diversity.ucsf.edu/index.html>

Medical Spanish & Clinical Skills at UCSF Fresno



A 4-week summer course held in Fresno for 1st and 2nd year UCSF medical students, offering practical, conversational medical Spanish structured around basic skill building in the physical examination of adults and pediatric patients. Housing Provided.
Contact: medical.students@fresno.ucsf.edu
<http://www.fresno.ucsf.edu/latinocenter/research/Programs.htm>

Medical Student Summer Research Program at UCSF/Fresno



Two summer research opportunities for medical students between their first and second year. The program lasts for eight weeks and students will be expected to work with a research faculty mentor on an area of need for improving the health care status of patient populations in the Central Valley. Stipend awarded is \$2500 per student for the 8-week period. Housing is provided.
http://www.fresno.ucsf.edu/undergrad/unique_opportunities.ht

Medical Student Traineeship/Fellowship at UCSF Fresno



An up to 12 month fellowship that trains and mentors Latino medical students in research activities in order to encourage them to pursue future research of Latino community health issues. Offered by the Latino Center for Medical Education and Research. Stipend available. Contact: medical.students@fresno.ucsf.edu
<http://www.fresno.ucsf.edu/latinocenter/research/Programs.htm>

Medical Student Well-Being Program



Promotes a healthier learning environment at UCSF and assists students with a broad range of difficulties that arise during their medical education.
<http://medschool.ucsf.edu/studentwellbeing/index.aspx>

Medlink



Created by medical students, this is a science and health enrichment program targeted at stimulating and motivating underrepresented and underserved high school students in San Francisco to pursue higher education and enter the health-related fields. Also listed as a Registered Campus Organization. Listserv: medlink@itsrv1.ucsf.edu
<http://medschool.ucsf.edu/medstudents/StudLife/orgs/medlink/#overview>

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Minority Mentorship Program

During the Fall and Winter Quarters, the Program hosts six evening dinners for UCSF minority faculty, residents, medical students, and post-baccalaureate students to meet one another, listen to special speakers and panelists, and discuss concerns affecting underrepresented minority physicians and students. The Program emphasizes the importance of establishing mentor relationships between the faculty and students. Contact: Felicia Tripp at trippf@medsch.ucsf.edu

Model Fresno Program

Allows third year medical students to gain continuity experience (3 continuous primary care clerkship blocks) working with Fresno's diverse and culturally rich population during part of their 3rd year clinical rotations. <http://www.medschool.ucsf.edu/curriculum/clinical/fresno/index.aspx>

Multicultural LEARN Program (Linking Education, Action, and Research Networks)

An interdepartmental, primary care led program in cultural competence integrating research, education, community partnerships, and dissemination on topics that impact the health and health care of underserved populations. Offers small grants for student projects on multicultural issues and health and health care disparities. Contact: Paula Fleisher, Program Manager, pfleisher@fcm.ucsf.edu, 206-5301. http://www.familymedicine.medschool.ucsf.edu/promo_diversity/index.aspx#

Nondiscriminatory Guidelines, UCSF

These guidelines exist to prevent discrimination and harassment at UCSF on the basis of disability, gender, race, & ethnicity. <http://www.ucop.edu/ucophome/coordrev/ucpolicies/aos/uc20.html>
<http://www.aaeo.ucsf.edu/Nondispol.htm>
<http://vote96.ss.ca.gov/Vote96/html/BP/209text.htm>

Office of Affirmative Action, Equal Opportunity, & Diversity

Exists as a campus resource to promote diversity and to foster and insure equal opportunity for all persons involved with UCSF. The website has links to various nondiscriminatory policies at UCSF. <http://www.aaeo.ucsf.edu/>

Office of Outreach & Academic Advancement

Directs the outreach efforts of the School of Medicine targeted toward undergraduate and post graduate individuals who have an interest in pursuing careers in the health sciences. Minority mentoring dinner (see above) is administered through this office. <http://medschool.ucsf.edu/outreach/>

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Positive Health Program (PHP)



Positive Health Program provides primary/specialty HIV care to thousands of patients and offers on-site services including social support, HIV -oncology, a women's specialty clinic and a hepatitis C support group. PHP also conducts trials that advance HIV medicine and forward a mission "to explore, learn, teach, heal and comfort."
<http://php.ucsf.edu/index.aspx>

Registered Campus Organizations in the SOM



There are more than 100 Registered Campus Organizations (RCOs) at UCSF. Many of these groups support and promote equity in health care, student and workforce diversity, gender equity, and highlight health disparities. RCOs include: AMSA (American Medical Student Association), CHE (Chicanos/Latinos in Health Education), LMSA (Latino Medical Student Association), Native American Health Alliance, SNMA (Student National Medical Association), For the most current list of RCOs go to: <http://student.ucsf.edu/osl/assets/rcolist.winter.05.pdf>
For specific information about RCOs, contact the Office of Student Life, MU126W, 476-4318: <http://ucsf-233-30.ucsf.edu/osl/rcos/>.

