



The Woke Invasion of Racial Politics into UCSD Medical Education

June 2022





INTRODUCTION

In June 2020, the world of health and racial politics fused into what is now a rapidly growing movement to impose ideas of “diversity” and “racial equity” in the profession of medicine. In the midst of a global pandemic, the death of George Floyd while in Minneapolis on May 25, 2020 set off a series of violent protests and riots worldwide. In a flurry of virtue signaling, multiple institutions set about promoting reforms and policies aimed at installing “racial equity” and identity politics into the worlds of business, culture, and government at multiple levels. In higher education, a domain long-guided by ideas derived from Marxist critical theories about race, gender, environmental “justice,” and an overall “Woke” worldview, the protest movement catalyzed a deeper push to implement diversity policies in schools and colleges. Medical schools were no exception to the trend, as groups of medical students such as White Coats for Black Lives (WCBL) became more aggressive with their university administrations to implement more racialized policies and “anti-racist” trainings in their existing diversity programs. This report describes aspects of the development and growth of racial policies (also known as “critical race theory,” or CRT programs) at the University of California San Diego School of Medicine (UCSDSoM), and in its health-related programs in psychiatry and at the undergraduate level, from social justice surge of 2020 to the present.

THE GROWING WOKE RACIAL UNIVERSE OF UCSD MEDICAL SCHOOL

A recent report from CriticalRace.org discovered that 39 of the top 50 medical schools in the United States implement some form of critical race theory into its administration and coursework.¹ As part of Legal Insurrection Foundation, an organization devoted to defending the First Amendment in higher education, CriticalRace.org noted that this nearly 80% of schools included medical schools in the University of California system and UCSD.² As a watchdog, CriticalRace.org notes that UCSD's racialized policies and a culture devoted to critical race theory on the campus include: the Antiracism Journal Club, curricula reviews to implement "health equity" into coursework, the development of courses devoted to racial disparities, an "antiracist" book club, an "antiracism lab" devoted to "identifying solutions to oppose racism," training on microaggressions and implicit bias, the creation of an "Antidiscrimination Task Force" within the Division of Geriatrics and Gerontology, the creation of an "Anti-Racism Taskforce" devoted to "diversity, equity, and inclusion"(DEI), DEI training plans for faculty and staff, mandated "antiracist training for leadership," the development of a "diversity curriculum" for faculty and students, and multiple "symbolic actions."³

Some of UCSDSoM's CRT programming originates with the administration, while other aspects of it are fostered by student pressure and activism. Combined, they constitute an overall agenda permeating UCSD's medical school as an institution. In the midst of nationwide riots after the death of George Floyd, the chapter of White Coats 4 Black Lives (WC4BL) at UCSD held a protest on June 8, 2020 in which the chapter's students alleged racism to be a "public health crisis."⁴ While the protest itself drew roughly 250 people, what made it noticeable was the presence and prominence of the founding dean of the Herbert Wertheim School of Public Health and Human Longevity Science. The dean, Cheryl Anderson stated that "there's nothing that's controversial in asking for an anti-racist institution."⁵

1. Alex Oliveira, "At least 39 of America's 50 most prestigious medical schools, including USC and Brown, exposed for having mandatory Critical Race Theory training in their curriculums," *The Daily Mail*, May 16, 2022, (<https://www.dailymail.co.uk/news/article-10821281/39-Americas-50-prestigious-medical-colleges-universities-form-CRT-training.html>), accessed May 18, 2022.
2. Medical School List, CriticalRace.org official website, (<https://criticalrace.org/medical-schools/>), accessed May 18, 2022.
3. Profile of University of California, San Diego School of Medicine, CriticalRace.org official website, (<https://criticalrace.org/medical-schools/university-of-california-san-diego-school-of-medicine/>), accessed May 19, 2022.
4. Teri Figueroa, "UC San Diego medical students rally and issue anti-racist demands," *La Jolla Light*, June 9, 2020, (<https://www.lajollalight.com/news/story/2020-06-09/uc-san-diego-medical-students-rally-issue-anti-racist-demands>), accessed May 19, 2022.
5. Teri Figueroa, "UC San Diego medical students rally and issue anti-racist demands," *La Jolla Light*, June 9, 2020, (<https://www.lajollalight.com/news/story/2020-06-09/uc-san-diego-medical-students-rally-issue-anti-racist-demands>), accessed May 19, 2022.

