



CENTER
FOR SOCIAL
JUSTICE

2024 ALABAMA PILGRIMAGE

#PURSUINGPROGRESS

It was like camp...a poem

If camp meant 12-14 hour days

If camp meant spending more time with your colleagues than ever before

If camp meant crying as you confront and reflect on this country's history of slavery through mass incarceration.

If camp meant spending hours on a bus driving through rural Alabama.

If camp meant being vulnerable with people you barely knew 3 days before

If camp meant processing for hours each day about the people you met, the images you saw, and the stories you heard.

If camp meant sharing space with people from UCSF that you would never have had the opportunity to be with in another setting.

If camp meant feeling like you're leaving Alabama a changed person but you're not sure how

If camp meant you got to witness the resilience, courage, resourcefulness and joy of Black people, especially other Black women.

If camp meant every day you thought about how you can take this experience back the Bay, back to your home, back to your workplace and use it to propel you forward in the work towards racial and health equity.

It was like camp.

It was like camp. and use it to propel you forward in the work towards racial and health equity.

It was like camp.

by Kendra Hypolite
UCSF CARE Advocate for Racial Justice,
GLIDE x UCSF Alabama 2023

Welcome Message

וַיֹּאמֶר מֶה עָשִׂיתָ קוֹל דְּמֵי אֶחָיִךְ צֶעֱקִים אֵלַי מִן הָאֲדָמָה:
“What have you done? Hark, your brother’s blood cries out to Me from the earth!”
-Genesis 4:10

“Choose not to look, however, at your own peril. The owner of an old house knows that whatever you are ignoring will never go away. Whatever is lurking will fester whether you choose to look or not. Ignorance is no protection from the consequences of inaction. Whatever you are wishing away will gnaw at you until you gather the courage to face what you would rather not see.”
-Isabel Wilkerson, *Caste: The Origins of Our Discontents*

16 February 2024

Dear 2024 Alabama Justice Pilgrims,

The way you say ‘welcome’ in Hebrew is מִיאֲבָהּ מִיְכוּרָב / *broo’kheem ha’ba’eem*. More literally, these words mean, ‘your (collective) arrival is a blessing.’ What a profound blessing it has been to learn with and from you over these past few months at GLIDE. What a deep blessing it is to be with you here on this haunted and hallowed Alabama ground. We are here to do some very hard and some very holy work. We are here not only to look head-on at the birthstory of slavery and systemic, anti-Black racial terrorism. We are here to be

deep students of what Isoke Femi (GLIDE’s Maven for Transformative Learning) calls ‘Black Medicine’ the brilliance and resilience and creativity and awe-inspiring, other-worldly energy that has empowered Black people to live and laugh and love and lead, in the face of 400+ years of such systemic brutality.



Rabbi Michael Lezak

The fullness of the blessing of this pilgrimage will be most fully actualized when we harness what we gather and what we build here and channel it into bold change in our in our own lives, in our departments, in our institutions, in our city and beyond. In five short days, we will board planes back to San Francisco. We will return changed people. We will have claimed new stories, new friends, new tools and a renewed fire for justice. May we, individually, and collectively rise to the challenges and to the bold work that lies ahead of us.

May your time on the ground in Alabama agitate and fuel and ultimately inspire you to reach ever-more-fiercely for life and love, hope and healing.

With much respect and love.

#PursuingProgress

A history and vision of the Alabama Pilgrimage

In April 2018, the GLIDE Center for Social Justice took 85 people on a pilgrimage to the opening of the Legacy Museum and National Memorial for Peace and Justice in Montgomery, Alabama. The images we saw and the stories we heard agitated us, summoned us to ask hard questions, and ultimately sent us back home to San Francisco to deepen our collective justice work in the Bay Area and beyond.

This year, we are going back to Alabama on our fifth Pilgrimage to heal the wounds of enduring racism and economic inequality, and specifically, examine their impacts on healthcare and mass incarceration. This journey brings together practitioners from UCSF, participants in GLIDE's *Men in Progress* (a court mandated batterers intervention program), and members of the GLIDE community.

Follow along with us:

You can follow this journey through our social media channels (@GLIDEsf) using the hashtag #PursuingProgress as we head out of SFO on Saturday, February 17. We will send updates through our GLIDE enews. You can sign up to receive the newsletter by visiting:

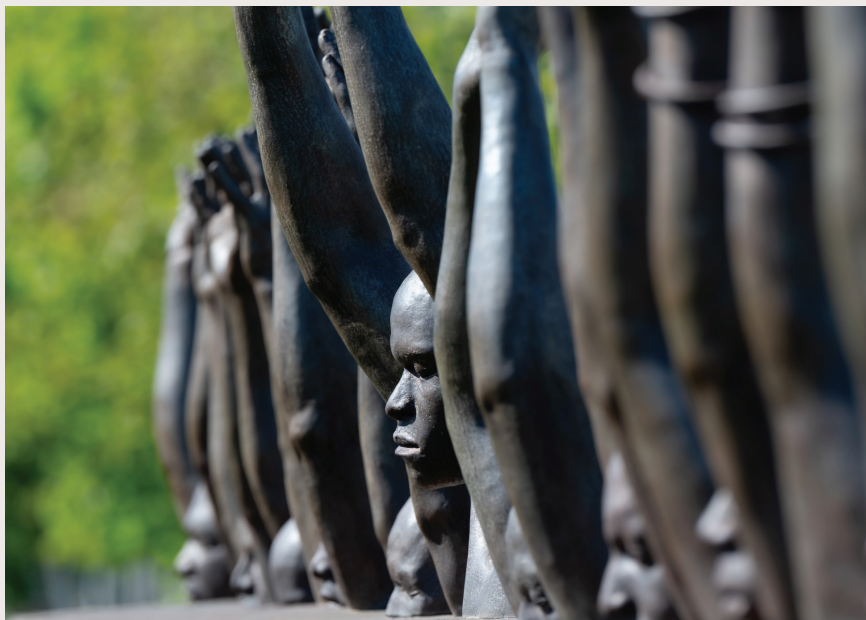
<https://actionnetwork.org/forms/sign-up-to-hear-from-glide>

Finally, we will produce a five-minute video on this transformational work, #PursuingProgress, which will debut in the spring of 2024.

Our Vision on Confronting the Truth:

Our history and our future are so intertwined, it is worth considering that in many places around the country Black History is currently under attack. Books that shed light on our collective pasts are being removed from libraries. Academic classes that examine our history and its role in our current society are being canceled, de-funded and re-written. Teachers can be fired for sharing some of our most critical stories. CBS recently dedicated a stand-





alone page to expose current instances of disturbing racism happening around our country. And the premier of Ava Duverney's movie *Origin*, a spectacular and loving interpretation of the book *Caste* by Isabel Wilkerson, has been shared and amplified across cultures and around the world.

The Hebrew word תשובה / *teshuva*, which is often translated as 'repentance' appears in daily and High Holy Day liturgy. A better translation of the word would be 'to make amends.' As Americans, we have never made *teshuva* for slavery on our soil. We've never had a process of Truth and Reconciliation as South Africa did after Apartheid.

We view the opening of this Legacy Museum and Memorial and GLIDE's recurring Pilgrimages as important steps in an American Teshuva Project. It is a journey of truth-telling that we must engage in if we are ever to heal the festering wounds of slavery. Part of this enduring Teshuva work necessitates a constant and persistent pursuit of equity and fairness in the American healthcare and criminal justice system.

The journey to Alabama strikes at the heart of our work at GLIDE - radical truth telling, unconditional love, systems change, and the pursuit of a more equal, just world. As a member of the GLIDE community, you are an essential part of that work. We look forward to sharing this experience with you.

