UCSF Office of Research
Task Force on Equity and Anti-Racism in Research
November 15, 2021
Monica R. McLemore PhD, MPH, RN, FAAN
Associate Professor and Thelma Shobe Endowed Chair
Department of Family Health Care Nursing

Background
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

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
Anti-Racism Taskforce Positionality

- Amplify
  - Anchor Institution
  - ODO
- Align
  - Grad Division
  - Precision Medicine
  - REAP for Anti-
    Institutional Racism
- Endorse
  - Differences Matter
  - ASPIRE
  - SPHERE
  - CTSI
  - RAP/RRD
- Office of Research

Task Force Membership & Composition
Methods
Methods

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

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
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
6-Month Timeline

Dec 2020
Taskforce Established

Jan 2021
RAP Cycle

February 2021
Bi-weekly meetings for
Recommendations

March 2021
Subgroup meetings

April 2021
Draft of
Recommendations

May 2021
Recommendations to
Public

June 2021
Recommendations Finalized

Accomplishment of Charter Activities

Office of Research
Statement
  - Written and Sent from Lindsey Criswell
  - Establish Task Force

RAP Cycle
  - Inaugural Pilot Grants on Anti-Racism Research
  - Wide Range of Funders (up to $250K)

Recommendations
  - 4 urgent topline recommendations
  - Themes of 164 distinct recommendations
URGENT TOP LINE RECOMMENDATIONS

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

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

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
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**

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**
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

III. Diversify UCSF Research Workforce:
Create & support more diverse academic, non-academic faculty researchers, trainees, and staff
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

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
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

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
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**

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

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)
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

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
Next Steps & Moving Forward

Next Steps

- Resource Allocations
  - Humans, Money, Space, and Time

- Final report submitted to UCSF Leadership

- Anti-Racism Task Force on Research to continue
Thank you