Rather than a renegade administrator, Anderson's presence at the protest was simply one indicator of UCSD's movement towards implementing CRT throughout the school's medical school and health-related programs. The day of the protest, the UCSD Health issued a statement declaring its institutional solidarity with WC4BL. The statement described UCSD Health as being "founded upon the indisputable value of shared idea, equity and diversity," and that it stands in "solidarity with the aspirations and missions espoused by White Coats 4 Black Lives and other groups advocating for liberty and justice through peaceful protest, civil discourse and real, *substantial change to prejudiced policies and programs [emphasis added]*."⁶ It is worth noting that WC4BL did not originate in 2020, but in 2014 as a social justice organization created in response to the more broad-based group, Black Lives Matter (BLM). At UCSD's medical school, WC4BL is but one facet of an ever-growing and deepening universe of a CRT-oriented culture.

In addition to the press statement, UCSD posted a "Call to Action" on its official Facebook page along with a promotional video advocating the school's politicization of the issue. UCSD quoted one medical student-activist, Betial Asmerom, in its official posting when the student declared: "There can be no neutrality in this movement, you have to choose to be an anti-racist if we're going to see any real change, any Black liberation."⁷ Through its post, UCSDSoM officially adopted the language of identity grievance politics.

A student of Eritrean background, Asmerom stated that she chose the medical profession because she wanted to help "her community and all communities impacted by inequity."⁸ Notably, Asmerom was noted as being dually-enrolled in UCSDSoM's program in Health Equity along with medicine.⁹ Dubbed PRIME-HQ, the program is designed to "work with students to identify populations or communities at risk for health disparities."¹⁰

Students are one of the forces behind UCSDSoM's push for more CRT programs. In 2020, Black medical students behind organizing the protest issued a letter outlining multiple demands from UCSDSoM. The students demanded the creation of "mandatory paid anti-racism trainings," including "anti-racist education requirements," offering full ride tuition for students "committed to improving the health of Black communities," and adding funding for UCSDSoM's bureaucracies dedicated to eliminating perceived discrimination.¹¹

The demands issued by Black medical students was part of a broader push by student activists at UCSD. In August 2020, the Black Student Union (BSU) issued their own demands

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6. UC San Diego Health, official website, "Media Statement Regarding White Coats 4 Black Lives Protests," June 8, 2020, (<https://health.ucsd.edu/news/releases/Pages/2020-06-08-media-statement-white-coats-4-black-lives.aspx>), accessed May 20, 2022.
 7. UCSD Medical School official Facebook page, #IAmUCSDMed|Black Lives Matter, June 10, 2020, (<https://www.facebook.com/UCSanDiegoSchoolofMedicine/videos/iamucsdmed-black-lives-matter/623665785167181/>), accessed May 20, 2022.
 8. Yadira Galindo, "A Medical Student's Fight Against Inequity," UCSD Discoveries, (<https://discoveries.ucsd.edu/a-medical-students-fight-against-inequity/>), accessed May 20, 2022.
 9. Ibid.
 10. UCSD Program in Medical Education-Health Equity (PRIME-HQ) official website, (<https://medschool.ucsd.edu/education/diversity/prime-hq/Pages/default.aspx>), accessed May 20, 2022.
 11. Mo Al Elew, "Protestors Demand UCSD Health Commit to Anti-Racism," *The Triton*, June 10, 2020, (<https://tritonnews.com/2020/06/protestors-demand-ucsd-health-commit-to-anti-racism/>), accessed May 20, 2022.

of the school that included the creation of an entire college “dedicated to the education and empowerment of Black students,” increased enrollment of Black students until the demographic constitutes 10% of the student body by 2025, and for Black faculty to be hired to reach a similar 10% of all professors with a particular focus on science-based programs.¹² The implementation of such demands would run against Federal and state anti-discrimination laws, while entailing active discrimination on the part of the school.