Program Participants



Rabbi Michel Lezak

Rabbi Michel Lezak helps lead GLIDE's Center for Social Justice in San Francisco, an organization whose mission is to create a just and loving community to alleviate suffering, to break the cycles of poverty and marginalization, to restore dignity to every San Franciscan and help them on their pathway to stabilization. Rabbi Lezak brings 100+ civic, tech and health care leaders on GLIDE's annual Alabama Justice Pilgrimage.

He spearheads groundbreaking work with law enforcement and district attorneys from around the country to help them understand the challenges faced by people living in extreme poverty. He is on the board of T'ruah: The Rabbinic Call for Human Rights.



Jeff Ring

Jeffrey Ring is a health psychologist, leadership coach and educator and advocate for health justice and equity. For 20 years he served as the Director of Behavioral Sciences and Cultural Medicine at the Family Medicine Residency Program at White Memorial in East Los Angeles. He is the first author of the book, Curriculum for Culturally Responsive Health Care: The Step-by-Step Guide for Cultural Competency Training. In

2023 he was awarded the Susan McDaniel Distinguished Career Award from the Society of Teachers of Family Medicine.



Rana Barar (she/her)

Rana E. Barar (she/her) hopes she is doing her part to pull the “arc of the moral universe” toward justice in her roles as public health professional, mom, avid traveler, and, especially this year, voter. Intending to become a diplomat (spy) like her grandfather, Rana took a wrong (or right?) turn 24 years ago and fell into public health. She is now Program Director for Community Engagement, Research Equity, and Research-to-

Policy Translation at UCSF’s Clinical and Translational Science Institute (CTSI). She also co-directed the landmark Turnaway Study which examined the effects of abortion on people’s lives. She is raising, and being raised by, two amazing young adults, and lives with her brilliant husband in Fairfax, CA.

Hopes/fears: I often find it hard to access my emotional self while in work settings. I want to be open to not only the “academic” learning of the trip, but also the emotional growth.

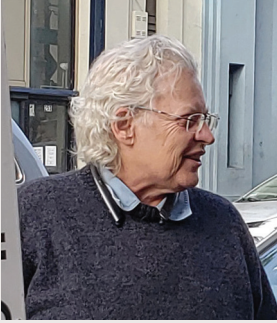
Favorite movie: Dirty Dancing – best abortion movie of all time.



Chris Shaffer

Chris Shaffer is an open science advocate. He joined the University of California, San Francisco (UCSF) as University Librarian, Assistant Vice Chancellor for Academic Information Management, and Adjunct Professor, Department of Medicine, in August 2017. Previously, he was University Librarian and Associate Professor at Oregon Health & Science University (OHSU) for nine years. Chris is a Distinguished Member of

the Academy of Health Information Professionals (AHIP) and has served as President of the Association of Academic Health Sciences Libraries (AAHSL) and Board Member of the Medical Library Association (MLA). His other past positions include Assistant Director for Technology and Outreach at the University of Iowa Hardin Library for the Health Sciences, Technology Coordinator for the National Network of Libraries of Medicine, Greater Midwest Region, and Resident Librarian at the University of Illinois at Chicago. He holds a BA in Philosophy from Texas A&M University and an MS in Information Science from the University of North Texas.



Sam Dennison (they/them)

After 25 years working in higher education in the midwest, I returned to the Tenderloin to live and work as part of Faithful Fools. In education, I worked on non-traditional campuses, often serving first generation learners and communities long neglected by US educational institutions. I identify with Faithful Fools' call to be present and acknowledge each human being's incredible worth, and I am fully

committed to our purpose of engaging with the deteriorating conditions on the streets and fostering meaningful responses to injustice. But I am a natural Fool in another way. I follow in the tradition of the medieval court jester who crosses boundaries, speaks plainly to both the people on the street and those who hold decision-making power. My life at the Fools is anchored in poetry and inspired by the work of the entire community of the Tenderloin and Faithful Fools around the world. I was raised as a white person in a racially segregated city in southern California; I identify as lower/middle-class, barely a senior citizen, and presenting sometimes male, sometimes female. www.faithfulfools.org

Hopes and fears

I am plagued by this question: how do we change institutions for the sake of liberation? My hope is that we will have flashes of insight for meaningful collaboration/action, and my fear is that our path forward will remain as foggy as it is today--that our insights will not be as helpful as long for them to be.

A favorite . . .

I am loving Kathleen Battle and Jesse Norman singing Spirituals in Concert--especially "There is a Balm in Gilead" The whole concert is incredible . . . for sheer joy "Scandalize My Name."



Jonathan Butler

Dr. Butler is the associate director of the Black Health Initiative at the University of California at San Francisco (UCSF) and research faculty member in the Department of Family and Community Medicine and San Francisco State University. He is also a consultant of UCSF's Clinical & Translational Science Institute (CTSI). Dr. Butler is the executive director of the San Francisco African American Faith-

Based Coalition (SFAAFBC), an associate minister at the historic Third Baptist Church, and inaugural chair of the San Francisco Homelessness Oversight Commission.

Any hopes or fears about going to Alabama

Hopes: Finding inspiration and motivation to contribute to the healing of enduring racism

Fears: Feeling overwhelmed in the face of such deep-rooted issues

A favorite book/movie/musician/artist

Favorite book - The Four Agreements don Miguel Ruiz

Movie - The Color Purple (old version)



Olivia Herbert

Olivia Herbert, MBA, is a non-profit leader with twenty years' experience working at academic medical centers. She currently serves as associate Dean and chief of staff in the UCSF School of Medicine Dean's Office. She works directly with Dean Talmadge E. King, Jr., MD, and senior leaders across the School of Medicine to help develop key strategies and provide oversight and guidance to high-

priority initiatives. Prior to joining the UCSF School of Medicine in 2016, she held numerous positions in the UCSF Office of University Development and Alumni Relations focused on raising private philanthropy for the priorities of the UCSF School of Medicine and Medical Center. She has also served in the Development Office at McLean Hospital, a Harvard teaching hospital and a member of Partners Healthcare. Olivia received her AB from Harvard College and her MBA from UC Berkeley's Haas School of Business.

Any hopes or fears about going to Alabama: I hope to better understand the history of systemic racism and the experience of those impacted by it so I can more actively work to create a more equitable world. My fear is that I have inadvertently been perpetuating a system that is devastating to so many.

A favorite book/movie/musician/artist: This is a tough one – I love books (particularly fiction) and live music... my favorite books from my holiday reading were *The Covenant of Water* by Abraham Verghese, *Tomorrow, Tomorrow and Tomorrow* by Gabrielle Zevin and *Lola in the Mirror* by Trent Dalton.



Greta Schnetzler

Greta Schnetzler (she/her) has served as Chief Campus Counsel for UCSF for the past 10 years, after joining UCSF as Deputy Campus Counsel in 2005. Prior to that time, she was in private practice with Gordon and Rees in San Francisco where she represented colleges and Universities. Greta has served for many years as a volunteer mediator for the US District Court for the Northern District of California and has a strong

interest in alternative dispute resolution and restorative justice practice. She is active in the National Association of College and University Attorneys where she serves on the Audit and Investments Committee. She also served NACUA as a Board Member from 2010 through 2013.

Greta has lived in San Francisco for over thirty years and is active in the arts community. She and her husband are photographers who exhibit their work regularly in SF and beyond. Greta is on the Board of Directors for ArtSpan, a non-profit organization that supports the vibrant San Francisco arts community and provides opportunities for artists to exhibit their work and grow as professional artists.

Having grown up in Alabama, and still having family there, I hope to grow to better understand those things about the history of the area that were not taught in my schools. I want to better comprehend the experiences of African-Americans who suffered through Jim Crow, segregation and racism, as well as the other enduring effects of structural and systemic racism that is the legacy of slavery and oppression. I hope that we all can find hope through these shared powerful experiences to lead us toward a path of healing and reconciliation. I want to understand how to be a better ally in this work.

