The Diversity Committee’s Task Force on Research aims to encourage diversity among the pool of department researchers, as well as research that addresses important topics relating to the diversity of individuals in human populations. The task force meets these objectives by highlighting the best examples of both researchers and research, highlighting relevant funding opportunities (including minority supplements for existing R01 grants), and providing resources to
facilitate the inclusion of diversity in existing projects.

**Task force members**

**Underrepresented Minority (URM) Research Mentoring Award**

The UCSF Department of Psychiatry and Behavioral Sciences Underrepresented Minority (URM) Research Mentoring Award was established to recognize excellence in research mentorship of departmental trainees who are underrepresented minorities in medicine, including psychiatric and biobehavioral research fields. Full-time DPBS faculty members, across all ranks and series, are eligible for nomination by any department member or trainee. (Please note that volunteer faculty are not eligible for this award.)

Nominations for next year's award cycle will be accepted beginning in early 2022.

**NIH diversity supplements**

Looking to hire a college graduate into a junior specialist or staff resource associate (SRA) position? Consider applying for an NIH diversity supplement to support their research experience if they plan to go on to graduate school.

Per NIH guidelines, under-represented minorities in biomedical research include:

- The following racial and ethnic groups: African Americans, Hispanic Americas, Native Americans, Hawaiian Natives, and natives of the US Pacific Islands.
- Individuals with disabilities, who are defined as those with a physical or mental impairment
- Individuals from disadvantaged backgrounds. (Individuals who come from a family with an annual income below established low-income thresholds.)

More helpful information about NIH diversity supplements is available from CTSI, as well as an overview of the UCSF infrastructure in place to support diversity supplement proposals.

**UCSF PROPEL Program**

The UCSF Post-Baccalaureate Research Opportunity to Promote Equity in Learning (PROPEL) Program is a 1- to 2-year paid post-baccalaureate research opportunity serving 10-15 incoming post-bac researchers from groups underrepresented in science through a modest financial incentive for faculty hiring managers, career and professional development training sessions, networking opportunities, and laboratory mentorship. The trainees would have a salary (~41k) and benefits, some supported by NIH supplements in combination with additional incentives ($10-15K) to sponsor the lab work and training of the trainees in their labs.

If you have job openings in your lab, please consider listing them on the PROPEL website.

**National grants for women and minority trainees**
• APF awards [15]
• APF research [16]
• APA fellowships [17]
• ACNP travel awards [18] for minorities and research awards for women
• BRAIN Initiative Advanced Postdoctoral Career Transition Award to Promote Diversity [19]
• Ford Foundation/National Academies Fellowship Program [20]
• HHMI Hannah H. Gray Fellows Program [21]
• L'Oréal USA Women in Science Program [22]
• National Clinician Scholars Program [23]
• NIH: Enhancing Diversity in Training Programs [24]
• NIH: Ending Structural Racism [25]
• NIMH James Jackson Memorial Award [26]
• NSF Broadening Participation of Groups Underrepresented in Biology [27]
• RWJF Harold Amos Medical Faculty Development Program [28]
• SFARI Supplement to Enhance Equity and Diversity (SEED) [29]
• Vilcek Prizes for Creative Promise in Biomedical Science [30]
• Yale University Wu Tsai Postdoctoral Fellowships [31]

UCSF grants and other resources

• Center for Aging in Diverse Communities Scientist Program [32]
• Office of Diversity and Outreach listing of diversity grants [33]
• Office of Diversity and Outreach listing of health disparities grants [34]
• RAP: SOS for Underrepresented Faculty [35]
• RAP: Family Support Awards [36]

UCSF research centers focusing on women and minority populations

• Center for AIDS Prevention Studies [37]
• Center for Vulnerable Populations [38]
• Center of Excellence for Transgender Health [39]
• Center of Excellence for Women’s Health [40]
• Center for Aging in Diverse Communities [41]
• CTSI Community Engagement Program [42]
• Medical Effectiveness Research Center for Diverse Populations [43]

Recommended reading

• Antiracism Resources, Support, and Action [44]
• Talking About Race and Inequity in Science: Guide for Faculty [45]
• Talking About Race and Inequity in Science: Guide for Students and Postdocs [46]
• Programmatic Efforts at the National Institutes of Health to Promote and Support the Careers of Women in Biomedical Science (Academic Medicine) [47]
• Mentoring to Foster a Diverse Future (Cell) [48]
• On Being Black in the Ivory Tower ([Cell] [49])
• Strategies to Avoid Bias in Letters of Recommendation [50]
• Gender Bias Calculator [51]
• "In this lab, we believe..." Diversity and Inclusion Posters and Pledge [52]

Selected publications


