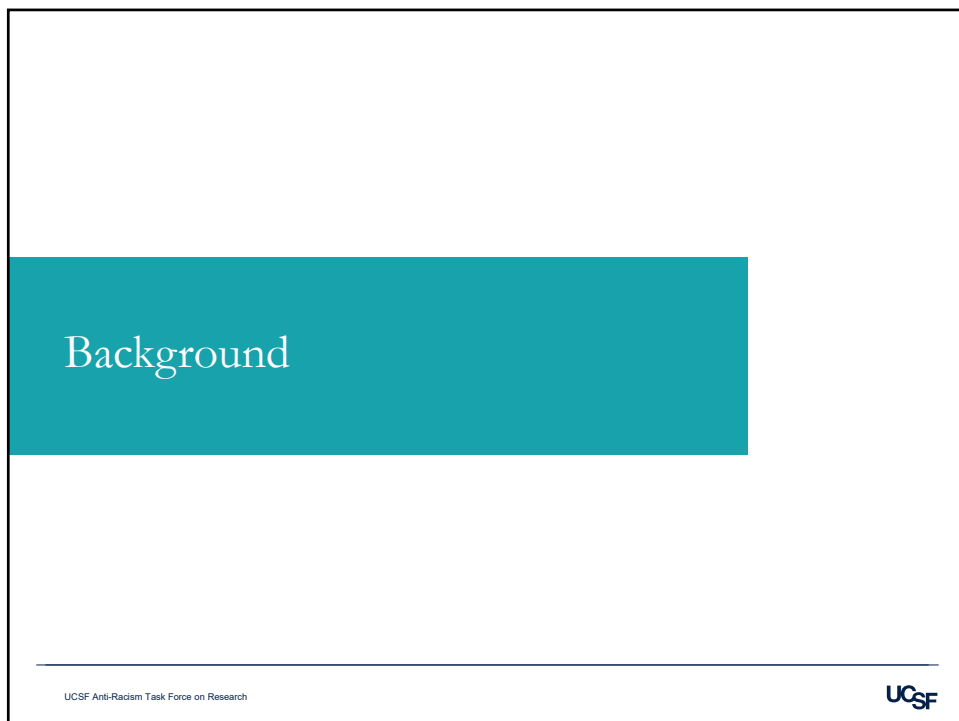


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Proposal & Guiding Principles

- Group of 5
 - Malcolm John, MD, MPH
 - Monica R. McLemore, PhD, MPH, RN, FAAN
 - Tung Nguyen, MD
 - Jason Sello, PhD
 - George Taylor, DMD, MPH, DrPH
- Community Engagement and Involvement
- Faculty, Students, and Staff Participation
- Compensation for anti-racism-related work
- Reduce minority tax

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UCSF Office of Research Task Force on Equity and Anti-Racism in Research

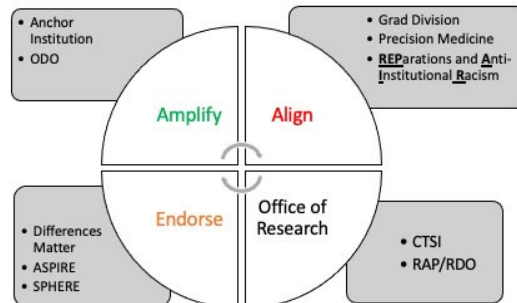
- Task Force chartered to report to Executive Vice Chancellor and Provost
- Develop recommendations for UCSF to implement with specific focus on anti-Black racism

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Anti-Racism Taskforce Positionality



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Task Force Membership & Composition

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Methods

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Methods

- Biweekly Meetings & Agendas
- Developing Recommendations
- Community & Public Comment

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Development of Recommendations

- 7 subgroups identified by themes
 - Partnerships & community engagement
 - Office of Research (RAP, CTSI, IRB)
 - People (Diversify research teams)
 - Developing Resources and Capacity
 - Precision Medicine
 - Anti-Racism in Research
 - RAP Grant Reviewer Process
- Subgroups submitted recommendations
- **Organized & refined recommendations by themes for public comment**

