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.
Underrepresented Minority (URM) Research Mentoring Award

Nomination deadline: March 15, 2021

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.

Eligibility: All DPBS faculty members, across rank/series (excluding volunteer status)

Nominations: Any department member or trainee may nominate a faculty member (including self-nominations) for this award by submitting to the DPBS Diversity Committee Research Task Force the following materials for consideration:

1. A nominating letter no more than one page describing the candidate’s contributions to URM research career mentoring, including informal mentorship roles. For example, please include names of relevant URM mentees and their current job titles and significant achievements (e.g., grants, publications, awards, etc.).
2. A brief letter of support from one of the candidate’s URM mentees covering the contributions of the candidate to the mentee’s research career development. (This requirement is waived in cases in which a URM trainee is nominating.)

To nominate: Please send nomination materials via email by way of Edwin Flores, edwin.flores@ucsf.edu, to the DPBS Diversity Committee Research Task Force (Susanna Fryer and Susan Voglmaier, co-chairs). The nomination deadline is March 15, 2021.

Further information: For more information, view the announcement or email Edwin Flores.

Research opportunity for fellows, residents, and medical students

A team of researchers (currently all women, but all genders welcome!) is evaluating the differential impacts of COVID-19 within academic medicine, focusing specifically on gender disparities across several domains pre- and post-COVID, including research productivity, visibility and media exposure, and university service. More specifically, projects are examining:

1. The impact of gender on grant and IRB submissions
2. The impact of gender on research highlighted in the form of press releases (across the five top schools of medicine in the U.S.)
3. The impact of gender on research highlighted in departmental tweets (across the top five departments of medicine in the U.S.)
4. The impact of gender on hours of volunteer service

For those interested in this research opportunity, we would ask for a commitment of four hours per week for a minimum of 12 weeks.
to assist with data collection, primarily data coding and entry. Trainees would have the opportunity to extend the training opportunity past the end of this initial commitment and assist as the project progresses to data analysis and presentations/publications. If you have interest in participating, please send your CV and CITI certificate to lauren.haack@ucsf.edu [13].

National grants for women and minority trainees

- APF awards [14]
- APF research [15]
- APA fellowships [16]
- ACNP travel awards [17] for minorities and research awards for women
- BRAIN Initiative Advanced Postdoctoral Career Transition Award to Promote Diversity [18]
- Ford Foundation/National Academies Fellowship Program [19]
- HHMI Hannah H. Gray Fellows Program [20]
- L’Oréal USA Women in Science Program [21]
- National Clinician Scholars Program [22]
- NIH: Enhancing Diversity in Training Programs [23]
- NSF Broadening Participation of Groups Underrepresented in Biology [24]
- RWJF Harold Amos Medical Faculty Development Program [25]
- SFARI Supplement to Enhance Equity and Diversity (SEED) [26]
- Vilcek Prizes for Creative Promise in Biomedical Science [27]

UCSF grants and other resources

- Center for Aging in Diverse Communities Scientist Program [28]
- Office of Diversity and Outreach listing of diversity grants [29]
- Office of Diversity and Outreach listing of health disparities grants [30]
- RAP: SOS for Underrepresented Faculty [31]
- RAP: Family Support Awards [32]

NIH diversity supplements

Per NIH guidelines [33], an under-represented minority in biomedical research includes:

- The following racial and ethnic groups: African Americans, Hispanic Americas, Native Americans, Alaskan Natives, 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 [34].

UCSF research centers focusing on women and minority populations

- Center for AIDS Prevention Studies [35]
- Center for Vulnerable Populations [36]
- Center of Excellence for Transgender Health [37]
- Center of Excellence for Women’s Health [38]
- Center for Aging in Diverse Communities [39]
- CTSI Community Engagement Program [40]
- Medical Effectiveness Research Center for Diverse Populations [41]

**Recommended reading**

- Antiracism Resources, Support, and Action [42]
- Talking About Race and Inequity in Science: Guide for Faculty [43]
- Talking About Race and Inequity in Science: Guide for Students and Postdocs [44]
- Programmatic Efforts at the National Institutes of Health to Promote and Support the Careers of Women in Biomedical Science (*Academic Medicine*) [45]
- Mentoring to Foster a Diverse Future (*Cell*) [46]
- On Being Black in the Ivory Tower (*Cell*) [47]
- Strategies to Avoid Bias in Letters of Recommendation [48]
- Gender Bias Calculator [49]

**Selected publications**

9. Yancey AK, Ortega AN, Kumanyika SK. Effective recruitment and retention of minority