My fears are around the triggering of emotions that I expect may surface in

myself and others as we process these experiences, and whether I am strong enough to “go there”. There are painful experiences in my own family around race and racism that I expect to have to confront. Already understanding that many of the myths about the South with which I was indoctrinated as a child were simply racist re-writing of history, I expect to have to deal with and question more aspects of that received “history” I was exposed to or actively taught growing up in Alabama. This is hard work, and scary for me, but at the same time, it is an opportunity for personal growth, and for becoming engaged in a community of folks dedicated to justice, which I simply could not turn away from.

My tastes are eclectic and my answer might vary depending on what day you ask, but I just saw an exhibit of Chagall works on paper recently and I really had a lovely response to his use of color and his fantastical scenes with figures flying through the air. In thinking of the timeline of his work, and the persecution of Jewish people that was happening in Europe at the time he made some of the work, as well as the fact that he was forced to flee Europe for the US during the war due to being Jewish himself, I was amazed that he could continue to make such works of beauty and light in such terrible times and circumstances. It was inspiring and made me want to go back and look at his paintings and other work.



Karl Robillard

Karl serves as GLIDE’s Chief Communications & Public Affairs Officer. He has lived in the Bay Area for over 20 years and has been a leading voice in shaping policy, philanthropy, and story-telling for organizations and residents of San Francisco and beyond.

Before joining GLIDE, Karl served as the global Head of Social Impact at Twitter. He also spent 16 years working in the Tenderloin and Bayview neighborhoods at Meals on Wheels and St. Anthony Foundation.

Karl was raised in Ithaca, NY and graduated with a Bachelor of Arts in International Relations from the College of Wooster in Wooster, OH.

When he’s not at work, you can usually find Karl in the East Bay Hills or the

Sierra Mountains trail-running, cycling, skiing, or snow-camping. Or, he might be on the couch watching the PBS news hour with his husband Bob and their three kitties Boots, Buttons, and Wow.

Hope: I hope to deepen my understanding, empathy, and commitment to racial justice in our country. I am inspired to make this pilgrimage with such a powerful and inspirational group from a beautifully diverse cross-section of the Bay Area community.

Fears: My fear is not knowing the feelings or reactions this trip may have for me and my fellow participants. Given this uncertainty, I want to remain open, vulnerable, and willing to experience the feelings of discomfort that are a natural and critical part of the emotional journey.

Book: Just Mercy by Bryan Stevenson (I just read it); Season of the Witch
Movie: The Graduate, Harold & Maud, and Tangerine, and Moonlight
Song: Royal by Lorde, Rehab by Amy Winehouse, Carey by Joni Mitchell, Redemption Song by Bob Marley



Shiba Bandeeba (she/her)

My name is Shiba Bandeeba and I use she/her pronouns. I am a Policy Associate in GLIDE's Center for Social Justice. In my free time, I enjoy walks with my dog bestie, Freya, at Ocean Beach. My favorite book series is by Stieg Larsson, The Girl with the Dragon Tattoo. I don't know if I have any fears to going to Alabama, but I hope it is a transformative learning experience with insights on how our community works to

heal one another. From my perspective, how policy and legislation can work to uplift historically disenfranchised communities like my own.



Ian James

I am the Community Engagement Manager for GLIDE's Center for Social Justice. Before arriving at GLIDE in 2023, I was the Organizing Director for the Coalition on Homelessness San Francisco. While there, I coordinated lobby days, rallies, listening sessions, and reports that advocated for solutions to the housing crisis and centered the leadership of people with lived experience of homelessness. I have

also worked as the Research Coordinator for the Western Regional Advocacy Project and the Campaign Manager for Supervisor Dean Preston's 2020 reelection campaign. At GLIDE, I develop and implement strategies to increase community engagement and activism among GLIDE clients and staff.

For Alabama, I hope to gain knowledge and perspective that will help me to better understand systemic oppression across the United States and in San Francisco. A favorite book of mine is *The Snow Leopard* by Peter Matthiesen and a favorite movie is *Notting Hill*.



Brian Smith

Brian Smith, JD, MBA, is the Chief Ethics and Compliance Officer at the University of California, San Francisco (UCSF). He also serves as the Senior Associate Vice Chancellor – Research Infrastructure & Operations.

Mr. Smith was appointed Chief Ethics and Compliance Officer (CECO) in October 2019, after serving in an interim capacity since November

2017. In the CECO role, Mr. Smith oversees a wide range of compliance-related matters for the campus and health system, including clinical compliance, research integrity, financial conflicts of interest, research security, and whistleblower and retaliation complaints.

Mr. Smith concurrently serves UCSF as the senior associate vice chancellor – research infrastructure & operations, where he is responsible for day-to-day operations, management, and oversight of key components of the UCSF enterprise: human and animal research oversight; laboratory animal resource

center; research cores; research development; international research support; and environment, health and safety.

Mr. Smith is also designated as UCSF's:

- Institutional Official for: Human Subjects Research; CIRM-Funded Research; and Laboratory Animal Research (IO)
- Locally Designated Official (LDO)
- Research Integrity Officer (RIO)

Mr. Smith brings experience from his positions at other leading universities. Before joining UCSF in 2014, Smith worked at both the University of Oregon and UC San Diego, where his responsibilities included research, education, and business administration offices.

My hope for going to Alabama is to better understand how our nation's history of racism and inequality (including the legacy of slavery) continues to harm individuals and our society generally today.



George Weiss

George Weiss is vice president of operations for UCSF Benioff Children's Hospitals and sits on the board for Planned Parenthood Northern California. He has 24 years of experience in pediatric health care, including in the areas of clinical operations, health equity, community engaged research and strategic planning. George is co-author on 28 peer-reviewed published articles on research related to pediatric

health, health equity and health services. Prior to healthcare, he worked in performance arts and as a community organizer. George earned his bachelor's degree from Pomona College and his master of health administration degree from the University of Southern California.

I hope to deepen my understanding and expand my perspective to support ongoing personal and professional work around equity and justice.

Really enjoying the Sea/Sons album by Abraham Alexander.



Tatiana Lewis

My name is Tatiana Lewis, born and raised in Hunters Point CA. I am formerly incarcerated. I am currently a student at U.C Berkeley obtaining my Bachelor's degree.

For Alabama's trip, I hope to gain a deeper understanding of the historical struggles faced by my community, fostering empathy and a sense of empowerment through knowledge.

I don't have a favorite book, movie, or artist, but I do have a favorite African American Civil Rights and Human Rights Activist. Her name is Ella Josephine Baker. I also currently work at the Ella Baker Center for Human Rights.



Terrie Kendrix

My name is Terrie K. I am one of the case managers in the new Women's Center at Glide. A little about myself, I am a die hard San Francisco 49ers fan and the mother to a 4-year-old doctor lol. I love to cook and take random rides with no destination vibing out to some good old school music.

My only fear about going to Alabama would have to be probably the plane ride due to this being my first time on a plane. I am what you call a foot to the ground type of girl lol, I love traveling by car, train or anything with wheels and a road.

My hopes for Alabama are to learn more about my history and my background and being able to embrace who I am and where I come from.

My favorite Movie as of right now is all John Wick movies 1-4. My favorite book is The Coldest Winter Ever by Sistah Souljah. A must read for urban fictional. My favorite music is between 80s-90's R&B, 80's West side Rap Old School music and lately ive been into County R&B.



Kathy James McWay

My name is Kathy James-McWay. I'm an Israelite Female, born and raised in San Francisco California. I currently work for Glide Foundation, as an Administrative Assistant for Sandra Haggerty, with the Violent Intervention Program, Men In Progress, & The Women Center.