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Community & Public Comment

- Recommendations distributed widely across UCSF and beyond for 10-day public comment period
- Subgroup for Public Comment duties included:
 - Categorize public comments/suggestions
 - Report findings to Task Force
 - Determine process to organize public comments/suggestions
 - Itemize/clarify needs by individual recommendation
 - Implementation suggestions/additional considerations
 - Suggestions for alterations/revisions
 - Comments that disagree
 - Laudatory comments
- Integrate comments/suggestions to final recommendations

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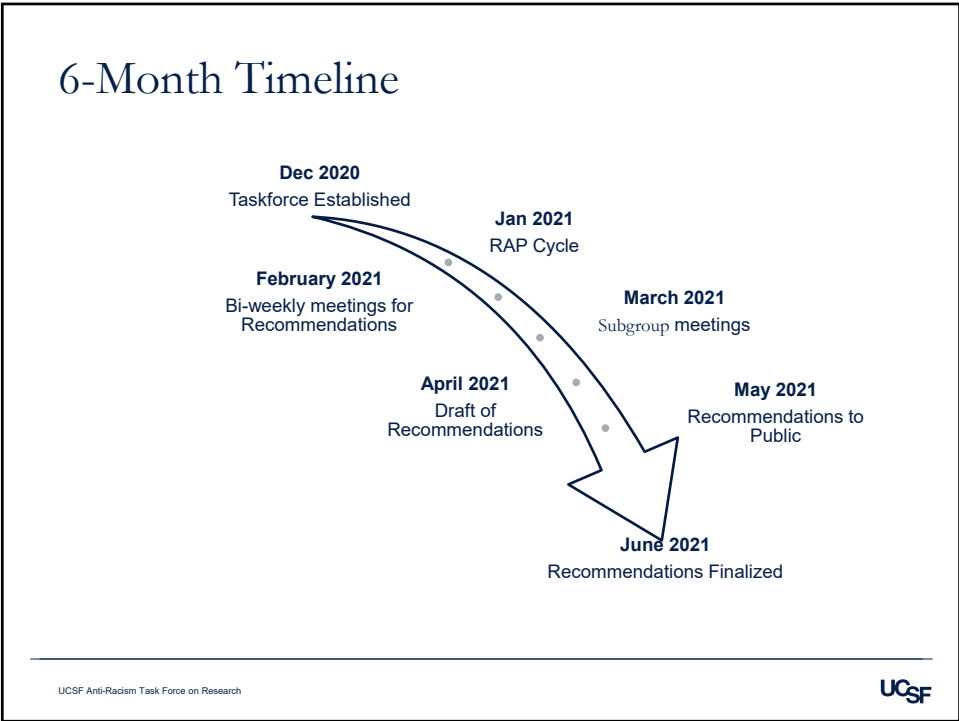
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Task Force Accomplishments

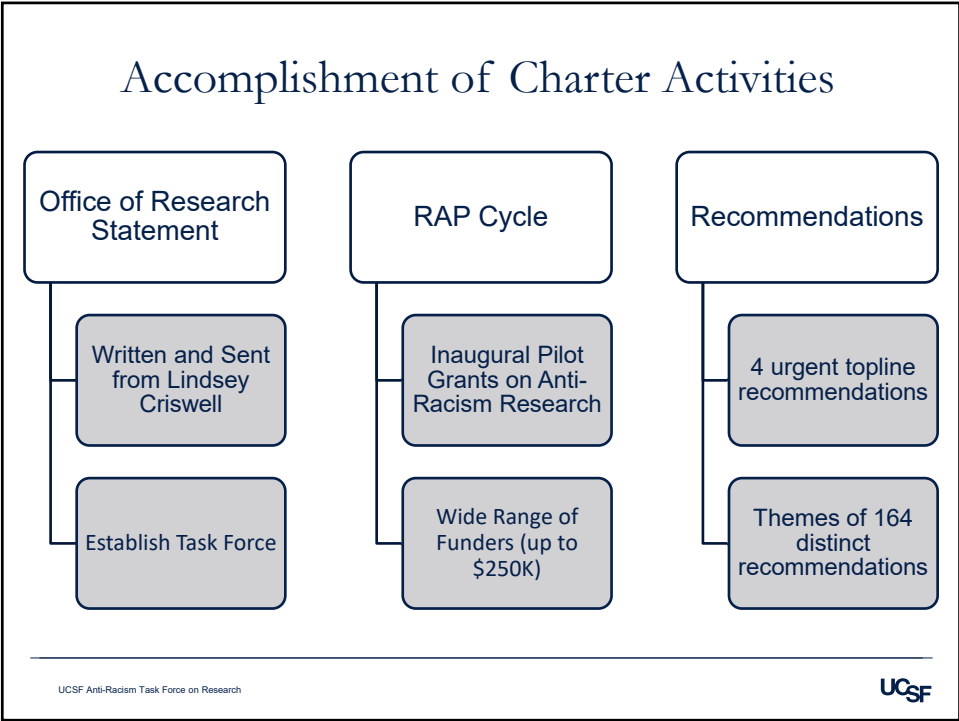
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URGENT TOP LINE RECOMMENDATIONS