At the institutional level, UCSD’s medical school has created a number of internal bureaucracies dedicated to the ideas of DEI at both the staffing and teaching levels, including in ways that can foster active discrimination and a lower quality in medical outcomes. For example, CriticalRace.org noted that one of UCSD’s “symbolic actions” included the implementation of a “pass/fail” policy for medical students during their first two years.¹³ Perhaps more disconcerting, UCSD stated that an aspect of its “commitment to becoming an anti-racist institution” included the creation of an “Anti-Discrimination Task Force” in the Division of Geriatrics, Gerontology and Palliative Care.¹⁴ Not to be outdone, UCSDSoM’s Family Medicine Diversity and Anti-Racism Committee states that its mission is to “help achieve greater health equity and social justice.”¹⁵ The committee’s aims include pushes to teach a curriculum “grounded on a framework of empathy and anti-racism,” retain and hire a “diverse faculty,” and promote scholarship focused on “healthcare disparities.”¹⁶ The committee is responsible for hosting talks on topics often unrelated to administering quality care; rather, talks from the committee include:

- Race in Medicine
- Implicit Bias
- Microaggression
- Health Disparities in Women
- Contraception Bias
- Border Health
- Immigrant, Refugee, and Asylee Health
- Asian American Healthcare Disparities
- LGBTQ Health
- Advocacy
- Spirituality

Appendix A provides a table of the salaries and titles for both the members of the Anti-Discrimination Task Force and the Diversity and Anti-Racism Committee.

USCD’s infatuation with “racial equity” radically expands the institution’s purview beyond pure medicine as a matter of policy. On its official website, UCSD Health states that its “principles of health equity” seek to:

12. Gary Robbins, “Black students pressure UC San Diego to expand their tiny presence on campus,” *La Jolla Light*, Aug. 9, 2020, (<https://www.lajollalight.com/news/story/2020-08-09/black-students-uc-san-diego>), accessed May 25, 2022.

13. Profile of University of California, San Diego School of Medicine, CriticalRace.org official website, (<https://criticalrace.org/medical-schools/university-of-california-san-diego-school-of-medicine/>), accessed May 19, 2022.

14. UC San Diego School of Medicine, Division of Geriatrics, Gerontology, and Palliative Care official website, (<https://medschool.ucsd.edu/som/medicine/divisions/Geriatrics/about/Pages/Anti-Discrimination-Task-Force.aspx>), accessed May 20, 2022.

15. UCSD School of Medicine, Division of Family Medicine official website, (<https://medschool.ucsd.edu/som/fmph/divisions/family-medicine/education/Pages/Family-Medicine-Diversity-Committee.aspx>), accessed May 20, 2022.

16. Family Medicine Diversity and Anti-Racism Committee, (<https://medschool.ucsd.edu/som/fmph/divisions/family-medicine/education/Pages/Family-Medicine-Diversity-Committee.aspx>), accessed May 20, 2022.

reduce, and ultimately eliminate, health disparities in our community and their root causes, including the social determinants of health. Social determinants of health are non-medical factors (such as a person's environment, employment and education) that influence a person's health.¹⁷

The only logical conclusion that be drawn from such statements is that UCSD seeks to expand medicine's role as a mechanism of social engineering, and instill such a mentality in medical students and enforce such an idea among faculty.

