NEWSLETTER
Published quarterly by the Faculty Development Office, which administers and coordinates programs that respond to the needs and concerns of faculty, and coordinates faculty development. The newsletter also provides information and resources for faculty and staff interested in learning more about topics such as diversity, gender, orientation, and inclusivity.

LGBTQI Advisory Council members
Chair: Edward Callahan
Vice Chair: Colleen Burke-Pitts
Assistant Dean for Academic Personnel: Julie A. Freischlag

The LGBTQI Advisory Council is about being a voice for the people that sometimes are treated poorly and that sometimes interfered with their ability to do their job. That’s why we have to work harder to create a climate where everybody is valued and respected regardless of who they are.”

“Among the groups that have the least voice, least control, least experience are people of color and the LGBTQI community. We are not accepted most people are comfortable with the idea of a broad range of other voices. But we have to push for our rights, for our rights, for our rights!”

“The council further demonstrates the commitment to our campus of providing support to everyone at UC Davis School of Medicine, stronger ties the goals of the LGBTQI Advisory Council. The council further demonstrates our commitment to creating a respectful environment within the UC Davis Schools of Health and Health System.

The council, which convened in July, will serve regularly to enhance visibility to information, identity, and advocacy about the needs of LGBTQI members of the UC Davis Health System.

First Chair: Edward Callahan, Ph.D.
Other council members include: Chris Acosta, assistant chair for faculty development; Cheryl Busman, director of the Volunteer Services; J.P. Eres, manager of the Volunteer Services; and Colleen Burke-Pitts, assistant to Ed Manning, Ph.D.

The council also demonstrates the means to attain a more inclusive environment within the UC Davis Schools of Health and Health System.

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Janelle Ball investigating health care system pathologies

Janessa E. Ball, N.P., M.B.H., Ph.D., is an assistant professor of medicine at the UC Davis School of Medicine. She works at UC Davis Medical Center in the Division of Nephrology. She is also a member of the American Society of Nephrology and serves on the board of the Kidney Research Council.

Ball investigates how different medications impact kidney function and how these medications might be improved. She is especially interested in understanding how medication exposure affects the kidney.

Ball received her undergraduate degree in biology and chemistry from the University of California, Davis. She completed her medical degree and residency training in nephrology at the University of California, San Francisco. She is currently an assistant professor of medicine at UC Davis.

Ball's research focuses on the development of novel therapeutics for kidney disease and the understanding of the mechanisms underlying kidney injury.

Other new colleagues

- Board-certified gastroenterologist Catherine D. Cuccia, M.D., M.P.H., an associate professor of clinical and translational sciences at the University of California, Davis. Cuccia studies the impact of inflammatory bowel disease on the gut microbiome.
- Dr. James E. Kim, M.D., Ph.D., an assistant professor of medicine at the UC Davis School of Medicine. Kim studies the role of the immune system in the development of inflammatory bowel disease.
- Dr. Edouard J. Xiong, M.D., Ph.D., an assistant professor of medicine at the UC Davis School of Medicine. Xiong studies the role of the immune system in the development of inflammatory bowel disease.

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In a recent interview with Forbes, “Biopsies are being increasingly sent to the UC Davis Cancer Center. They are an uncompensated volunteer clinical practice that faculty in an academic medical center are providing, for free, to their patients.”

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The devoted medical supplies that originally propelled Chao Hansen into his current residency program in neurology at UC Davis to focus primarily on the treatment of medically intractable epilepsy and nonpharmacological epilepsy therapy, and completed his residency training in neurology at UC Davis and is now a fellow in the Department of Neurology. His research interests include the development of novel therapeutic strategies for epilepsy, the identification of novel genetic risk factors for epilepsy, and the development of nonpharmacological therapies for the treatment of epilepsy. His research focuses on the molecular mechanisms underlying the pathogenesis of epilepsy and the development of novel therapeutic strategies for the treatment of epilepsy. Hansen’s contributions to the field of epilepsy research have been recognized with several awards and grants, including the National Institute of Neurological Disorders and Stroke (NINDS) K23 Career Development Award. Hansen’s research has been published in over 50 scientific articles and has been invited to lecture at numerous conferences and workshops. Hansen’s dedication to the field of epilepsy research and his commitment to improving patient outcomes have earned him recognition as a leading expert in the field of epilepsy treatment.
Imagine this scene: Staff members Kim and Pat made their way to the building’s main entrance. Kim was in the middle of a conversation with a colleague when she noticed Pat looking around nervously. Kim was curious about what was going on and decided to approach her friend.

“Hey Pat, what’s up?” Kim asked, trying to lighten the mood.

Pat looked up and blushed. “Nothing, just thinking about something...” she mumbled sheepishly.

Kim chuckled. “Well, don’t worry about it. We all have our moments.”

Pat smiled gratefully. “Thanks, Kim. I appreciate you being there.”

Kim made a mental note to check in with Pat later to see how she was doing. This was just one example of the kind of support and camaraderie that exists among the LGBTQI community.

The LGBTQI Advisory Council seeks to mobilize ‘allies and champions’

LGBTQI staff members Kim and Pat are engaged in an ongoing conversation about the importance of diversity and inclusion. Kim is a member of the LGBTQI Advisory Council, which is dedicated to supporting the needs and concerns of LGBTQI faculty, staff, and students.

The council’s mission is to create a welcoming and inclusive environment for all members of the UC Davis community, regardless of sexual orientation, gender identity, or expression. Kim believes that the council’s work is essential in promoting equality and justice for all.

Kim and Pat were discussing recent developments in terms of the council’s initiatives. They mentioned the importance of ongoing training and education for employees to ensure that everyone feels comfortable and supported in the workplace.

They also talked about the need for strong leadership and support from across the university to ensure that the council’s goals are realized.

Kim emphasized the significance of collaboration and partnership with other groups and stakeholders. She mentioned the council’s partnerships with the Office of the Vice Chancellor for Human Resources and the Office of the Vice Chancellor for Academic Affairs.

Pat added that the council’s work is not just about creating policies and procedures. It’s about fostering a culture of respect and inclusion where everyone feels valued and respected.

Kim agreed. “It’s about making sure that everyone feels like they belong here, regardless of their background or identity.”

Pat nodded in agreement. “Exactly. And that’s what makes the work of the LGBTQI Advisory Council so important.”

Kim and Pat were proud to be part of an organization that is making a positive difference in the lives of so many people. They knew that there was still a lot of work to be done, but they were committed to doing it together.

ENDING SEXUAL ORIENTATION BIAS

LGBTQI Advisory Council seeks to mobilize ‘allies and champions’

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The Advisory Council has also worked on improving diversity and inclusion policies, with a particular focus on the LGBTQI community. "Improving health for the LGBTQI community requires every member of our community to become more aware and more accountable for our actions," said Freischlag. "That's why we have worked so hard to create a culture where everyone is treated with respect and kindness." Among the groups that have the least access to education and health care are people of color and the LGBTQI community. We must do all we can to ensure that everyone has access to health care and education, and that it is affordable and of high quality," said Freischlag. The advisory council continues to focus on diversity and inclusion, and to work closely with the Faculty Development Office to develop strategies and programs that support marginalized and underrepresented groups.

Heather M. Young, associate vice chancellor for academic affairs and human resources, also emphasized the importance of diversity and inclusion. "At UC Davis, our goal is to create a welcoming, inclusive, and respectful environment for all UC Davis employees. Diversity and inclusion are essential to our mission of excellence," said Young. "We must continue to work together to ensure that everyone feels valued and respected, regardless of their race, gender, sexual orientation, or any other characteristic."