



2/15/2021

Faculty Letter to the Chancellor and Mark Laret Addressing Concerns on Anti-Asian Racism, Harassment, Violence, and Hate Crimes

Dear Chancellor Hawgood and Mr. Laret,

The Asian faculty at UCSF has become increasingly aware and concerned about the anti-Asian sentiments and acts of violence and hate crimes against Asians seen on the news and has also heard concerns from our Asian patients, students, and staff of their fears about their own safety. We laud you for your internal communication to the UCSF community this past Friday condemning racially motivated harassment and violence.

UCSF is a respected institution among the Asian communities in San Francisco and the Bay Area, and as such, the Asian community, UCSF staff, and colleagues of Asian descent would find it highly significant if UCSF made a public *multilingual* press release similar to your internal announcement to show support for the Asian community. UCSF needs to affirm to the public that our organization's zero-tolerance policies for overt or micro-aggressions against not only Asians, but people with limited English proficiency from all races and cultures.

President Biden's Executive Order condemning racism and violence towards Asian-Americans is an important first step, but presidential declarations alone will not mitigate the bigotry that exists towards Asians. Large Bay Area institutions such as ours need to publicly show the Bay Area Asian communities that our stance against racism and discrimination includes them as well.

The SARS-CoV2 pandemic has laid bare the disparities faced by patients with limited English proficiency and also those with limited digital access. While UCSF has done a tremendous job of rolling out SARS-CoV2 vaccinations, patients of ours, especially monolingual elderly patients of all cultures, have difficulty accessing SARS-CoV2 testing and now SARS-CoV2 vaccinations due to language/digital barriers. They are among the highest risk for mortality yet are being left out. Even some of our English-speaking patients report difficulty navigating our system for testing and vaccinations, so those whose English is limited are especially challenged.

The Asian faculty at UCSF, working with the Asian Health Institute, proposes to strategize collaboratively with the UCSF Health leadership on measures to increase personal safety, reduce racism, inequality, and discriminatory practices, and increase equal access to healthcare for our patients within UCSF, an institution for which we are

proud to work. A few actionable items such as multilingual phone trees in all clinical departments, improved signage, electronic directional navigators, increased interpreter support, and hiring of contact staff and clinical providers fluent in other languages should be readily achievable with institutional support. Other substantial measures may require more policy setting and extensive steps to operationalize. The Asian Health Institute, which has done considerable community outreach work, offers the necessary infrastructure working in collaboration with our Asian faculty and the Office of Diversity and Outreach to achieve the above.

We are committed to diversity, equity, inclusion, anti-racism, and anti-discriminatory principles and policies for *all*, including people of color. Our strength lies in unity, working in partnership with our African-American, LatinX, Indigenous, and Pacific Islander colleagues and communities.

Over the past few years, UCSF has embarked on the commendable pursuit of Diversity, Equity, and Inclusion. It is essential that Asians be full partners in that effort.

Signed:

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cc: Renee Navarro, PharmD, MD

Vice Chancellor, Diversity and Outreach