UCSDSoM has one program devoted to training doctors based on the ethnicity of their patients. UCSDSoM's "Transforming Indigenous Doctor Education" (Prime-TIDE) program is aimed at specifically training future doctors to understand the "social, environmental, economic and political issues related to providing healthcare to tribal communities."¹⁸ In 2021, the State of California allocated \$12.9 million to underwrite "healthy equity" programs in the UC medical school system, of which UCSDSoM received \$2.6 million to expand its DEI-guided offerings.¹⁹

Coursework for the Prime-TIDE program is indicative of the politicization of medicine, as its curriculum focuses heavily on social justice with courses permeated with CRT and gender identity. Some of the courses include:

- SOMI 223: Introduction to the Politics of Medicine:
- ETHN 103: Environmental Racism
- ETHN 142: Medicine, Race, and the Global Politics of Inequality
- ETHN 262: Race, Inequality, and Health
- ETHN 260: Transnationalism and the Borderlands: The Local and Global

The inclusion of "ETHN," or ethnic studies into medicine is indeed institutional change, but illustrates the school's growing orientation to politicizing medicine as a profession. UCSDSoM proudly states that "dismantling racism" is a facet and "official goal" of the UC San Diego Health Strategic Framework. While the medical school's committees and "task forces" are part of the institutional focus on social justice, it is but one part of a deeper commitment to identity politics.²⁰

Some medical students have turned to identity politics activism. In addition to the WC-4BL, Native American students have demanded UCSD rename buildings and other parts of campus named after Dr. William Osler, a Canadian doctor known for the laying the

17. Health Equity at UC Sand Diego Health official website, (<https://health.ucsd.edu/about/Pages/hedi.aspx>), accessed May 20, 2022.

18. Family Medicine Diversity and Anti-Racism Committee, official website, (<https://medschool.ucsd.edu/som/fmph/divisions/family-medicine/education/Pages/Family-Medicine-Diversity-Committee.aspx>), accessed May 20, 2022.

19. Nicole Mlynaryk, "UC San Diego School of Medicine Receives \$2.6M for Health Equity Programs," UCSD Health Newsroom, September 2, 2021, (<https://health.ucsd.edu/news/releases/Pages/2021-09-02-uc-san-diego-school-of-medicine-receives-2.6-mil-for-health-equity-programs.aspx>), accessed May 21, 2022.

20. Health Equity at UC San Diego Health, official website, (<https://health.ucsd.edu/about/Pages/hedi.aspx>), accessed May 20, 2022.

foundations of internal medicine and clinical medical education. In 2021, the Association of Native American Medical Students, demanded that UCSD change the names of a street and parking structure bearing Osler's name due to the late doctor's transporting Native American artifacts to Germany in the late 19th century.²¹ Students asserted that UCSD do "self-reflection about the way Sir Osler is glorified and how his name is uncritically used," and that facilities should be named in a manner that go along with "evolving social norms" about "people of color."²² The president of UCSD's Association of Native American Students, Alec Calac, has given talks on social justice in medicine.

In November 2021, Calac and his organization held a talk entitled "Reconciling Indigenous Pain in Higher Education and Medicine."²³ Far from inconsequential, Calac's activism led to an invitation from the Biden administration to join the Health Equity Leaders Roundtable Series in March 2022.²⁴ The Biden administration has taken a social justice approach to medicine, even to the point of directing providers to take patients' racial backgrounds into account when providing care in the midst of the Covid-19 pandemic.²⁵

In March 2022, UCSD's Herbert Wertheim School of Public Health and Human Longevity Science, the Center for Empathy and Social Justice and Human Health, and UCSD Health held hosted a talk by Isabel Wilkerson, the author of *Caste: The Origins of Our Discontents* (New York: Random House, 2020).²⁶ Wilkerson, a veteran former journalist with the *New York Times*, wrote her book to document what she describes as a "caste system" allegedly facing Black Americans.²⁷ The Wertheim School's "Anti-Racism Statement" explicitly supports the BLM movement and the need to move beyond "race neutrality":

