History: In February 2011, Psychiatry Department Chair Lewis Judd recommended that faculty member Lisa Eyler lead efforts to re-constitute a Departmental Diversity Committee. The previous committee, which operated from 2004-2007, had conducted a Departmental survey in 2007 and had begun work on content for a diversity-related website. After consultation with other diversity-related entities on the UCSD campus and in Health Sciences and discussions with Dr. Judd about the charge of the committee, Dr. Eyler solicited members in April 2011. The first meeting was held May 16, 2011.

Membership and Structure: The committee includes 27 members as of May 2012: Sandra J. Brown, Veronica Cardenas, Marianna Cherney, Melissa Deer, Lisa Delano-Wood, Neal Doran, Sean Drummond, Christine Fennema-Notestine, Luz Garcini, Tamar Gollan, Tiffany Greenwood, Robert Heaton, Ellen Heyneman, Suzi Hong, William Kremen, Laurie Lindamer, Arpi Minassian, Christine Moutier, Marc Norman, Nolan Penn, Dawn Schiehser, Susan Tapert, Elizabeth Twamley, Monica Ulibarri, Tamara Wall, Katherine Williams, and Department Chair Lewis Judd. Lisa Eyler serves as Committee Chair. Workgroups are formed as needed to accomplish Committee tasks.

Meetings: The committee meets once a month, alternating between the 3rd Monday at 11am and the 4th Monday at noon. Meetings are one hour long and take place in room 2071 of the Basic Sciences Building. An agenda is distributed the week before each meeting. A volunteer record keeper takes notes and compiles minutes for distribution in the week following the meeting.

Accomplishments:
- We reviewed current University, Health Sciences, and Departmental diversity activities. We compiled the demographic breakdown of Department Faculty for the past 5 years and compared this to other departments at UCSD and medical schools nationwide. We compiled and reviewed training program demographics and the Department’s use of diversity supplements.
- We established the Committee’s Mission Statement:
  - To promote diversity among faculty and trainees within the Department of Psychiatry through education, mentorship, advocacy, and outreach.
  - To make the Department of Psychiatry a leader on campus, in our community, and nationwide in respect and equity for all people, beliefs, needs, and cultural traditions, in accordance with the UCSD Principles of Community.
- We established ground rules for Committee operations.
- We established a Google Document folder for the committee that contains agendas, minutes, reports, and works in progress.
- We created documents explaining NIH Diversity and Re-Entry Supplements and how to apply for them, and disseminated these to the Department faculty.
- We developed language encouraging a commitment to diversity to be included in all advertisements for faculty recruitments in the Department:
As an Equal Opportunity/Affirmative Action Employer, the UCSD Department of Psychiatry seeks to recruit and retain a diverse workforce as a reflection of our strong commitment to the twin goals of achievement of excellence and diversity among its faculty and staff. We are thus interested in candidates who are committed to the highest standards of scholarship and professional activities, and to the development of a climate that supports equality and diversity.

- We hosted a presentation by Carla Solomon, Director, and Becky Skov from the UCSD Office of Diversity and Equal Opportunity.
- We reviewed UCSD, Health Sciences, and Departmental mentorship programs and developed survey questions to collect data regarding mentorship needs among faculty and trainees.
- We developed and distributed two faculty surveys: one focusing on diversity issues and climate and one focusing on career development.
- We analyzed the results of the diversity survey, presented results to the faculty, and discussed the Committee’s priorities for responding to areas of concern.
- We developed and distributed a survey regarding diversity issues and climate to all Department trainees.
- We learned about the activities of the Chancellor’s Advisory Committee on Gender Identity and Sexual Orientation Issues and discussed ways to contribute to their efforts.
- We solicited nominations for a 1st Annual Psychiatry Department Champion of Diversity Award, to be voted on by the Committee, and presented at the Graduation Banquet.
- We reviewed diversity-related websites maintained by other Psychiatry departments and by UCSD and Health Sciences diversity programs. We examined our Department’s existing draft diversity-related webpages and created workgroups to develop content and design pages within a diversity section of the Departmental webpage.

- **Formal Recommendations and Policy Development:**
  - Addition of diversity-promoting language to all Department advertisements for faculty positions
  - Establishment of an annual Champion of Diversity Award
  - Annual distribution of NIH Diversity and Re-Entry Supplement information

- **Goals for the Coming Year:**
  - We will use data from our faculty and trainee surveys to guide the development of activities such as:
    - Awareness and sensitivity building events/documents
    - Advertisement and recruitment strategies to attract a diverse pool of applicants for hiring
    - Psychiatry-specific mentorship programs and/or trainings focused on career and leadership development
  - We will develop a web presence that highlights our Department’s commitment to diversity in research, teaching, and clinical work
  - We will continue to reach out to other campus and Health Sciences organizations with similar goals in order to learn effective strategies and coordinate activities