

BMS DEI Town Hall

8/31/2020



Transparency and Communication

- Town Halls
 - July 1 (students only), today, annually
 - BMS DEI Practices: shorturl.at/bcxIW
- Website
 - DEI practices, policies and commitment
 - Data
- Consistency

Accountability and Education

- For faculty
 - Thesis Mentor Development Program (now Graduate Faculty Development Program)
 - Membership policy recently updated to include:
 - The Executive Committee will revoke program membership at any time for conduct detrimental to the program, including but not limited to Scientific Misconduct or violations of the University Code of Conduct.
 - We expect all BMS faculty members to represent and uphold UCSF values of Professionalism, Respect, Integrity, Diversity and Excellence.
 - Bi-directional feedback for rotation evaluations
 - SAFE system for anonymous feedback

Graduate Faculty Development Program

<https://mentoring.ucsf.edu/>

Graduate Program Policies

COVID-19 Resources

IDPs

Resources

Trainings

NEW

- DEI Champions Training replacing “Sharpening your Mentoring Skills” as the core training
- Major topics:
 - Mentoring across differences
 - Understanding student wellness and mental health
 - Communicating expectations

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Trainings

NEW

- DEI Champions Training replacing “Sharpening your Mentoring Skills” as the core training
- Past and recurring events include:
 - “Race and Mentorship: a facilitated conversation between faculty and students about race and mentorship in science” with Dr. Carlos Hoyt, Jr., PhD
 - “Promoting Student Mental Health” led by Student Health professionals
 - Peer-to-peer workshops and discussion groups (coordinated by Bassem Al-Sady)

BMS faculty members are required to participate!

- DEI Champions or SyMS + ≥ 1 additional approved event every year.
- Failure to participate = no rotation students, non-renewal of membership at 3-year review

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Accountability and Education

- For students
 - Bi-directional feedback for rotation evaluations
 - New Curriculum additions:
 - GRAD202 Race and Racism in Science, starting fall 2020
3 units, required for 1st year students
 - 3 mini-courses offered in 2021
 - DEI Leadership Training Course: elective with a service learning component and funds for project work
 - Community circles, a restorative justice initiative for community building and conflict resolution



Building Diversity

- Outreach

- National and regional meetings

- Historically Black Colleges and Universities (HBCUs) and other minority serving institutions (MSIs)

- SEP, SRTP

- Admissions and Recruiting

- Holistic review process

- Grad-division wide audit and sharing of best practices

- IMSD Program leveraged with Grad Division funds



- Faculty

- Advocate for education of search committees and hiring managers for BMS sanctioned searches

- Recognize excellence in DEI efforts and mentorship



Please get involved!

- Diversity, Equity and Inclusion Committee
 - Faculty and student membership
 - Faculty chair to be DEI Lead for BMS in a Grad Div cmte.
- Graduate Faculty Development Program
 - develop and/or lead workshops and discussions.
 - Attend “train-the-trainers” events (e.g. CIMER, NIH OITE)
- Outreach visits (currently virtual!)
- TA training task force
- Educate yourself. Talk about racism with your lab. Volunteer to help ongoing efforts.

A call to action:

Striving for racial justice in academic biology

An initiative sponsored by the Society for the Advancement in Biology Education Research (SABER) focused on promoting awareness, understanding and commitment to change academic biology environments to be more inclusive and strive for racial justice in STEM education. This 7-part series includes four discussions and three research seminars with the intended audience of biologists and biology education researchers. All 1-hour sessions will be virtual and administered through Zoom; sessions will be recorded and posted on the SABER website for viewing afterwards. We are excited that speakers will be compensated for their time and this event is co-sponsored by Arizona State University's HHMI Inclusive Excellence Project, SEISMIC Collaboration, and University of California Santa Barbara.

https://saberbio.wildapricot.org/Diversity_Inclusion

SABER discussion

"Race REALLY matters."

Date: Thursday, Aug. 27

Time: 9 a.m. (PT) // 10 a.m. (MT) // 11 a.m. (CT) // noon (ET)

Speaker: David Asai, PhD, Howard Hughes Medical Institute

Zoom: asu.zoom.us/j/94994705381

SABER discussion

"Actionable steps toward equity in STEM."

Date: Thursday, Sep. 10

Time: 10 a.m. (PT) // 11 a.m. (MT) // noon CT) // 1 p.m. (ET)

Speakers: Star Sharp, Penn State University, John Matsui, PhD, UC Berkeley

Zoom: asu.zoom.us/j/93202762402

SABER discussion

"Lessons from a hot spring: Authentic transformation in the higher education classroom."

Date: Monday, Sep. 21

Time: 9 a.m. (PT) // 10 a.m. (MT) // 11 a.m. (CT) // noon (ET)

Speaker: Bryan Dewsbury, PhD, University of Rhode Island

Zoom: asu.zoom.us/j/97863675033

SABER discussion

"Language matters: Considering racial microaggressions in science."

Date: Thursday, Oct. 8

Time: 11:30 a.m. (PT) // 12:30 p.m. (MT) // 1:30 p.m. (CT) // 2:30 p.m. (ET)

Speakers: Colin Harrison, PhD, Georgia Tech, Kimberly Tanner, PhD, San Francisco State University

Zoom: asu.zoom.us/j/97235381892

SABER seminar

"But is it really "just" science? Engaging critical race theory to unpack racial oppression with implications for Black student science engagement."

Date: Wednesday, Oct. 21

Time: 9 a.m. (PT) // 10 a.m. (MT) // 11 a.m. (CT) // noon (ET)

Speaker: Terrell Morton, PhD, University of Missouri

Zoom: asu.zoom.us/j/92158713296

SABER seminar

"Black women and belongingness: An interrogation of STEM education as a white, patriarchal space."

Date: Thursday, Nov. 19

Time: noon (PT) // 1 p.m. MT // 2 p.m. (CT) // 3 p.m. ET

Speakers: Luis Leyva, PhD and Nicole Joseph, PhD, Vanderbilt University

Zoom: asu.zoom.us/j/94696434185

SABER seminar

"An exploratory investigation of the experiences of Black immigrant women in undergraduate STEM."

When: Tuesday, Dec. 1

Time: noon (PT) // 1 p.m. (MT) // 2 p.m. (CT) // 3 p.m. (ET)

Speakers: Meseret Hailu, PhD and Brooke Coley, PhD, Arizona State University

Zoom: asu.zoom.us/j/98196412224

All talks will be posted online afterwards at:
saberbio.wildapricot.org/Diversity_Inclusion



https://saberbio.wildapricot.org/Diversity_Inclusion

Graduate Faculty Development Program

[Graduate Program Policies](#)[COVID-19 Resources](#)[IDPs](#)[Resources](#)[Trainings](#)[About](#)

NEW Faculty Guide

Important Conversations
about Race and Inequity
in Science

[CLICK HERE TO SEE THE
GUIDE](#)

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Visualizing a Better Future in STEM



ABRCMS 2020

THE VIRTUAL EXPERIENCE

November 9-13, 2020

Countdown to ABRCMS: The Virtual Experience!

02 Months 08 Days 18 Hours 15 Minutes 07 Seconds

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Virtual**

**ABRCMS Stands
in Solidarity**

**Submit an
Abstract**

<https://www.abrcms.org/>



Home > What We Do > Conference

SACNAS Conferences

Welcome to 2020 SACNAS – The National Diversity in STEM Virtual Conference

October 19 – 24, 2020 • Online!

<https://www.sacnas.org/what-we-do/conference/>