By going to Alabama: I hope to gain more knowledge of what my people went through.

What they felt, & why. My fear is how will I react to what I may feel.

I don't have a favorite book: Native Son by Richard Wright, Beloved by Toni Morrison, & I know why the caged bird sings by Maya Angelou.

Movies: Love & Basketball, Brown Sugar, & White Men can't Jump.

R&B Music from the 70's & 80's. (MOTOWN)



Ryan Babbitt

Ryan Babbitt is the Associate Director of Expanded Learning and Enrichment at the Booker T Washington Community Service Center in San Francisco, California. With three years of dedicated service to BTWCSC, Ryan boasts over 13 years of experience in various roles within the non-profit sector. Born and raised in Oakland, California, Ryan has a deep connection to the local community.

Passionate about exploring different cultures, Ryan's love for travel has taken him to Southeast Asia on four occasions, making it one of his favorite destinations. When not working or globetrotting, Ryan is a devoted fan of Beyoncé and has a penchant for Thai cuisine.

Currently, Ryan is eagerly anticipating the Alabama Justice Pilgrimage trip, an opportunity to delve into the history of the civil rights movement. Excited to connect with fellow community members and health advocates on the journey, Ryan hopes to gain insights into the movement's beginnings by

visiting significant landmarks. Despite the anticipation, there's a hint of apprehension, as returning to the South from California feels like stepping back in time—a mix of excitement and fear for what lies ahead on this meaningful pilgrimage.



Brittnay Tobin

Born and raised in the South Bay, Brittnay (she/her/hers) moved to San Francisco in 2009 to pursue her education and a career in venture capitalism. The City emphasized the things she loved most about the Bay Area: rich diversity and vibrant culture; delicious food and beautiful music; but most importantly interesting and passionate people from ALL walks of life. A “Jill-of-all-trades,” she has successfully navigated the

fields of client account management, cosmetology, real estate, and small-mid sized business operations before realizing her passion lay within events.

Once graduating San Francisco State University, armed with a BA in Liberal Studies, a Minor in International Relations, and a renewed motivation to “BE THE CHANGE,” she pursued her new path. After nine years of building her skills as an Event Producer specializing in planning and executing beautiful, engaging, mission-driven events to support and promote Bay Area nonprofits, she is now the in-house Special Events Manager at GLIDE. It only took one event for her to immediately fall in love with GLIDE’s mission to serve the marginalized and unjustly treated. Their radical motto of UNCONDITIONAL love for every person who needs it, moved her to action. Utilizing the various networks she has amassed with her wide range of experiences, Brittnay hopes to continually create fruitful new relationships and resources for GLIDE and the community it serves, while capitalizing on her years of event production experience.

In her spare time, Brittnay enjoys spending time with her partner Jon and their two kitties, travelling and immersing herself in new cultures, attending live music shows, getting crafty, and spreading cheer with her infectious giggle.

“What lies behind us and what lies before us are tiny matters compared to what lies within us.” - Ralph Waldo Emerson

I hope to gain a greater understanding of the systemic injustices our community

faces, the history behind that, and how we may continue to come together to combat those injustices. I hope to leave this trip being a better ally.

I fear that my white fragility and inherent (unrealized to me) bias' may hinder or trigger me. Additionally, I'm a highly emotional being who feels things deeply - I'm already doing my best to mentally prepare so I don't fall apart in front of our participants which is my biggest fear.

There's soooooo many! I LOVE music and reading.

My favorite artists are Missy Elliott, Avicii, and the Beatles.

My favorite movie of all time is "Across the Universe" - a Beatles musical addressing social injustices in the 60s.

Favorite artists are Vladimir Kush and Fab Ciraolo.

Book - "All the Ugly and Wonderful Things" by Bryn Greenwood, one of the most interesting and emotionally challenging fictional reads I've had in a decade.



Roberto Vargas

Roberto spent time as a child at Glide when his mom was secretary to Cecil Williams in the 70's. He grew up in and later served in other community-based organizations and schools in San Francisco, and eventually went to work at UCSF to help strengthen partnership between UCSF and local partners, including many organizations that serve low-income communities in SF. He has been on several

Alabama Pilgrimages and currently helps support the Alabama Pilgrimages as part of his role at UCSF's Center for Community Engagement.

He practices native Chichimeca-Otomi traditions with his family in San Francisco's Mission District and brings these teachings, along with his Ethnic Studies training to his work supporting anti-racist learning for UCSF colleagues in Alabama.



Faith Sanchez

Faith Sanchez is the Project Coordinator for GLIDE's Center for Social Justice. Prior to GLIDE, she worked at the ACLU of Northern California's Development Department. She holds a bachelor's degree in Sociology from UC Berkeley. She hopes to gain a better understanding of certain aspects in history such as the origins of American gynecology which will be explored in the trip. Her favorite book is

Sylvia Plath's *The Bell Jar*.



Michelle Sison

Daughter of Filipino immigrants, bilingual (English and Spanish), hard of hearing and born and raised in San Francisco but have lived in Spain twice. Nurse for 28 years, started in Pediatric Specialties, then Hem/Onc/BMT, Adult Oncology Research, Otolaryngology and currently a Nursing Professional Development Specialist for 5 years. Co-founded and serve as the Coach for the Nursing Diversity, Equity

& Inclusion Council since 2020. Expected to graduate from Loyola University New Orleans with Doctorate in Nursing Practice and turn 50 in May 2024. Travel internationally twice a year. Looking forward to connect!

Hope: Build community with other UCSF leaders to impact change. Also to deepen my knowledge.

Fear: Concerned about managing emotions and energy around people/place I don't know

A favorite book/movie/musician/artist: *Death at a Funeral* (UK)



Joi Jackson-Morgan

Joi Jackson-Morgan is the Executive Director at 3rd Street Youth Center & Clinic. Joi's most important contribution to 3rd Street has been her ability to combine insight into the history of the neighborhood with both her formal education in public health and her professional experience. She was born and raised in Bayview Hunters Point, the Southeast sector of San Francisco. She has worked as a math and science teacher at several Bay Area junior high and high schools and as a research assistant on community-based health studies. Joi's broad experience and education in health and education inform her approach to working with individual youth and the community as a whole.

Under Joi's leadership, 3rd Street has experienced exponential growth fortifying its standing as a leader in housing and behavioral health services for young people, and recently opened San Francisco's first TAY Navigation Center for young adults experiencing homelessness. Joi is committed to centering the importance of racial equity and justice to end youth homelessness.

Joi is currently the Co-Chair of the Black/African American Health Initiative on Sexually Transmitted Infections (BAAHISTI). She received her masters of public health from Charles R. Drew University of Medicine and Science and her Bachelors of Science in Biology at California State University-East Bay.



Daniel Mara

I'm Daniel Maria, currently the Youth Programs Manager at the Booker T Washington Community Service Center. I immigrated to the US at the age of 7 and moved to San Francisco in 2017. As an immigrant, we relied on community centers, pantries, and the church for our everyday lives. My goal is to give the same opportunity to our black and brown youth and empower them to thrive. This journey promises not only personal growth but also invaluable experiences that I can integrate into my efforts of empowering and guiding the youth. Excited about the possibilities, I look forward to leveraging this trip to enhance the impact of my work in the community.



Mosi Williams

Mosi Williams is a Hemophiliac and a Social Worker with UCSF Adult Hematology. Born and raised in Oakland, he leads groups for Black Men as an advocate with the Conscious Voices African American Well Being Center. Mosi is also part of the National Bleeding Disorders Foundation Working Group for Health, Equity, Diversity and Inclusion (NBDF HEDI), and speaks nationally regarding racial disparities in healthcare.