The UCSD-SDSU General Preventive Medicine Residency is in support of the Black Lives Matter movement and condemns the use of excessive force in law enforcement tactics. The residency believes the scientific evidence that systemic racism exists and that there is an urgent need to actively work toward institutional changes that reverse decades of discrimination. Data shows that a direct line can be drawn from racially discriminatory institutional policies against black men, women and children that cause poverty and inequitable access to education, clean water, and healthy food to the preventable differences in burdens of disease and death that we see among people of color as compared to white individuals. We must

21. John Wilkens, "Native Americans ask UCSD to rename facilities that honor Dr. William Osler," *La Jolla Light*, Aug. 14, 2021, (<https://www.lajollalight.com/news/story/2021-08-14/native-americans-ask-ucsd-to-rename-facilities-honoring-dr-william-osler-the-father-of-modern-medicine>), accessed May 22, 2022.

22. Ibid.

23. Alec Calac, Design Lab UCSD, Nov. 24, 2021, (<https://designlab.ucsd.edu/events/alec-calac/>), accessed May 21, 2022.

24. Nia Watson, "White House invites UCSD student to talk about health equity," ABC10 News San Diego, March 24, 2022, (<https://www.10news.com/news/local-news/white-house-invites-ucsd-student-to-talk-about-health-equity>), accessed May 21, 2022.

25. Kyle Morris, "Biden administration guidance prioritizes race in administering Covid drugs," Fox News, Jan. 8, 2022, (<https://www.foxnews.com/politics/biden-administration-guidance-prioritizes-race-administering-covid-drugs>), accessed May 21, 2022.

26. "Understanding Caste and the Power of Empathy in Human Health," UC San Diego News Center, (<https://ucsdnews.ucsd.edu/feature/understanding-caste-and-the-power-of-empathy-in-human-health>), accessed May 20, 2022.

27. Associated Press, "Winfrey Picks Isabel Wilkerson's 'Caste' for Her Book Club," Aug. 4, 2020, (<https://www.breitbart.com/news/winfrey-picks-isabel-wilkersons-caste-for-her-book-club/>), accessed May 20, 2022.

*move beyond racial equity to racial justice, and we must move beyond race neutrality to actively embracing anti-racist policies [emphasis added]. We therefore support the right of students, residents and faculty to protest these inequities and are in solidarity with the efforts of those across the nation and the world working toward institutional change.*²⁸

Among the resources the Wertheim School offers for “medical trainees and physicians” are Ibram X. Kendi’s book, *How to Be an Anti-Racist* and the group WC4BL.²⁹ Other recommended resources in the official statement are explicitly for White students and faculty, such as material from Citizenship and Social Justice.³⁰

In June 2021, UCSD formally opened the T. Denny Sanford Institute for Empathy and Compassion.³¹ Gentry Patrick, a professor of neuroscience heading the institute, noted that the center would apply biological approach to problems of identity and social issues:

The center will support neuroscience-based approaches into the neurobiology of empathy and compassion, especially with respect to addressing the brain basis for self-identity and the biological social bases for discrimination and racism.³²

Notably, the institute is but one facet of a larger institutional investment at UCSD in the medical and science fields devoted to this concept. For example, the Center for Empathy and Technology, headed by professor Cinnamon S. Bloss from the Wertheim School of Public Health and Longevity Science, focuses on the role of technology in fostering “compassion” and “empathy.”³³ For a list of related institutes, see Appendix B.

