

Engaging Basic Science Researchers Task Force Report

APPROVED BY THE DEAN AND VICE DEAN ON JULY 2019

Origin of Task Force

The request for a task force on engaging basic sciences researchers arose from a request to the 2017-2018 Diversity Cabinet from its graduate student and postdoc representatives.

Mission of the Task Force

Identify Problem

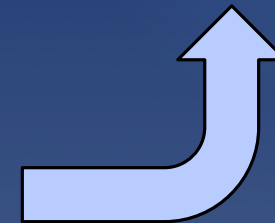
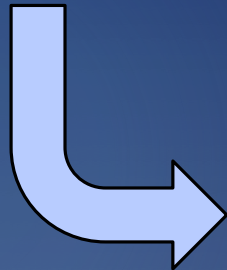
To identify opportunities for improvement in the Basic Science research community that foster an inclusive culture.

Goal

To actively demonstrate that excellent research and diversity efforts are complimentary.

Next Steps

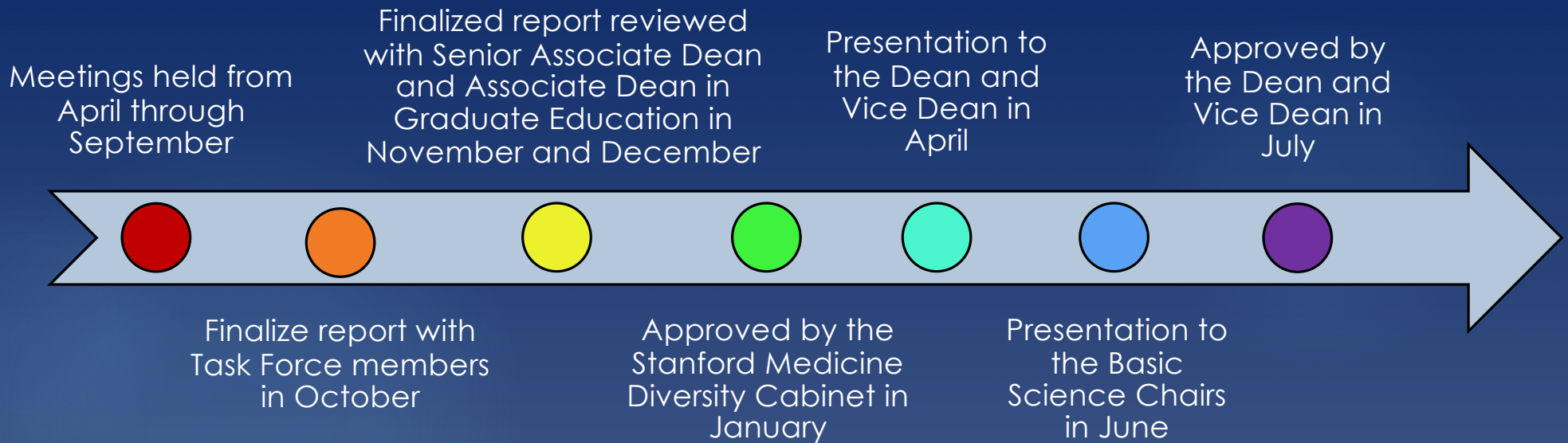
From these opportunities, we identified recommendations and additional guidance.



Members of the Task Force

- **Eddy Albarran (Co-Chair)**, Graduate Student, Neurosciences
- **Ioana Marin (Co-Chair)**, Postdoctoral Research Fellow, Biology
- **Karen Artiles**, Laboratory Manager, Pathology and Genetics
- **Ariel Calderon**, Graduate Student, Immunology
- **Alan Ceaser**, Former Postdoctoral Research Fellow, Psychiatry and Behavioral Sciences
- **Magali Fassio**, Assistant Dean, Office of Faculty Development and Diversity
- **KC Huang**, Associate Professor, Bioengineering and Microbiology & Immunology
- **Shaila Kotadia**, Director of Culture and Inclusion, School of Medicine
- **Daniel Madison**, Associate Professor, Molecular & Cellular Physiology
- **Jennifer Raymond**, Professor, Neurobiology
- **Robin Sugiura**, Associate Director of Programs, Office of Postdoctoral Affairs
- **Bryan Thomas**, Assistant Director of Graduate Education - Diversity and Retention
- **Karen Vesey**, Director, Talent Management Strategies, Human Resources Group

Timeline of Task Force



Identified opportunities for enhancing diversity and inclusion in the basic sciences

1

There is an impression that there are opportunities for enhancing diversity and inclusion efforts in the basic sciences.

