

RESEARCH ADVISORY BOARD (RAB)
August 11, 2020 from 8:30 – 10:00 a.m. by Zoom

AGENDA

Topic

1. Promoting Diversity, Equity & Inclusion in Research:

- Creating an anti-racist culture across our research enterprise
- African-American under-representation in laboratories

Speakers/ Timeline:

- **8:30 – 8:50: Carol Gross**, PhD, Professor, Department of Microbiology and Immunology
- **8:50 – 9:10: Chase Webb**: National Science Foundation Fellow, Co-President Black Excellence in STEM @ UCSF, UCSF Discovery Fellow. PhD Candidate, Manglik & Shoichet Labs
- **9:10 – 9:30: Michael Penn**: MD, PhD, Director of Diversity in Basic Science Faculty, Office of Diversity and Outreach
- **9:30 – 10:00: Open Discussion**

Meetings are on the 2nd Tuesday of each month.

2020 Meetings:

- *January 14*
- *February 11*
- *March 10*
- *April 14*
- *May 12*
- *June 9*
- *July 14 - canceled*
- *August 11*
- *September 8*
- *October 13*
- *November 10*
- *December 8*

Diversity/Inclusion Efforts in the Basic Sciences

7-5-20

Efforts to Increase Faculty Diversity in the Basic Sciences

History

1. Student-Faculty Diversity Committee drafted letter to Dan Lowenstein/Sam Hawgood requesting funds for a basic science wide faculty search. Letter was endorsed by all Basic Science Department Chairs and grad program directors.
2. Request was approved (funds and FTEs from various places)
3. Across department search committee chaired by Carol Gross and Dave Morgan (Asst Dean for research; Med School) was constituted. Michael Penn (ex-officio; from Renee Navarro's Office played a key role)
4. Searches were conducted for 2 years, with extensive outreach to relevant candidates

Efforts to Increase Faculty Diversity in the Basic Sciences

Outcomes

1. Three faculty were hired through this mechanism thus far:

Jason Sello (Pharm Chem)

David Booth (Biochemistry)

Allison Williams (CMP)

2. The search nucleated a new hire in Neurology (Corey Harwell)

3. Tejal Desai has launched a Bio-engineering specific search using our template

Efforts to address Anti-Black Racism in the Basic Sciences Triggered by BLM/George Floyd Video/Demonstrations

History

1. Modified quarterly meeting (June 17, 2020) of Student Faculty Basic Sciences Diversity Committee—about 30 additional graduate students were invited
 - a. Tanja Kortemme (Biophysics grad director) presented their DEI plan
 - b. Students made a presentation of their top concerns
(abstracted from their petition to Graduate Division)

Efforts to address Anti-Black Racism in the Basic Sciences Triggered by BLM/George Floyd Video/Demonstrations

Action outcomes

1. Established 2 task forces (D'Anne Duncan and Carol Gross, co-chairs) that will report back to the Student-Faculty Diversity Committee

Task Force #1:

This faculty-grad division, Deans Office, task force will to provide a document with existing Grad Division strategies relevant DEI /anti-black racism

Task Force #2:

This student-faculty task force across all basic science programs will work on DEI /anti-black racism strategies to be adopted by all programs

2. Transparency: all notes from Student-Faculty Diversity Committee and Task forces will be posted on Grad Div website (Diversity page: committees)

Task force #1:

Goal: provide a document with existing Grad Division strategies relevant to DEI anti-black racism issues

Progress

1. Grad Division collated current and proposed courses/programs for students (Grad Div DEI Initiatives)
2. Meeting 1 (6-10-20): Discussed the programs, relationship between Grad div initiatives and graduate program efforts
3. Meeting #2 (scheduled): Discuss faculty trainings, unsolved issues
Results of these meetings is communicated to Task Force #2

Task Force #2:

Goal: work on DEI /anti-black racism strategies to be adopted by all programs + develop strategies for difficult issues, test them and report back to committee

Progress:

1. Prior to the meeting, all graduate programs submitted their DEI plans to the task force
Carol collated them to serve as a basis for the discussion

2. Meeting #1 (6-20-20). Discussion of:

key points in document

student demands for transparency and accountability

incorporation of anti black racism training and visibility,

start short term but think about long term structural changes

3. Carol met with 6 black/African American students on task force to make sure we are addressing their concerns

4. Todd Nystul (task force member) developed a collated document with input from D'Anne and Carol—to be distributed as basis for 2nd meeting

5. Meeting #2 is currently being scheduled.