It is worth noting that UCSD’s race-obsessed institutes are far from isolated incidents in which “woke” agendas are embedded into existing research and schoolwide programs. In the aftermath of the BLM riots, UCSD began conducting research on how public education was designed for purely political purposes, such as “instilling fear of punishment for misbehavior,” while attacking aspects of education policy such as the 1776 Commission.³⁴ At UCSD’s Scripps Institution of Oceanography, the school gave awards to “Community Engagement Fellows,” or students for running a series of 19 “weekly Anti-Racism Reboot” workshops, trainings on “implicit bias,” and for hosting the work of “underrepresented

28. Anti-Racism Statement, Herbert Wertheim School of Public Health and Human Longevity Science official website, (<https://hwsph.ucsd.edu/education-programs/prev-med-residency/anti-racism-statement.html>), accessed May 20, 2022.

29. Anti-Racism Statement, Herbert Wertheim School of Public Health and Human Longevity Science official website, (<https://hwsph.ucsd.edu/education-programs/prev-med-residency/anti-racism-statement.html>), accessed May 20, 2022.

30. See Citizens and Social Justice official website, (<https://citizenshipandsocialjustice.com/2015/07/10/curriculum-for-white-americans-to-educate-themselves-on-race-and-racism/>), accessed May 20, 2022.

31. T. Denny Sanford Institute for Empathy and Compassion official website, (<https://empathyandcompassion.ucsd.edu/>), accessed May 23, 2022.

32. T. Denny Sanford Institute for Empathy and Compassion official website, (<https://empathyandcompassion.ucsd.edu/>), accessed May 23, 2022.

33. Ibid.

34. Christine Clark and Inga Kiderra, “Educate to Indoctrinate: Education Systems Were First Designed to Suppress Dissent,” *UCSD Guardian*, April 28, 2022, (<https://ucsdnews.ucsd.edu/pressrelease/education-systems-were-first-designed-to-suppress-dissent>), accessed May 25, 2022.

and marginalized scholars.”³⁵ In announcing the awards, one of the students asserted that “DEI work is underappreciated.”³⁶ Such an assertion is contrary to the frequent funds obtained by UCSD that are allocated to DEI programming that goes beyond the salaries and allocations devoted to fulltime DEI staffing.³⁷

RACIALIZED PROGRAMMING IN PSYCHIATRY AT UCSD

The research arm of UCSD’s Department of Psychiatry (CTRIN), shares UCSDSoM’s self-styled commitment to implementing CRT policies into its programs and instruction. CTRIN’s “Anti-Racism” statement declares to special attention to students of “under-represented groups” and commit to self-reflection on “privilege”:

We recognize that systemic racism is pervasive in our academic institutions, workplaces, and our larger society. CTRIN leadership condemns the continued violence and injustices against communities of color, especially Black Americans.

We pledge to reflect on our own implicit biases, use our privilege to advocate for community members of color, and work to increase diversity in our research group and Department. In direct response to recent events affecting communities of color, we held lab-wide anti-racism discussions, encouraged lab members to take implicit bias training, and provided resources for reporting workplace aggressions. To increase diversity in our lab, we participate in undergraduate research programs such as the Faculty Mentor Program and the STARS program (see below). We also actively recruit post-doctoral fellows from under-represented groups.³⁸

Like UCSDSoM, the Department of Psychiatry has its own committee devoted to “Anti-Racism” and diversity. The department hosts the Chair’s Advisory Committee on Diversity Issues (CACDI), which itself is an informal bureaucracy dating to the early 2000s devoted to this area. The department declares the committee’s purpose to “promote

35. Emily Pisqui, “Community Engagement Fellows Receive UC San Diego’s Inclusive Excellence Award,” UC San Diego Scripps Institution of Oceanography, Feb. 17, 2022, (<https://scripps.ucsd.edu/news/community-engagement-fellows-receive-uc-san-di-egos-inclusive-excellence-award>), accessed May 25, 2022.

