



UCLA David Geffen School of Medicine

To the DGSOM community,

Our missions in education, research, clinical care and community engagement are our highest priorities. Fostering a safe, respectful and professional environment is essential for training our future physicians and scientists as well as for advancing medical knowledge while providing care for the Los Angeles community.

We are aware of tensions that have emerged in our medical school classrooms in the context of the conflict in the Middle East, and we are actively addressing concerns about behavior that may have violated University policy and our core principles of equity and inclusion. We take all allegations of discrimination seriously. These allegations have been referred to UCLA's Civil Rights and Compliance Offices. The UCLA Compliance Office is initiating a fact-finding process to better understand the situation.

In accord with the Faculty Executive Committee (FEC) bylaws, "The Faculty of the DGSOM shall authorize and supervise all courses and curricula offered in pursuit of the degree of Doctor of Medicine." Consistent with the principles of shared governance, we are working with the FEC in determining the next steps and plans for future courses.

We are against any attempt to intimidate or threaten DGSOM course leaders as well as student tutors, trainees and staff members, all of whom are valued UCLA colleagues. Recording class sessions is not permitted without express consent from the instructor and class participants. Doxing or publishing, posting or identifying private information of faculty, staff, trainees or students in any public forum, including social media, is contrary to UCLA policy and our core values of mutual respect and inclusion. Guidelines for overseeing invited guest speakers are being developed that will address adherence to our policies.

We encourage all medical students who have concerns about any perceived discrimination in any course to contact the UCLA Civil Rights Office and then fully participate in any investigatory process. We are able to make adjustments for students under specific circumstances.

We reiterate our stance against racism, antisemitism, Islamophobia and all forms of discrimination, harassment, intimidation or retaliation. We remain committed to teaching our students, staff and faculty about the factors that contribute to current health inequities. We have an unwavering commitment to raise awareness of the persistent structural factors and social drivers that cause disproportionate disease and poor outcomes among marginalized communities.

The Dean's office has formed a task force to review the entire first-year DGSOM curriculum. The task force will make recommendations to the FEC regarding the best approach to prepare our students and trainees for success. We are working with the FEC and Academic Senate as we continue to improve our medical school curriculum, consistent with the principles of shared governance.

The DGSOM also is taking the following actions:

- The Dean is holding small separate group meetings for first-year medical school students, faculty and affinity groups to share their concerns.
- A faculty Climate Transformation Task Force has been created with representatives from a broad range of faculty with diverse identities and perspectives in order to make recommendations for improving our climate.
- The FEC, together with the Dean's office, will continue to foster ongoing discussions with the goal of finding solutions.
- JEDI teams and vice chairs will provide input for course lecturers and course topics to

strengthen medical school course standards.

- On April 24th, the UCLA Health Office of Health Equity Diversity and Inclusion held the Just Action Summit which was open to all members of our community.

The goal of the DGSOM is to foster an environment that prioritizes mutual respect and civil discourse among all members of our diverse medical school community, which is consistent with the UCLA [Principles of Community](#). This is essential for us to thrive as an academic community. We have weathered a pandemic together, helping our patients and one another. In this same spirit we can strive to support and respect each other regardless of differing opinions as we seek common ground.

Steven M. Dubinett, MD

Dean, David Geffen School of Medicine at UCLA
Associate Vice Chancellor, UCLA

John C. Mazziotta, MD, PhD

CEO, UCLA Health
Vice Chancellor, UCLA Health Sciences



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