

## Research Task Force



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.

## Task force members

### NEW: 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-19, 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



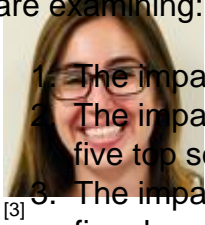
**Susanna Fryer, PhD** [11]



**Susan Voglmaier, MD, PhD** [12]

Co-chair

Co-chair



**Johanna Folk, PhD** [13]



**Lauren Haack, PhD** [14]



**Kaja LeWinn, ScD** [15]



**Rachel Nosheny, PhD** [17]

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](mailto:lauren.haack@ucsf.edu).



**David Pennington, PhD** [19]

### UCSF Psychiatry and Behavioral Sciences Minority Mentoring Award

The UCSF Department of Psychiatry and Behavioral Sciences' annual Minority Mentoring Award was established to recognize excellence in research mentorship of departmental trainees who are underrepresented minorities in the psychiatric and biobehavioral research fields. Our nomination cycle for this year's award has concluded and nominations will open for next year's award in early 2021.

### National grants for women and minority trainees

- APF awards [10]
- APF research [11]
- APA fellowships [12]
- ACNP travel awards [13] for minorities and research awards for women
- BRAIN Initiative Advanced Postdoctoral Career Transition Award to Promote Diversity [14]
- HHMI Hannah H. Gray Fellows Program [15]
- L'Oréal USA Women in Science Program [16]
- NIH: Enhancing Diversity in Training Programs [17]
- RWJF Harold Amos Medical Faculty Development Program [18]
- Vilcek Prizes for Creative Promise in Biomedical Science [19]

### UCSF grants and other resources

- Center for Aging in Diverse Communities Scientist Program [20]

- Office of Diversity and Outreach listing of diversity grants [21]
- Office of Diversity and Outreach listing of health disparities grants [22]
- RAP: SOS for Underrepresented Faculty [23]
- RAP: Family Support Awards [24]

## NIH diversity supplements

Per NIH guidelines [25], an under-represented minority in biomedical research includes:

- The following racial and ethnic groups: African Americans, Hispanic Americans, 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 [26].

## UCSF research centers focusing on women and minority populations

- Center for AIDS Prevention Studies [27]
- Center for Vulnerable Populations [28]
- Center of Excellence for Transgender Health [29]
- Center of Excellence for Women's Health [30]
- Center for Aging in Diverse Communities [31]
- CTSI Community Engagement Program [32]
- Medical Effectiveness Research Center for Diverse Populations [33]

## Recommended reading

- Antiracism Resources, Support, and Action [34]
- Talking About Race and Inequity in Science: Guide for Faculty [35]
- Talking About Race and Inequity in Science: Guide for Students and Postdocs [36]
- Programmatic Efforts at the National Institutes of Health to Promote and Support the Careers of Women in Biomedical Science (*Academic Medicine*) [37]

## Selected publications

1. Magruder KM, Bichun Ouyang, Miller S, Tilley BC. Retention of under-represented minorities in drug abuse treatment studies. *Clin Trials*. 2009 Jun;6(3):252-60. PubMed PMID: 19528134 [38].
2. Burns D, Soward AC, Skelly AH, Leeman J, Carlson J. Effective recruitment and retention strategies for older members of rural minorities. *Diabetes Educ*. 2008 Nov-Dec;34(6):1045-52. PubMed PMID: 19075086 [39].
3. Baquet CR, Henderson K, Commiskey P, Morrow JN. Clinical trials: the art of enrollment. *Semin OncolNurs*. 2008 Nov;24(4):262-9. PubMed PMID: 19000600. [40]
4. Davis RM, Hitch AD, Nichols M, Rizvi A, Salaam M, Mayer-Davis EJ. A collaborative

approach to the recruitment and retention of minority patients with diabetes in rural community health centers. *Contemp ClinTrials*. 2009 Jan;30(1):63-70. Epub 2008 Sep 16. PubMed PMID: 18824135. [41]