Hopes for Alabama- to understand and appreciate the history and efforts of Black civil rights ancestors, and to collaborate with health workers and educators there in working to highlight racial healthcare disparities and influence change.

Favorite musicians – Bill Withers and Sade



Pamela Tate Roger

Paméla Michelle Tate, Ph.D. is a San Francisco native and she has earned a Bachelor's degree in Psychology; a Master's degree in Humanities and Leadership with an emphasis on Trauma and Early Childhood Development and a Doctor of Philosophy degree Ph.D.

She is an author, domestic abuse advocate, speaker, serial entrepreneur, and multidimensional professional specializing in the promotion and awareness of both domestic violence advocacy and educational advocacy.

Paméla Michelle is currently serving as the Co-Executive Director of Operations of Black Women Revolt Against Domestic Violence, which is a black family violence-focused resource center serving families in San Francisco.

She has dedicated over 16+ years to both domestic violence advocacy and education advocacy since she has witnessed the intersectionality of both areas. She prides herself on bridging the gap between many communities. Her work has focused on domestic abuse prevention, understanding the barriers for victims seeking services, and assisting survivors to thrive. Paméla has trained

300+ community members and domestic abuse agency staff as Domestic Abuse Advocates throughout the state of California, and she is extremely proud to have led a faith-based roundtable on domestic violence for clergy and lay staff to prepare them to serve the needs of their congregations.

Paméla Michelle is a member of the San Francisco Domestic Violence Consortium, she has served on the San Francisco District Attorney's Victim Services Advisory Council as a Board Member, she is a member on the MegaBlack COVID Task Force, Northern California Coordinator of Domestic Violence Initiatives for Zeta Phi Beta Sorority, Incorporated, and she has recently started working with the Californians for Safety and Justice organization.



Alice Finney

Let's start with fears about the trip. I may not immediately appear this way but I am very much a lone wolf and an introvert. Being around people all day and evening long is going to be very challenging to me plus adding the highly charged emotional material we will be delving into. You may see me get quieter and quieter. If this happens, it is not because I am no longer engaged but because I am listening and

experiencing and need time and space to process.

Movies: anything by Rainer Werner Fassbinder but my favorite movie is Runaway Train

I am a 59 year woman living happily in the Tenderloin. I've been part of this vibrant and eclectic neighborhood since January 6th 1996. I grew up in small farm towns in Missouri and we moved around a lot. We were incredibly poor when I was growing up and often food insecure. I put myself through school and ended up in San Francisco after living in Missouri, Catalina Island, and San Diego because I was working towards and received my Masters of Fine Arts in Sculpture from the San Francisco Art Institute. Eventually I got a "real" job with UC Berkeley as a data entry temp and worked my way up at UC Berkeley and UC San Francisco to a Senior Finance Manager. I really enjoyed working with one of my clients in particular, the UCSF Police Department, because of their daily focus on integrity and ethics. I have been happily working in the UCSF Police Department now as the Business Manager since 2017.



Tiffani Chan

Tiffani Chan is the Manager for the Anti-Racism Initiative at the Office of Diversity and Outreach (ODO) since December 2021. Her role is dedicated to operationalize the Anti-Racism Initiative and collaborate with stakeholders across UCSF to support the mission of dismantling systemic racism in our policies, process, and practices.

She is also currently the staff manager to the Chancellor's Council for Campus Climate, Culture and Inclusion (4CI), the Co-Chair of Asian Pacific American Systemwide Alliance (APASA), and a member of the Asian Pacific Asian Islander (AAPI) Coalition at UCSF.

Tiffani was previously the Project Manager at ODO supporting various key DEI programs and initiatives including the Foundations of DEI Training, Advancing Excellence in Staff Recruitment, Chancellor Awards for Diversity, Diversity & Inclusion Staff Certificate Program. She is celebrating her 6th year at ODO and UCSF this week.

Any hopes or fears about going to Alabama – being emotional and vulnerable with strangers. No mental support from those that know me well.

A favorite book/movie/musician/artist – Book by Richard Powers called The Overstory.



Peter Chin-Hong

Peter Chin-Hong is Associate Dean for Regional Campuses and Professor of Medicine, Division of Infectious Diseases at the University of California San Francisco. He is heavily involved in UCSF's efforts in workforce development in the Central Valley with the ultimate goal of creating an independent medical school there. He is a native of Trinidad and Tobago from a small village in the south of the island populated by migrants

from the American South following the defeat of the British in the American Revolution. He completed undergraduate and medical school at Brown University. He trained in Internal medicine and completed an infectious disease fellowship at UCSF.

During COVID-19, he has been one of the leaders of institutional and community education around the disease. He has been part of numerous University initiatives including outreach to the Asian American community, and the Association of Black Cardiologists national webinars on the impact of COVID-19 on minority populations. He helped create and disseminate a petition validating protest as a response to structural racism in COVID times. For the impact of tear gas, he has worked on a declaration with the public defenders in the city of Portland advocating for limiting its use on the public. He worked on the declaration in the Von Staich case which was upheld by the California Court of Appeals who agreed that the indifference at CDCR met the standard of 'cruel and unusual punishment' prohibited by the Eighth Amendment of the Constitution. He has also worked with attorneys from Disability Rights California highlighting the unsafe practices at Patton State Hospital for the mentally ill, resulting in the immediate and rapid vaccinations against COVID in that facility.

Hopes and fears: So excited to visit the American South as I grew up alongside many of the descendants of this area who later migrated to Trinidad. I am interested in forging relationships and making connections between what I have seen growing up in the Caribbean and what I will see--and feel in this trip. Ultimately I expect that this will deeply impact my work as a clinician and as an educational leader.

Favorite book: My Own Country by Abraham Verghese

Favorite movie: A Million Miles Away

Favorite musician: Bad Bunny, Whitney Houston, Mana





Sue Forstat

Born in Connecticut and raised in Michigan.

I have lived in Oregon (Portland/Eugene), Washington State (Spokane/Seattle), Massachusetts (Boston) and the Bay Area (Oakland/San Francisco) and Ireland for one year as a child.

I have worked at UCSF for 33 years, starting in the UCSF HIV clinic in 1991. After that I worked in the Cancer Center, Student Health and currently have worked in Human Resources for the past 16 years. In my current role I direct the Health Care Facilitator Program & COPE Program (currently relaunching) and HR People Wellness Strategic Initiatives. For much of my career, I have worked in health care in a variety of roles and settings, even prior to UCSF.

I came to UCSF at the height of the AIDS epidemic when the death rate was high and only at the very beginning of treatment discoveries, when people with AIDS faced significant discrimination and stigmatization. I wanted to be part of a team that cared for these individuals with compassion. I was working at a SF hospice which cared for people with AIDS just prior to my job at UCSF.

At UCSF I've participated in broader UCSF initiatives, efforts, and committees at UCSF outside of my specific role (in no specific order and to share a few things): LGBTQ+ committee/co-chair; COVID initiatives, including leading the employee Covid vaccine equity efforts; work to support undocumented employees; current co-lead for the UC Gender Recognition and Lived Name initiative at UCSF; equitable access to health care for employees; development and launch of the COPE program to provide easy access to wellbeing and mental health services for UCSF employees and trainees

I've been involved in community organizing and social justice efforts nationally and locally many years, starting with attending the Moratorium to End the War in Vietnam in Washington DC when I was in high school; participated in the National March on Washington for Lesbian and Gay Rights in 1987, when the AIDS Quilt was first displayed; volunteered with a group in Michigan that supported women needing an abortion before it was legal; wrote for a local progressive community paper in Seattle, worked on a writing project with children living in the Tenderloin who had a family member with HIV; volunteered with pregnant teenagers living in a group home on a quilting project.