2

Students, postdocs, and staff feel a barrier to speaking about diversity issues with their advisors. They felt that an interest in diversity had the effect of reflecting poorly on their scientific ability.

3

Faculty and staff identified a lack of education on how to incorporate diversity and inclusion best practices to promote excellence and productivity in research.

Recommendations

1: Enhance the incentives structure for faculty to include diversity, equity, and inclusion activities. Create awareness of the benefits of having faculty engaged in diversity, equity, and inclusion practices.

2: Provide more education on and engagement opportunities with diversity, equity, and inclusion topics and issues for faculty, staff, and trainees in the Basic Sciences.

3: Generate an effective toolkit of practice for a more inclusive environment for faculty, staff, and trainees in the Basic Sciences.

Recommendation 1

Enhance the incentives structure for faculty to include diversity, equity, and inclusion activities. Create awareness of the benefits of having faculty engaged in diversity, equity, and inclusion practices.

Recommendation 1 guidance

- **Faculty Engagement:** Adapt the Office of Graduate Education faculty engagement tool for Basic Science faculty so that individual contributions to diversity and inclusion efforts are recognized.
- **Award recognition:** Fund 1-2 team or individual recognition awards for Basic Science faculty-led projects that have contributed strongly to diversity, equity, and inclusion initiatives.
- **Faculty Liaisons:** Create an Office of Faculty Development & Diversity Liaison program in the Basic Sciences parallel to the Clinical Liaison program.
- **Tenure & Promotion:** Add statements on equity and inclusion-related contributions to faculty candidate statements that is part of every reappointment and promotion action. Recommend that department and school reviewers consider this as part of the candidate's citizenship/mentoring/teaching contributions during the review process.
- **Graduate Fellowships:** Increase collaboration with Stanford University partners that offer graduate fellowships and with Stanford University graduate admissions committees to strengthen the focus on diversity in graduate fellowships.

Recommendation 2

Provide more education on and engagement opportunities with diversity, equity, and inclusion topics and issues for faculty, staff, and trainees in the Basic Sciences.

Recommendation 2 guidance

- **Onboarding Course:** Collaborate with Stanford University to create a course on diversity, equity, and inclusion for each constituency in the Basic Sciences to be used during onboarding and provide ongoing refresher courses. Add sessions on the importance of diversity, equity, and inclusion for research groups to existing training programs.
- **Ongoing Education:** Provide funding for education and projects that reaches Basic Sciences constituents for a deeper understanding of diversity, equity, and inclusion. Create an application process similar to the Diversity Innovation Funds.
- **Conferences:** Fund faculty and trainees to attend scientific conferences that emphasize the importance of diversity, equity, and inclusion.
- **Inclusive Lab Culture:** Create a community of practice for research staff on establishing an inclusive lab culture.
- **Messaging:** Increase messaging on the importance of diversity, equity, and inclusion for achieving the tripartite research, clinical, and education mission of the School of Medicine.

Recommendation 3

Generate an effective toolkit of practice for a more inclusive environment for faculty, staff, and trainees in the Basic Sciences.

Recommendation 3 guidance

- **D-CORE:** Make the Diversity Center of Representation and Empowerment (D-CORE) space more visible for Basic Science activities, events, and workshops.
- **Toolkit:** Create a scalable toolkit to help faculty increase the success of their labs and classes through inclusive and equitable practices.
- **Hiring Practices:** Build a resource of best practices for equitable hiring of Basic Sciences faculty.
- **Unconscious Bias Workshops:** Expand the Office of Faculty Development & Diversity's Unconscious Bias online and in-person workshops to address the Basic Sciences.
- **Tracking Tool:** Generate a tracking tool of job/career outcomes, university service, student and trainee organizational commitments, and diversity efforts for graduate students and postdocs in the Basic Sciences that can be analyzed by demographics and specialty to identify potential disparities and solutions.