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I. Accountability: Establish accountability system for ongoing implementation & sustained progress on anti-racism and equity strategic goals for UCSF research

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Permanent Leadership & Committee Structure

- **Appoint & support an Office of the Associate Vice Chancellor for Research Equity, Diversity, and Inclusion** with joint appointment in Office of Research and Office of Diversity & Outreach
- **Convert Anti-Racism in Research Task Force into standing committee** within Office of Research reporting to Associate Vice Chancellor for Research Equity, Diversity, and Inclusion
- **Create Advisory Board** that engages diverse communities to set priorities, review grants, etc. **to hold Office of Research accountable**
- **Establish and support Black Health Center of Excellence** with visible leadership of Black faculty and staff

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Progress on Anti-Racism Goals in Research: Tracking Key Metrics

- **Create dashboards**
 - Race-ethnicity of participants in clinical research studies
 - Race-ethnicity of research faculty, trainees, staff
- **Create metrics** to assess salary equity, research space, research support
- Include **Lay Summaries** in RAP grants for **community-level review**
- Explore feasibility of creating tracking system to **measure diversity of type of research**
- **Evaluate and provide continual feedback for UCSF Leadership** on their record and demonstrated commitment to DEI

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II. Promote & support UCSF Anti-Racism Scholarship: Understanding & Uprooting Racial Hierarchies and their consequences

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RAP Anti-Racism Research Program

- **Sustain & grow RAP anti-racism program**
- Commitment of **funding** (CTSI, Academic Senate, others)
- **Expand partnerships** to institutional partners (Cancer Center, Preterm Birth Initiative, etc.) and UCSF-operated/affiliated health systems (UCSF Health, SFGH, etc.)
- Advocate for anti-racism research pilot awards **integrated into national network** of CTSA programs
- **Establish and sustain oversight committee for RAP** anti-racism research program

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Revamp RFP Language and all Procedures

- **Standardize guidelines** for definitions and use of racial categorizations and constructs in research proposals
- Continue to **iterate definition and essential criteria** of anti-racism research in RAP RFPs
- Develop formal **guidelines to score** anti-racism research proposals
- **Partner with and support community members** in reviewing proposals and **expand** this model to other RAP programs (e.g. orientation and training, compensation)
- RAP Anti-Racism Research **Committee to oversee processes** (RFP, scoring processes, etc.)
- **For all RAP programs:**
 - Partner with and support community members on review committees
 - Integrate scoring criteria for **equity and anti-racism**

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Amplify UCSF Anti-Racism Research Teams

- Identify **dedicated** staff at UCSF Office of Communications for **anti-racism and health equity research**; support UCSF researchers for **dissemination** to internal/external audiences
- Establish **Chancellor's Awards** to honor leaders in **Anti-Racism Scholarship**
- Recruit and partner with researchers skilled in **critical race theory and social scientists**

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Anti-Racism Framework in Research