36. Ibid.

37. See Appendix C.

38. CTRIN Diversity and Inclusion Statement, UC San Diego School of Medicine official website, (<https://medschool.ucsd.edu/som/psychiatry/research/CTRIN/Pages/Inclusivity.aspx>), accessed May 26, 2022.

diversity among faculty and trainees within the Department of Psychiatry through education, mentorship, advocacy, and outreach.”³⁹ CACDI also publishes annual reports, and has since 2011. As of 2019, when CACDI published its most recent annual report prior to the Covid-19 pandemic, CACDI was comprised of 63 members.⁴⁰

As a stated goal, UCSD’s Department of Psychiatry seeks to “promote an anti-racist agenda” within its curriculum, and to “empower” those deemed “underrepresented in medicine (URM).”⁴¹ Aspects of this agenda include instilling “anti-racist approaches to psychiatric care,” requesting professors “submit DEI related considerations related to their presentations regardless of subject matter [emphasis added].”⁴² The department also hosts “social justice journal clubs” focused on issues such as “incarceration.”⁴³ UCSD’s Department of Psychiatry regularly conducts research focused on politicized issues of social justice, such as policing and immigration.⁴⁴ CRT-related talks sponsored by the Department of Psychiatry include such titles as “Strategies to Address Race-Based Stress,”⁴⁵ “Culturally Informed Interview for LGBTQIA Individuals,”⁴⁶ “Social Justice and Mental Health,” and “Dealing with the Unseen: Assessing and Addressing Unconscious Bias for Departmental and Professional Success.”⁴⁷

39. Chair’s Advisory Committee on Diversity Issues, UCSD Department of Psychiatry official website, (<https://medschool.ucsd.edu/som/psychiatry/about/Diversity/Pages/default.aspx>), accessed May 26, 2022.

40. UCSD Psychiatry Department Chair’s Advisory Committee on Diversity Issues Annual Report, July 2018-June 2019, (https://medschool.ucsd.edu/som/psychiatry/about/Diversity/Documents/2018-2019%20Annual%20Report_Diversity_Final.pdf), accessed May 26, 2022.

41. UCSD Psychiatry Residency Diversity Committee, UCSD Medical School official website, (<https://medschool.ucsd.edu/som/psychiatry/education/Programs/residency/program/Pages/Diversity.aspx>), accessed May 26, 2022.

42. Ibid.

43. Ibid.

44. See “Scholarly Resources,” UCSD Psychiatry Residency Diversity Committee, UCSD Medical School official website, (<https://medschool.ucsd.edu/som/psychiatry/education/Programs/residency/program/Pages/Diversity.aspx>), accessed May 26, 2022.

45. Neuropsychology Diversity Series official flyer, “Strategies for Race-Based Stress,” UCSD School of Medicine, (<https://medschool.ucsd.edu/som/psychiatry/about/Diversity/Documents/NBC-DIV-VII-ADS-210225-Wesley.jpg>), accessed May 26, 2022.

46. Neuropsychology Diversity Series official flyer, “Culturally Informed Interview for LGBTQIA Individuals,” UCSD School of Medicine, (<https://medschool.ucsd.edu/som/psychiatry/about/Diversity/Documents/NBC-DIV-VIII-Amanda-Ortiz.jpg>), accessed May 26, 2022.

47. Diversity Talks, UCSD School of Medicine official webpage, (<https://medschool.ucsd.edu/som/psychiatry/about/Diversity/Pages/Diversity-Talks.aspx>), accessed May 26, 2022.

CONCLUSION

UCSD's increasing integration of racial politics into its medical school and related programs is one case of a larger trend. The confluence of the Covid-19 pandemic and a racial justice frenzy since June 2020 has resulted in academic institutions increasingly developing curricula and departments designed at fostering social engineering. At UCSDSoM and its adjacent institutes, the expansion of racial justice programming has grown as the result of both student activism as well as internal institutional evolution. UCSDSoM has created Orwellian bureaucracies, such as the "Anti-Discrimination Task Force" and "Anti-Racism Committees" within its medical programs. Courses built around social justice narratives of injustice are increasingly offered and fused into existing medical education. Perhaps most disturbing is the growth of multiple internal institutes devoted to scientifically analyzing "empathy" as a socially fungible metric. As shown with UCSDSoM student activists now advising policy at the highest level, the politicization of UCSD's medical school is leading to real-world policy impacts.