Residency Programs at UCSF



Pediatric Leadership for the Underserved (PLUS) at UCSF

The PLUS program is a unique Pediatric residency program with the mission to inspire and train future leaders in pediatrics to identify and address the various issues affecting the health of underserved children.
<http://www.pediatrics.medschool.ucsf.edu/brochure/about/options.aspx>

SFGH Family Practice Residency

The primary mission of the program is to prepare family physicians for quality care for urban, underserved practice. More than 60% of our graduates currently practice in state—or federally designated shortage areas, primarily in community-based health centers or public-hospital-based clinics that provide primary care to low-income, underserved communities. <http://www.medschool.ucsf.edu/sfghres/>


UCSF Primary Care/General Internal Medicine Residency Program


at San Francisco General Hospital Medical Center (SFGH), is an academic primary care residency devoted to training physicians to be leaders in the care of the underserved. <http://dgim.ucsf.edu/resfelshi/resfelshi.html#introduction>


The UCSF Fresno Family Medicine Residency



is a model for community-based training, balancing service and education needs for a large multi-cultural underserved population. Residents work in both urban and rural setting caring for a large multi-cultural, indigent population.
<http://www.fresno.ucsf.edu/fpc/>


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San Francisco Student Health Advocates for Resources & Education (SF SHARE) 
A partnership between UCSF medical students, UCSF pediatric residents, and SF Boys and Girls club, SF SHARE empowers underserved youth to teach each other about health and accessing community resources, in order to improve the health of minors. Also listed as a Registered Campus Organization. <http://www.ucsf.edu/sfshare/>

Science & Health Education Partnership (SEP) 
Encourages collaboration between UCSF and the San Francisco Unified School District that supports quality science education for K-12. SEP offers a number of volunteer programs for UCSF students and postdoctoral fellows including a volunteer program for first year medical students called MedTeach, which allows medical students to teach science, human biology, and health through interactive, hands-on lessons at SF elementary schools. <http://biochemistry.ucsf.edu/~sep/>

SFGH Continuity Project (SFGHCP), a.k.a. “Model SFGH” 
Allows third year medical students to gain continuity experience (3 continuous primary care clerkship blocks) working with underserved patient populations during part of their clinical rotations. http://www.medschool.ucsf.edu/curriculum/clinical/requirements/sfgh_cp.aspx

Social and Behavioral Sciences in Undergraduate Medical Education Group (SBS)  
Develops, evaluates, and disseminates teaching materials relevant to the social and behavioral sciences in medical education. Includes focus on teaching materials for health disparities and cultural competence. Opportunities for students include curriculum ambassador work (developing and/or studying SBS curricula), stipends available during school year and summer. Summer research fellowships available. Students paired with SBS mentor, encouraged to present poster locally and to submit for national SBS conferences. Travel stipends for any posters accepted at national conferences. Stipends for SBS AoC research projects. Contact: Jason Satterfield, PhD, jsatter@medicine.ucsf.edu

Student Clinics 
The Homeless Clinics are comprised of UCSF medical students (MS1-MS4), along with other UCSF students and physicians, who volunteer at the various SF free clinics, providing medical and social services for homeless and marginally housed patients. Also listed as a Registered Campus Organization. <http://medschool.ucsf.edu/homeless/pubClinic/index.asp>

Clinica Martin Barò will open in 2006. Students from UCSF & SF State will provide primary care services and medical education predominantly to Spanish-speaking undocumented patients. Also listed as a Registered Campus Organization. Contact Info: Caro Monico at caro.monico@ucsf.edu and Zoel Quinonez at zoel.quinonez@ucsf.edu

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Summer Rural Preceptorships at UCSF/Fresno

Opportunities exist for first or second year medical students to gain full time clinical experience in a preceptor's private practice. This four-week preceptorship will emphasize participation in the local community by visiting its schools, health department and community agencies. Housing is provided. The student is awarded a \$1000 stipend. Central Valley preceptorship sites available: Auberry, Firebaugh, Fowler, & Visalia. http://www.fresno.ucsf.edu/undergrad/unique_opportunities.htm

ⁱ Adapted from Braveman, P. An approach to studying social disparities in health and health care. *Am J Public Health*. 2004 Dec; 94(12):2139-48.

ⁱⁱ *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*, Institute of Medicine, 2004