- Strengthen **capacity and competence** for all UCSF researchers in **anti-racism** framework
- CTSI consult service with focus on **anti-racist constructs and methodologies in research**
- Expand CTSI Design & Implementation consultation to integrate **qualitative human-centered research methodology**
- Create required **course on “Racism in Research and Science”** for all federally funded researchers with incentives
- Create program in HRPP to **educate IRB Committee members on anti-racist research** principles and methods
- Create and **enforce equity and diversity standards** for all human subjects research
- **Hire bi/multilingual and bicultural research teams** to be more **inclusive of non-English speaking** participants

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III. Diversify UCSF Research Workforce:

Create & support more diverse academic, non-academic faculty researchers, trainees, and staff

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Recruit, Support, Retain: Black & other URM Faculty

- Strengthen and expand **pathway programs** for postdocs and fellows **to become faculty**
- Provide **funding** for postdoctoral candidates for **in-person interviews**
- Prioritize **funding research packages for retention** of URM faculty (e.g. housing assistance, financial advising services)
- **Prioritize recruitment** of candidates who are alumni of **HBCU, HSI, CSU, and community colleges**
- Sustain CTSI program to facilitate **NIH Diversity Supplements**

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Recruit, Support, Retain: Black & other URM Faculty (cont.)

- **Prioritize recruitment of diverse mid to senior-level** multidisciplinary faculty researchers and departmental leaders to **develop** research and institutional programs and **mentor** trainees
- Create & fund positions in Offices of Deans/Department Chairs with **key training opportunities for URM** to create pathway programs for **leadership positions**

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Revise Criteria for Advancement & Promotion of Faculty and Staff

- Bolster importance and impact of Statement of Diversity section of advance CV; disseminate criteria for evaluation
- Recognize **co-author publications with community partners** for academic advancement
- For merit & promotion packets, include **statement of community engagement or partnership**
- **Weight community engagement** similar to teaching, research, service, professional competence

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Recruit Students of Color for PhD Training

- **Establish and fund programs to recruit Students of Color** for PhD training
- **Expand** summer research programs for **undergraduates**
- Provide **funds to address costs of relocating** to SF Bay Area
- **Expand relationships with HBCU**, colleges and universities with diverse populations

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Diversify Research Teams

- **Sustain and expand SF BUILD Clinical Research Coordinators program** to train HBCU, HSI, state and community college students and graduates for research-related jobs
- Develop hiring program to **train community members for research-related jobs**
- **Empower** research coordinators and research assistants as **leaders in research projects**
- **Track advancement and develop advancement** opportunities for non-faculty research team members

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Eliminate Minority Tax

- **Compensate BIPOC faculty, staff, students for anti-racism work**
- **Compensate mentors** through internal K24-like mechanisms to provide **protected time to mentor** URM trainees/trainees in disparities research
- **Compensate and add criteria for advancement for participation** on committees, task forces, working groups, etc. from trainees to senior leadership

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IV. Community Engaged Research: Foundational operating principle for anti- racism and equity research enterprise

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More Resources for Community-Engaged Research Infrastructure

- Create dedicated, sufficient, and sustained **funding base for community engagement activities** at UCSF for long-term and non-transactional relationships based on funding
- **Funding of community engagement costs** to support community-led/community-engaged research in Chancellor's funds, Academic Senate funds, etc.
- **Requirement for community representatives** with adequate **compensation** on research projects
- Create ongoing campus-wide funding mechanisms for **bridge funding of community engaged work**
- **Establish University-wide "minimum wage"** for all community members who participate in community engagement activities (e.g. speakers, educators)

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Support & Recognize Community Research Partners

- Create **Community Faculty designation** for community research partner leaders
- Create **Watson Scholar** equivalent for **community partners**
- Provide **funding for academic conferences for community research partners** to present jointly with UCSF partners

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Accountability System: Progress on anti-racism and equity strategic goals

- Systematically **elicit community input** on research priorities and provide resources (access to UCSF researchers) to address priorities and other community needs
- Create **UCSF Partnership Course** for researchers and community partners
- **Scale up dissemination and use of** community-engaged research resources and toolkits

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Next Steps & Moving Forward

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Next Steps

- Resource Allocations
 - Humans, Money, Space, and Time
- Final report submitted to UCSF Leadership
- Anti-Racism Task Force on Research to continue

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Thank you



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