I have been married for 10 years but with my wife for 34 years.
I love being outdoors and exploring nature, drawing, painting, knitting and I am always reading and learning.



Kristin Bradford

Kristin Bradford is the Program Manager for the National Clinician Scholars Program at UCSF and has been with the program since its inception in 2019. The program is a two-year Fellowship that offers training for clinicians as change agents driving policy-relevant research. Prior to joining NCSF at UCSF she provided project and operations management supporting the implementation of department initiatives using process improvement methodology. She has almost 20 years of experience in the healthcare industry and received a Master of Business Administration degree focused on Leadership and Managing Organizational Change.

Just very grateful for this opportunity. I know this trip will be a lifechanging soulful experience and I'm looking forward to bottle up all that I learn and bring back with me not only professionally but personally as well.

Favorite movie = Dirty Dancing

Favorite musician = Alicia Keys

Favorite artist – To name a few: Frida Kahlo, Georgia O'Keefe, Kehinde Wiley



Marsha Treadwell

Marsha Treadwell is a Professor In Residence of Pediatrics at UCSF. As a health services researcher and clinical psychologist, Dr. Treadwell leads an internationally recognized program of research focused primarily with populations affected by sickle cell disease (SCD). She has led multi-institutional, national and international, interdisciplinary teams conducting research on how social drivers, psychological and behavioral factors, and organizational structures and processes impact the health and well-being of individuals living with SCD and their families. Her program of research has allowed for the identification of risk and resiliency factors for populations made vulnerable by systems in both high and low resource settings. Dr. Treadwell has been Principal or Co-Investigator on numerous federal, state and foundation grants.

As inaugural co-chair of the Benioff Children's Hospitals (BCH) Diversity, Equity, Inclusion and Anti-Racism (DEI/AR) Council since 2018, Dr. Treadwell co-leads an institution wide action plan to dismantle structural racism within BCH, aligned with the UCSF Anti-Racism Initiative. This includes a pilot community-based participatory planning grant to improve SCD clinical care within an anti-racism framework. Dr. Treadwell's established program of teaching and mentoring is complementary to her research. She trains and supports high school, undergraduate and health professional students as well as junior faculty who are under-represented in medicine, in the U.S. and globally. Dr. Treadwell received her doctorate in clinical child psychology from the University of Washington in Seattle, Washington and advanced training in clinical research from UCSF. Her clinical training includes pediatric clinical hypnosis, cognitive behavioral therapy, and analytical psychology. Dr. Treadwell is a wife, mother, grandmother, dancer, avid reader and world traveler. She and her family enjoy the vibrancy of the multicultural Bay Area with its plethora of outdoor activities, arts, and great food.

Favorite book/movie/music/artist: I was profoundly moved by Isabel Wilkerson's *Caste* and am looking forward to seeing *Origin. 100 years from Mississippi* <https://100yearsfrommississippi.com/> is also a very moving documentary and apropos to the journey we are about to embark upon.

No question, my favorite musical group is Earth, Wind and Fire.



Vernon Bush

Vernon Bush is the Director of Music, Glide Ensemble, Glide Memorial Church. Since 2016, Vernon's steady musical leadership at Glide Memorial Church has kept the Glide Ensemble energized by coming together and recharging on a consistent, weekly basis. Through the live Sunday Celebrations hosted on YouTube & Facebook, his role has been to help choir members rediscover their joy through their singing and navigate the

musical landscape together to reach a greater place of unity, harmony and power. These deep connections have kept the Glide community at large, growing and thriving through these challenging times. Vernon is happy and honored to be sharing his musical gifts on this life affirming adventure.



Kenneth Ward Jr.

I'm Kenneth Ward Jr., and I'm from Oakland, California. My journey in communication led me to graduate from San Francisco State University with a major in Communications, specializing in Public Relations.

My life's path has been shaped by my experiences as a military child. Growing up, I lived in various places, including Japan and New Jersey, thanks

to my father's military service. These diverse environments enriched my life and broadened my horizons.

I'm dedicated to making a difference at GLIDE, where I've been serving as both a Social Media Specialist and a Digital Communications Specialist for the past year. In this role, I leverage the power of digital media to amplify GLIDE's mission and connect with a broader audience.

Apart from my professional pursuits, I have a deep passion for reading, hiking, and immersing myself in the tapestry of history. Some of my all-time favorite books include "How to Eat to Live" by Elijah Muhammad, "Emotional Intelligence" by Daniel Goleman, "Rich Dad Poor Dad" by Robert T. Kiyosaki, "The Intelligent Investor" by Benjamin Graham, and "Guns, Germs, and Steel" by Jared Diamond. My journey through life, influenced by my father's military background, has

instilled in me a strong commitment to effective communication, a love for storytelling, and an insatiable hunger for knowledge. These qualities drive me to make a positive impact both in my career and in my pursuits.



Leanna Lewis (she/her)

Leanna W. Lewis (she/her) is a clinical social worker who currently holds the position of Associate Director at the UC Berkeley-UCSF Joint Medical Program. She is an experienced educator and consultant in the areas of racial equity, diversity and inclusion, cultural humility, and culturally responsive and trauma-informed practice. Leanna is a proud native San Franciscan, mother, wife, daughter, sister, educator, and

social disruptor who is committed to the promotion of racial equity. She loves reading African American fiction and indulging in her guilty pleasure of watching reality TV shows about marriage. Additionally, she aspires to expand her personal nap ministry in the spirit of rest as an act of radical resistance for Black womxn.



Archana Eniasivam

Archana Eniasivam is an Associate Professor in the Departments of Internal Medicine and Pediatrics committed to advancing health systems toward health equity and justice. As a hospitalist, she cares for both adults and children requiring hospitalization and witnesses the acute impact of the social, political, and economic factors on health. She is one of two inaugural UCSF Health DEIB Physician Leads working on culture change

and Director of Social Medicine for the Division of Hospital Medicine, partnering with others to build infrastructure to support and develop faculty and staff to engage in research/quality improvement, facilitate dialogue, and design solutions around issues of health equity.



Sandra Haggerty

Sandra Haggerty is a native of San Francisco. She is GLIDE's Violence Intervention Programs Manager and oversees two programs serving two distinct populations: Men in Progress and the Women's Center. Both programs provide education, prevention, and intervention services that address gender-based violence in relationships, families, and the broader community. Men in Progress and the Women's Center target and

serve communities of color, particularly African-American/Black communities, to address the historical and institutional impact of systemic racism on violence, trauma, and disenfranchisement. Men In Progress serves economically and socially disenfranchised men who are mandated by the criminal justice and child protective services to complete a batterer's intervention program as a condition of their supervision and/or family reunification requirements. The Women's Center serves self-identified women survivors of violence to gain a deeper understanding of how gender-based violence and individual, family, and community violence are perpetrated through cultural, social, and interpersonal factors that promote aggression and violence to obtain power and control. The Women's Center supports women to heal from their experiences of violence and trauma, reclaim their identities and promote self-love, and raise our collective voice to affect change in policies that impact outcomes for women. Sandra serves as GLIDE's content expert on gender-based and community violence.



Michael Vincent Heredia

I was born in Bakersfield California in 1971. Was raised by a hard-working father who was the king of the castle. He ruled over the house and the household, but he was a good provider. My mother was very submissive to him and kept me and my brother and the house up well. Problems that went on in the house were many, pops had the power and control wheel down. I graduated high school with a C, D average which was a very

low point grade score. Lived the rest of my days till now doing some sort of construction or landscaping. But also, during this time till now I've been to 8 rehabs, in and out of jail, 1 prison term, 2 ex-wives, 2 DUIs, and nothing to show for anything at this time in my life. My cases revolve around violence not just with men but woman also. Very ashamed of my violent acts and believe that is

why I'm still single and have not had a serious relationship since my ex-wife. I did not understand or know much about the equality wheel, and I'm pretty sure its because of the way I was raised.