APPENDIX A

Anti-Discrimination Task Force: Division of Geriatrics, Gerontology, and Palliative Care

Name	Contact Info	Specialty or Position	Gross Salary (2020): <i>ucannualwage.ucop.edu</i>
Alison Moore	Alm123@health.ucsd.edu	Geriatric Medicine/Aging Research	\$311,946
Emily Sladek	esladek@health.ucsd.edu	Geriatric Medicine	\$75,000
James Templeman	jtempleman@health.ucsd.edu	Geriatric Medicine	\$203,849
Lina Scandalis	lscandalis@health.ucsd.edu	Gerontology Research	\$67,138
Maria Marquine	mmarquine@health.ucsd.edu	Psychology Research in Minorities	\$127,599
Mariana Romero	mdromero@health.ucsd.edu	Administration/Clinical Trials	NA
Nikki Bergstrom	jbergstrom@health.ucsd.edu	Biostatistics/Research	NA
Veronica Gonzalez	vgonzalez@health.ucsd.edu	Geriatric Medicine	\$164,287

Family Medicine Diversity and Anti-Racism Committee

Name	Contact Info	Specialty or Position	Gross Salary (2020): <i>ucannualwage.ucop.edu</i>
Rina Edi	redi@ucsd.edu	Assistant Clinical Professor	\$199,969
Richard Novotny	rwnovotny@ucsd.edu	Assistant Clinical Professor	\$297,436
Akbar Rahman	a6rahman@ucsd.edu	Associate Clinical Professor	\$225,837
Regina Wang	rmwang@ucsd.edu	Assistant Program Director for Family Residency and Associate Clinical Professor	\$193,050
Jessica Brown	j2brown@ucsd.edu	Family Medical Resident	\$66,976
David Powell	dppowell@ucsd.edu	Family Medical Resident	\$30,363
Theo Roper	tsroper@ucsd.edu	Family Medical Resident	\$30,363

APPENDIX B

Empathy Research Center Heads			
Evonne Kaplan-Liss	Center for Compassionate Communication (Healthcare) ekaplanliss@ucsd.edu	Clinical Professor of Pediatrics	NA
Lisa Eyler	Center for Empathy and Compassion Training in Medical Education lleyler@ucsd.edu	Professor at UCSDSoM and Psychiatry	\$91,483
Cinnamon Bloss	Center for Empathy and Technology cbloss@ucsd.edu	Professor in the Wertheim School	\$126,800
Christopher R. Cannavino	Center for Mentorship and Medicine: Master Clinician Program ccanavino@ucsd.edu	Professor of Clinical Pediatrics	\$434,681
Douglas Nitz	Center for Research on Empathy and Compassion nitz@cogsci.ucsd.edu	Professor of Cognitive Science	\$218,933

APPENDIX C

Source	Program/Purpose	Date	Amount
Office of the President of UCSD	UC Advancing Faculty Diversity	2020	<u>\$700,000</u>
UC Advancing Faculty Diversity Program	Bridge Black Studies and STEM	2020	<u>\$500,000</u>
Chan Zuckerberg Initiative	Diversity and Science Lecture Series	2021	<u>\$460,000</u>
State Allocation	UCSDSoM (PRIME Program)	2021	<u>\$2,600,000</u>
Lumina Foundation	UCSD Indigenous Futures Institute	2022	<u>\$400,000</u>
Heising-Simons Foundation	Scripps	2022	<u>\$350,000</u>
National Science Foundation's Alliance for Graduate Education and the Professoriate	UC Hiring Interventions for Representation and Equity Alliance (Latinx and STEM)	2022	<u>\$2,300,000</u>



Do No Harm