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**UC Tech Awards 2023 Candidate**

**Category:** DEI LEADERSHIP  
**Name:** Jennifer Holland  
**Number of people:** (1)  
**For:** UC San Diego Health Women and Gender Minority Committee in August 2021  
**Location:** UC San Diego Health

1. **Person submitting the application/nomination**
   1. Melinda Battenberg, Communications Lead, UC San Diego Health Information Services (Staff)
   2. **Email address:** mbattenberg@health.ucsd.edu
   3. **The name of your organization:** UC San Diego Health
2. **Award category:** DEI Leadership
3. **Name of person, name of the team, or name of the project to receive the award**

Jennifer Holland**,** Director Analytics and Population Health

1. **All project team members - if applicable** n/a
2. **Which location was affected by the work?** (the name(s) of the organization affected) UC San Diego Health
3. **Summary:** We are nominating Jennifer Holland for her continued commitment to diversity in the UC San Diego Health Information Services department.
4. **Narrative**

Jennifer Holland launched the UC San Diego Health Women and Gender Minority Committee in August 2021. Since the launch, the committee held five webinars in FY22/23 and another four webinars so far in FY23/24 with topics ranging from personal career journeys, DEI efforts, Gender Equity, HR overview of hiring for diversity, and UC leave benefits. The committee focuses on a culture of allyship, mentorship and sponsorship. Although many team members are predominantly remote, the committee holds a monthly lunch for members to connect in-person.

The committee has 80 total members including five team leaders. The committee’s mission is to promote a supportive, inclusive environment to advance the professional goals and aspirations of UC San Diego Health employees in technology and quality.​ The committee focuses on building community, highlighting accomplishments, increasing retention and raising awareness of issues faced by women and gender minorities. Through this local committee, UC San Diego Health now has representation on the UC-wide WIT committee and continues to support nominations for areas such as the UC TWIN Award, UC Women who ROCK IT, and UC Women’s Initiative for Professional Development. Through the committee, women and gender minority concerns can be raised up through Information Services senior leadership, giving a voice to the minority in the department. The work is changing the culture in the department.

Additionally, Jennifer is proud to serve as the Committee Chair for the Michelle Frybarger Memorial Scholarship started in 2022. The committee is helping to allocate scholarship funds to advance education for women in Health IT, Analytics and Informatics for staff of UC San Diego Health. The scholarship celebrates the legacy of Michelle Frybarger who held IT positions in typically male-dominated IT roles.

Through Jennifer’s analytics team and broader Analytics Standards Committee, UC San Diego has diversity data embedded in operational and quality dashboards which includes Race, Ethnicity, Age, Language, Sexual Orientation, Gender Identity, Healthy Places Index, Social Vulnerability and homelessness. This is the foundation to drive the organization’s Justice Equity Diversity and Inclusion efforts and ensure high quality equitable care. The goal is to integrate diversity information into all UC San Diego Health reporting and dashboards. Working through over 50 Epic report writers and additional Tableau developers, the standards developed ensure consistent reporting throughout the organization.

In the past, Jennifer served as member of the Chancellor’s Committee on the Status of Women and planned past UC women’s conferences.

Jennifer is a strong believer of mentorship and mentors various internal team members and through external organizations.