I have no fears of the trip to Alabama, I actually feel it would be good for me. One is because I've never been there before and two is the learning experience of what it was like to live in the south. Seeing what it was like to live back then with the hatred and violence on a greater scale and how much has changed since then, I feel will help build on my shame and regret for my own wrong doings.

Favorite Movie: Tombstone

Favorite Musician: Vera Blue



James Darby

My Favorite Musician is Luther Van Dross and my favorite poet is Dr. Maya Angelou

My biggest fear is that at some point during this experience I will stop telling myself the lie that all people of color tell themselves to exist civilly without rage in our current system. My biggest fear is that if I stop lying to myself if the “ scales” fall from my eyes, if I fail to continue gaslighting myself

I will no longer be able to coexist peaceably or live peacefully in this system.

James is Unit Direct of 14 and 15 Long Adult Medicine, Acute Care for Elders, and Solid Oncology at UCSF Helen Diller Medical Center at Parnassus Heights. In his role as Unit director James has focused on increasing staff engagement in improving nursing quality indicators, reducing workplace harms, and creating a diverse equitable and inclusive environment where everyone feels a sense of belonging. James was the recipient of the UCSF Pride Award in May of 2022, and co-presented a poster at the Magnet Conference in October of 2023.

Since joining UCSF IN 2004, James has filled key positions including as clinical site lead at the City College of San Francisco Covid-19 vaccination clinic and community clinics throughout the city. He has been a charge nurse, clinical leader and union representative in the Neuroscience ICU. He has been active in the unit council, professional practice committee, Neuro collaborative committee, and UCSF safety task force. James is a former chief nurse

representative and negotiator for the California Nurses Association at UCSF . Previous experience outside of UCSF also includes positions at West Penn Allegheny Health Systems, University of Pittsburgh Medical Center, Passavant Memorial Family of Services, and Saint Barnabas Health Systems.

James is a passionate advocate, especially for those in vulnerable populations. In addition to his work in healthcare James is an ordained minister where he has spent much of his ministry in the margins serving populations that have historically not been embraced by mainstream churches. James' favorite bible verse is Matthew 25:40 the King will reply, 'What I'm about to tell you is true. Anything you did for one of the least important of these brothers and sisters of mine, you did for me.'

James has served as a volunteer at Glide Memorial, City of Refuge, The AIDS task force, and The Pittsburgh Hunger Network. James has six children, 5 grandchildren and two dogs



Jamien Aaron Johnson

My name is Jamien Johnson. My family and close friends call me JJ or LaLa. I grew up in East Oakland , Ca. As a kid, sports was life. My dream was to play running back in the NFL being such a talented player in youth and high school sports. But, growing up in such a violent, drug infested environment, I was easily influenced by what I thought was life was all about and trouble easily found me. I ended up stuck in the system for

17 years of my life and I'm just 32 so more than half of my life. After spending several years in and out of prison and becoming a young father, I knew I had to make some major changes in my life so I can be available and supportive to my children. I am now a role model and positive influence in my community. I attend City College of San Francisco and I was promoted to a supervisor in 6 months at my job as a Guest Services Assistant Manager. I'm saying that to say, with change and with God, anything is possible.

I have no fears going to Alabama. I am very open minded and I hope to learn a lot about my culture and history I never knew about. My favorite book is " Adversity For Sale" by Young Jeezy. My favorite author is James Patterson. My favorite musicians are Anita Baker and Rick Ross.



Jessica Arline

Jessica Arline is an Oakland city resident, working as a community and government relations professional for UCSF. Over the past several years, Jessica has worked in a variety of external facing roles within the health care sector, connecting her to various non-profits, community-based organizations, private and public sector businesses within the greater Bay Area. Throughout Jessica's tenure as an external affairs professional she has had the opportunity to implement impactful health initiatives and campaigns for community residents while also focusing attention on health access and social supports for youth and children.



DeShawn Dupre Brown

My name is Deshawn Brown, 24, born and raised in San Francisco. I'm a 49ers fan since a baby. Grew up in the Fillmore district and graduated from Burton High School. I currently work in the construction industry doing sheet metal. On my free time, I play basketball and also do music. My favorite artist to listen to is Gucci mane and my favorite movie growing up was Friday. I'm excited for the trip to Alabama just knowing I'm gain some knowledge. I really don't know what to think about Alabama but I'm ready.



Leiyah Tate-Roger

I am Leiyah Tate-Roger. I am a recent college graduate (May 2023) and I am beginning this adventure known as "adulthood". I enjoy listening to music, reading, hanging with friends, playing pool and recreational sports. I enjoy reading African American Literature and I have been reading through Toni Morrison and James Baldwin's catalogs. I also enjoy listening to Lauryn Hill, The Fugees, OutKast, Koffee, and 90s/2000s R&B and Hip-Hop.

I currently work as the Program Assistant for Rafiki Coalition for Health and Wellness, a non-profit organization based in San Francisco that aims to eliminate health inequities in the Black and marginalized communities in San Francisco. I am looking forward to immersing myself in this trip and having the opportunity to learn about the strength of my ancestors. I am grateful to have the chance to sit with the heaviness and be in community. I am aware that what I put into this experience will result in what I will get out of it, so I am going to focus on remaining present and reflective. I hope to get to know you all and have enriching discussions during the course of this trip :)



Sianne Susbilla

Sianne (pronounced sigh-ann) Lai Susbilla (she/her/hers) is currently enrolled in University of California, Berkeley's Master of Social Work (MSW) program, with an emphasis on Advancing Health and Wellbeing Across the Adult Lifespan. She is an MSW intern at NICOS Chinese Health Coalition and works primarily on the CLAS ACT project, which includes work on increasing service providers' and the community's

understanding of cultural and linguistic competency, anti-racism, cultural humility, and LGBTQ+ identities.

Sianne also works as the Student Program Coordinator for UC Berkeley's Pipeline for AANHPI Community Health (PACH) program and Certificate in AAPI Community Health (CAACH) where she works to empower other first generation, low-income AAPI students like herself to explore a variety of health professions and learn how to support their communities. Her interests include increasing culturally and linguistically appropriate services for AAPI immigrants and communities, and advocating for resources for older adults to maintain their autonomy and independence. In her downtime, she enjoys dancing hula and Tahitian!

Any hopes or fears about going to Alabama: I hope going to Alabama will help me identify ways to build NICOS's cross racial solidarity efforts.

A favorite book/movie/musician/artist: The Martian by Andy Weir



Jessica Aceves Choy

I'm Jesse! I currently work on the acute care resource team at BCH (Mission Bay) as a patient care assistant. My favorite unit is the cardiac transitional care unit because most of my patients are babies. I volunteer as a court appointed special advocate for foster youth and am currently paired with a non-minor dependent. He's a lot of fun to work with! I am also a mom to a 1 year old cat named Ruthless (Ruth for short). He loves playing fetch, growling at people as they walk by the house, and making biscuits on my face. My favorite artists are a tie between Mitski and Phoebe Bridgers.



Malcolm John

Malcolm John, MD MPH is a Professor of Medicine in the Division of Infectious Diseases at the University of California San Francisco (UCSF) where is Medical Director of Health Equity for UCSF Health, Co-Chair of the Health Equity Council at UCSF Health, and Director of the UCSF Black Health Initiative (BHI). After serving 18 years as Medical Director of the UCSF 360 Positive Care Center, Dr. John currently serves as Director of the Men of Color Program/Black Health Center of Excellence and its food pharmacy/food as medicine program, a founding member of the UCSF Food Pharmacy Alliance, for food insecure HIV-positive patients.