5. Robinson JM, Trochim WM. An examination of community members', researchers' and health professionals' perceptions of barriers to minority participation in medical research: an application of concept mapping. *EthnHealth*. 2007 Nov;12(5):521-39. PubMed PMID: 17978947. [42]
6. El-Khorazaty MN, Johnson AA, Kiely M, El-Mohandes AA, Subramanian S, Laryea HA, Murray KB, Thornberry JS, Joseph JG. Recruitment and retention of low-income minority women in a behavioral intervention to reduce smoking, depression, and intimate partner violence during pregnancy. *BMC PublicHealth*. 2007 Sep 6;7:233. PubMed PMID: 17822526 [43]; PubMed Central PMCID: PMC2020481.
7. Katz RV, Kegeles SS, Kressin NR, Green BL, Wang MQ, James SA, Russell SL, Claudio C. The Tuskegee Legacy Project: willingness of minorities to participate in biomedical research. *J Health Care Poor Underserved*. 2006 Nov;17(4):698-715. PubMed PMID: 17242525; [44] PubMed Central PMCID: PMC1780164.
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9. Yancey AK, Ortega AN, Kumanyika SK. Effective recruitment and retention of minority research participants. *Annu Rev Public Health*. 2006;27:1-28. Review. PubMed PMID: 16533107. [46]
10. Wiemann CM, Chacko MR, Tucker JC, Velasquez MM, Smith PB, DiClemente RJ, von Sternberg K. Enhancing recruitment and retention of minority young women in community-based clinical research. *JPediatr Adolesc Gynecol*. 2005 Dec;18(6):403-7. PubMed PMID: 16338606. [47]
11. Keller CS, Gonzales A, Fleuriet KJ. Retention of minority participants in clinical research studies. *West J Nurs Res*. 2005 Apr;27(3):292-306. PubMed PMID: 15781904. [48]
12. Dilworth-Anderson P, Williams SW. Recruitment and retention strategies for longitudinal African American caregiving research: the Family Caregiving Project. *J Aging Health*. 2004 Nov;16(5 Suppl):137S-56S. PubMed PMID: 15448291. [49]
13. Moreno-John G, Gachie A, Fleming CM, Nápoles-Springer A, Mutran E, Manson SM, Pérez-Stable EJ. Ethnic minority older adults participating in clinical research: developing trust. *J Aging Health*. 2004 Nov;16(5 Suppl):93S-123S. PubMed PMID: 15448289. [50]
14. Stahl SM, Vasquez L. Approaches to improving recruitment and retention of minority elders participating in research: examples from selected research groups including the National Institute on Aging's Resource Centers for Minority Aging Research. *J Aging Health*. 2004 Nov;16(5 Suppl):9S-17S. PubMed PMID: 15448284. <http://www.ncbi.nlm.nih.gov/pubmed/15448284> [51]
15. Steinke EE. Research ethics, informed consent, and participant recruitment. *Clin Nurse Spec*. 2004 Mar-Apr;18(2):88-95; quiz 96-7. Review. PubMed PMID: 15164670. [52]
16. Areán PA, Alvidrez J, Nery R, Estes C, Linkins K. Recruitment and retention of older minorities in mental health services research. *Gerontologist*. 2003 Feb;43(1):36-44. PubMed PMID: 12604744. [53]
17. Levkoff S, Sanchez H. Lessons learned about minority recruitment and retention from the Centers on Minority Aging and Health Promotion. *Gerontologist*. 2003 Feb;43(1):18-26. Review. PubMed PMID: 12604742. [54]
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20. Gilliss CL, Lee KA, Gutierrez Y, Taylor D, Beyene Y, Neuhaus J, Murrell N. Recruitment and retention of healthy minority women into community-based longitudinal research. *J Womens Health Gen Based Med*. 2001 Jan-Feb;10(1):77-85. PubMed PMID: 11224947. [57]

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### Links

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- [3] <http://profiles.ucsf.edu/johanna.folk>
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- [9] <mailto:lauren.haack@ucsf.edu?subject=Trainee%20interested%20in%20research>
- [10] <http://www.americanpsychiatricfoundation.org/what-we-do/awards>
- [11] <http://www.americanpsychiatricfoundation.org/what-we-do/research>
- [12] <http://www.americanpsychiatricfoundation.org/get-involved/fellowships/minority-fellowships>
- [13] <https://acnp.org/annual-meeting/travel-awards/>
- [14] <http://www.braininitiative.nih.gov/funding-opportunities/brain-initiative-advanced-postdoctoral-career-transition-award-promote-diversity>
- [15] <http://www.hhmi.org/programs/hanna-h-gray-fellows-program>
- [16] <https://www.lorealusa.com/csr-commitments/!%E2%80%99or%C3%A9al-usa-for-women-in-science-program>
- [17] <http://www.nigms.nih.gov/Training/Diversity/Pages/Approaches.aspx>
- [18] <https://www.rwjf.org/en/library/funding-opportunities/2019/harold-amos-medical-faculty-development-program-cfa.html>
- [19] <http://www.vilcek.org>
- [20] <https://cadc.ucsf.edu/rfa-2019>
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- [23] <https://rap.ucsf.edu/under-represented-faculty-senior-fellows-clinical-and-translational-research-awards>
- [24] <https://rap.ucsf.edu/family-support-award>
- [25] <http://grants.nih.gov/grants/guide/pa-files/PA-12-149.html>
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- [34] <https://graduate.ucsf.edu/antiracism-resources>
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- [36] <https://graduate.ucsf.edu/student-racism-dialogue>
- [37] [http://journals.lww.com/academicmedicine/Abstract/publishahead/Programmatic\\_Efforts\\_at\\_the\\_National\\_Institutes\\_](http://journals.lww.com/academicmedicine/Abstract/publishahead/Programmatic_Efforts_at_the_National_Institutes_)
- [38] <http://www.ncbi.nlm.nih.gov/pubmed/19528134>
- [39] <http://www.ncbi.nlm.nih.gov/pubmed/19075086>
- [40] <http://www.ncbi.nlm.nih.gov/pubmed/19000600>
- [41] <http://www.ncbi.nlm.nih.gov/pubmed/18824135>
- [42] <http://www.ncbi.nlm.nih.gov/pubmed/17978947>
- [43] <http://www.ncbi.nlm.nih.gov/pubmed/17822526>
- [44] <http://www.ncbi.nlm.nih.gov/pubmed/17242525>
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- [46] <http://www.ncbi.nlm.nih.gov/pubmed/16533107>
- [47] <http://www.ncbi.nlm.nih.gov/pubmed/16338606>
- [48] <http://www.ncbi.nlm.nih.gov/pubmed/15781904>
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- [50] <http://www.ncbi.nlm.nih.gov/pubmed/15448289>
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- [53] <http://www.ncbi.nlm.nih.gov/pubmed/12604744>
- [54] <http://www.ncbi.nlm.nih.gov/pubmed/12604742>
- [55] <http://www.ncbi.nlm.nih.gov/pubmed/12019934>
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