

Student Recommendations on the Future of Community Engagement at UCSF

We speak directly from our experiences as researchers, community advocates, and students at UCSF in saying that our institution has not earned the trust of the communities we serve. We write as members of the Do No Harm Coalition and other student allies.



*['Difference is Power' Mural at the UCSF School of Nursing featuring Sarah Gomez Erlach, Florence "Flo" Stroud, Marilyn Chow, Emma Deboncoeur, Mabel K. Staupers, Cliff Morrison, Red Cross Nurses in the Philippines, and Women of La Cruz Blanca.]
-Artist Jessica Sabogal*

In 2016, African-American elders in the Bayview approached the student group White Coats for Black Lives (WC4BL) to create a community partnership. They said, "Don't be like UCSF. Don't just do your research project, get your results and fame, and then leave." As UCSF students, we have been inspired and challenged by the elders' powerful wisdom, love, and resourcefulness during their now 4 years of partnership with WC4BL. We are convinced that anything that UCSF wants to study or do in the community needs to be supported and blessed by the community directly impacted by the issues at hand.

Therefore, Community Leadership Boards should be the driving force in determining how large grants to UCSF are allocated. Every gift over \$10 million must have a mandatory community group of at least 7 people that meets every quarter to advise on how those funds are allocated and what research to prioritize. These groups should have veto power on how the money is spent. We demand the following:

1. Community Leadership Boards should consist of community members and their chosen leaders who have been directly impacted by systems of oppression in the Bay Area. If UCSF aims to work on a particular issue or in a particular neighborhood, people from those communities must be prioritized - particularly those with intersecting identities. We recommend reaching out to community organizations working on these issues to identify community members directly affected by the issue.

2. Community Leadership Board members must be fairly and appropriately compensated for their time and effort with a standardized community-friendly finance and administration policy.
3. Community Leadership Board members should determine which research projects, direct services, and other initiatives are funded as well as monitoring and evaluating ongoing projects. Their expertise should guide research priorities and signal new research questions and areas of unmet need.
4. Community Leadership Board members should have the power to veto plans or put a stop to any research questions, projects, and services that do not serve the community.
5. UCSF must redistribute resources among the community as an integral part of its research activities. For example, any research gift to study homelessness should utilize part of its funds to advance solutions proposed by people experiencing homelessness. Since UCSF standard practice is to take 10% overhead on large grants, we suggest a fund developed from 10% of the gift value for community-driven solutions, allocated by the Community Leadership Board. In certain cases, the community may already know what solutions are needed without requiring a research project.
6. A Community Faculty Role should be developed to allow for community-based preceptors to teach both on campus and in community settings, with the explicit intention of fostering opportunities for people of color and uplifting UCSF's values of Diversity, Equity, and Inclusion. This role would be based on and would have similar benefits as the Volunteer Clinical Faculty position.
7. Members on Community Leadership Boards who are enrolled in college should get UCSF credit on their transcript for their service.
8. Members on Community Leadership Boards should be offered authorship and acknowledged for any and all contributions to academic research at UCSF. Giving credit for their contributions will help advance the career aspirations of people from historically oppressed groups.

The reason why so many students, particularly people of color, can work as health professionals is because the communities of the Bay Area (specifically the "Basement People" and the Black Caucus) rallied and fought for our future. We owe it to the community to work hand-in-hand with those directly impacted and fight for our shared future.

Sincerely,

ORGANIZATIONS

Do No Harm Coalition

Student National Medical Association

Latinx Medical Student Association

Association of Native American Medical Students

APAMSA @ UCSF School of Medicine

Pride in Medicine

Medicine for Migration

Dansa Cervicalis: The Dance Company
Voces Latinas
Nursing Students of Color
Associated Students of the School of Nursing (ASSN)

STUDENTS

Lisette Manriquez, SON 2022
Ivan Iniguez, SOM 2023
Daniel Bernard, SOM 2020
Fiona Ng, SOM 2022
Billy Nguyen, SOM 2023
Jose Lopez, SOM 2021
Eliana Kim, SOM 2023
Ali Zahir, SOM, 2023
Lily Barnard, SOM 2020
Shalila de Bourmont, SOM 2023
Cassandra Thanh, SOM 2023
Jeremy Gottlieb, MSTP 2028
Nathan Kim, SOM 2020
Nathan Coss SOM 2023
Chan Park, SOM 2020
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Amanda Humphrey, SOM 2021
Jay Bindman, SOM 2023
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Maria Castro, SOM 2022
Janette Tang, SOM 2023
Olivia Park, SOM 2020
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Evamae Bayudan, SOM 2023
Millis Faust, SOM 2023
Jackie Lin, SOM 2023
Stephanie Chau, SON 2021
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Karen Lopez-Acero, SON 2020
Rebecca Chen, SOM 2023
Caleb Edwards, MD/MAS Candidate 2021
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Johanna Glaser, SOM 2020
Diane Qi, SOM 2022
Debbie Nguyen, SON, 2022
Fiona Miller, SOM 2023
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Adam Bazari, JMP/SOM 2020
Rani Mukherjee SOM 2022
Jeanette Dalbey, SON 2022
Cristian Rodriguez CDU 2023
Prabhjot Minhas, SOM 2023
Corinne Conn, SOM 2022
Casey Domine, SON 2020
Robin Lea, UCSF SOM 2023
Kiana Nguyen, School of Medicine 2023
Joshua Cole, SOM 2022
Maddy Kane, JMP/SOM 2023
Miguel Linares, SOM 2020
Leslie Bernal Charondo, SOM, 2022

Bronte Hernandez, SOM 2021
Deborah Gallegos, SON 2020
Sophie Crinion, SOM 2020
Alex Yang Ge, SOM 2023

Alumni, Faculty, and Community

Gina Moreno-John, MD, MPH
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Leigh Kimberg, MD Professor of Medicine
Deborah Cohan, MD, MPH, Professor Dept of ObGyn
Monica Hahn MD MPH MS, Family & Community Medicine Clinical Faculty
Juliana Morris, MD, Clinical Instructor, Family and Community Medicine
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Laurie Jurkiewicz CNM
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Kazandra De La Torre, MD MPH, UCSF SOM 2018
Dolores Piper - Mother of Teenager Killed by Police