Dr. John was a Dean's Diversity Leader of the UCSF Dean's Office 5-year Differences Matter Initiative through 2020 as the clinical health equity group's faculty lead for UCSF Health, where he and his colleagues helped launch the Health Equity Council at UCSF Health. Motivated to advance organizational change to promote health equity, Dr. John completed a 2-year fellowship with the California Health Care Foundation in 2020, during which he worked on integrating health equity into the quality infrastructure of UCSF Health. He subsequently became a Co-Chair of the UCSF Health Equity Council and in Fall 2022, Dr. John was named the inaugural Medical Director of Health Equity for UCSF Health, where he continues to focus on the integration of health equity into the UCSF Health System.

Other areas of focus include working with the Black community to address health disparities. He launched the UCSF Black Health Initiative (BHI) in 2020 to help UCSF be a better partner with the Black community to address COVID-19 and related disparities. Dr. John has expertise in HIV/AIDS care to diverse populations especially African Americans and those aging with HIV. Interests include advancing care for vulnerable populations, social drivers of health, ethnic and age differences in HIV outcomes and comorbidities, reducing healthcare disparities and promoting health equity.

Dr. John graduated from Harvard Medical School, was a fellow in Infectious Diseases and the Center for AIDS Prevention Studies at UCSF and completed his Master of Public Health in Epidemiology from the University of California Berkeley.

He is the proud husband of Gina and father of Maya, Theo the dog, & our recently departed cats Rainbow & Flower. He is learning tennis (though his body wonders why he waited!).

He hopes to be educated, emboldened to do more to advance the promise of the civil rights movement and internally transformed spiritually as well as intellectually by the Pilgrimage to Alabama.



Gina Moreno-John

Gina Moreno-John, MD, MPH, is a Physician and Professor of Medicine at the UCSF Division of General Internal Medicine (DGIM) since 1997. She is a primary care doctor and a weight management specialist, caring for patients from diverse backgrounds.

Since 2019 she has been the Medical Director of the DGIM Food Pharmacy, a food bank in clinic for patients suffering from food insecurity. She is also heading the expansion of Food Pharmacies to other primary care clinics at UCSF. In 2021 she became the inaugural Director of DEI at DGIM. She also helped found the Social Justice Committee and Anti-Racism Town Halls at DGIM.

In 2022 she began work in the School of Medicine's Differences Matter initiative. As a member of the "Anti-Racism, Anti-Oppression Expertise" subgroup, she is working to create anti-racism/anti-oppression curricula for all employees at UCSF.

Dr. Moreno-John precepts primary care medical residents in clinic and teaches them in the Social Medicine seminar. She mentors college and medical students and residents in hopes of supporting the next generation of leaders. As a Latinx women and provider, she strives to bring empathy, joy, and social justice to all her work endeavors.



Naeemah Charles

Naeemah is a proud San Francisco Bay Area native with a lifelong passion for social justice. She brings over 10 years of high-level experience in public policy, community organizing and government affairs. She is a political veteran that uses her expertise to uplift and advocate for social justice causes.

Most recently Naeemah worked at Childrens Council of San Francisco (CCSF) as their Senior Director of Public Policy, where she co-founded the SF Early Care & Education Advocacy Coalition, secured millions to expand child care access in S.F & pushed forward innovative child care policy for San Francisco families. Prior to CCSF, Naeemah worked for Planned Parenthood Northern California, the SF Democratic Party and was a Jesse M. Unruh Assembly Fellow.



Regina Wells

Regina Wells CMT, RMP AKA Rashida Oji is a Singer and Healing Arts Practitioner. She is a California Certified Massage Therapist as well as a Rosen Method Movement and Bodywork Professional. Musically, she performed with Rashida Oji and Middle Passage, with Linda Tillery and The Cultural Heritage Choir as well as with The Just Now Band.

She has been teaching Mindfulness through Movement, among other courses, as an Activity Therapist for Kaiser Oakland's Addiction Medicine Recovery Services since 2016 and offering Rosen Method Movement and Bodywork from 2003-2015.

Regina/Rashida's current vision is to further community-building works via Drum and Sound Circles. Her original music can be found here:
<https://reginawells.bandcamp.com/>



Lana Vy

Lana Vy, who immigrated to San Francisco at the age of two is a seasoned professional with over a decade of experience in photography and filmmaking. As a multifaceted artist, she has honed her skills in various roles such as cinematographer, video producer, director, and certified commercial drone pilot. Her artistic vision is informed by a deep understanding of diverse viewpoints. Her work is characterized by a unique

ability to capture and interpret the world through innovative perspectives. Her professional narrative is not only marked by her immigrant background but also by her dedication to philanthropy and environmental advocacy. Lana is an ardent proponent of nature conservation, a passion that is mirrored in her creative endeavors. Her interests extend to a love for music, exploring global cuisines, and the art of landscape and travel photography, which she seamlessly integrates with cutting-edge technology to foster a greater appreciation for our shared planet. In her recent ventures, Lana is focused on collaborative projects, seeking to amplify her artistic impact by uniting with like-minded creatives. Her pursuit of fresh inspiration is at the heart of her current projects, which aim to merge the artistic community with the spirit of adventure.

Fears/hopes:

Lana's hopes for going to Alabama are in the opportunities to deepen her understanding of racial oppression in the current system of the USA (and beyond) and the transformation she will experience during and after the trip. As a highly sensitive empath, her fears are that the trip may rock her to her core, but she is going to undertake the experience with an open mind and heart.

Favorite book/musician/artist:

Lana spends a lot of her free time exploring the West so she has many favorite music artists to keep her company on her road trips. Modern artists like Forester, Layup, John Mayer & Shalou and classic bands like The Eagles, The Cure, Hall & Oates and Bonnie Raitt are among some of her favorites but she loves all ranges of music including Classical.



Won Ha

Won Ha was appointed UCSF's Vice Chancellor of Communications in August 2019. He oversees the development and implementation of multichannel communications programs to champion UCSF's mission of advancing health worldwide. Ha is a member of the chancellor's executive team and cabinet, serving as lead counsel on internal and external communications, including issues and crisis management. He also is counsel to the UCSF Board of Directors.

Ha oversees the Office of Communications' integrated strategies across all media and channels to increase awareness and support of UCSF's mission, vision, and strategic priorities among its diverse internal and external constituencies. The Office of Communications serves as the official voice of UCSF and UCSF Health to regional, state, national, and international news media.

Prior to joining UCSF, Ha served as vice president of Strategic Communications at the Energy Foundation, which programmed one out of every three climate philanthropy dollars in the United States. He served as a senior advisor to the foundation's advocacy allies, grantees, donors and philanthropic partners, including the Hewlett Foundation, Packard Foundation, MacArthur Foundation, and Tempest Advisors. During his tenure, he established the first-ever preemptive issues management program in climate change and clean energy advocacy, and a regional communications network that integrated the strategic communications work of advocacy organizations across 20 states.

Ha previously served as executive director of Issues and Brand Management at Kaiser Permanente, one of the nation's largest nonprofit health plan and hospital systems. In that role, he advised C-suite executives and their leadership teams on issues and crisis management strategies spanning health care reform, government relations, and business operations, including clinical and labor issues. Ha also has held communications roles at Wells Fargo, Gap Inc., and Genentech. He previously worked as a news producer in radio journalism. Ha attended U.C. Berkeley where he earned an M.A. in History and a B.A. in Rhetoric.

Participants with no bio or photo:

Aubrian Watson, Film maker

Dan Bernal, Vice Chancellor for Community and Government Relations

Amy Lu, Chief Quality Officer



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