

Diversity and Inclusion Boilerplates for Grants

UR CTSI Director of Diversity and Inclusion

To assure and organize a coordinated and targeted approach to development of a diverse scientific workforce, the University of Rochester Clinical and Translational Science Institute (UR CTSI) has appointed a Director of Diversity and Inclusion to serve as the champion for research diversity and inclusion efforts. The Director of Diversity and Inclusion is responsible for: 1) coordinating communication around diversity and inclusion efforts and supporting recruitment and retention of diverse students, faculty, and staff; 2) overseeing development of educational curricula related to scientific issues of diversity; 3) overseeing development of web-based resources focused on diversity in research, local and national training programs, and funding opportunities; 4) working with the University of Rochester Office for Faculty Development and Diversity on the university's annual research diversity conference with a focus on CTSI resources, research, and outreach to students and trainees from diverse backgrounds; and 5) expanding CTSI processes for tracking program graduates to improve engagement with and tracking of graduates of the University of Rochester pipeline programs for underrepresented students.

Initiatives to Enhance Recruitment of Underrepresented Individuals

Research Centers in Minority Institutions Translational Research Network

The University of Rochester is engaged in research and collaboration with institutions that are part of the NIH-funded Research Centers in Minority (RCMI) Institutions Translational Research Network (RTRN). RTRN was established in 2007 by a memorandum of understanding between the 18 minority research universities, colleges and medical schools of the RCMI program under a common goal of fostering collaborations across RCMI institutions. Collaborations within and beyond the RCMI community promote joint grant applications and publications and accelerate the pace of basic, clinical and translational research.

Post-Baccalaureate Research Education Program

The Post-Baccalaureate Research Education Program (PREP) program provides support for a steady-state of 10 underrepresented trainees who wish to pursue doctoral studies but who are not yet ready to enter a PhD program. These trainees are employed as full-time laboratory technicians for up to two years, in order to gain research experience and during this time, they also participate in enrichment activities, take a limited number of graduate-level courses, and attend seminars and national meetings. This grant is specifically intended to increase minority representation in University of Rochester School of Medicine and Dentistry PhD programs. Importantly, many of the previous PREP trainees have elected to pursue their doctoral education at the University of Rochester School of Medicine and Dentistry.

Building Infrastructure Leading to Diversity Program

The University of Rochester is active in a new NIGMS funded pipeline program, Building Infrastructure Leading to Diversity (BUILD), as a research partner with Xavier University of Louisiana, a historically Black university that ranks first nationally in the number of bachelor degrees in life sciences and physical sciences granted to African Americans. This program is designed to ultimately increase the number of underrepresented students entering research careers in biomedical sciences, and will create new opportunities for undergraduate students from Xavier to engage in summer research projects at the University of Rochester, and later to create new opportunities for faculty collaborations.

[McNair Summer Scholars](#)

A university-wide program, which provides summer research opportunities to underrepresented students is the Ronald E. McNair Post-Baccalaureate Achievement Program. This long-standing program is designed to increase the number of low-income, first-generation college and underrepresented students in doctoral programs. It provides research opportunities for 15 students each summer. McNair Summer Scholars conduct research in a very diverse range of fields, from biology through economics, history, mathematics, and political science. Typically, 2 to 5 students each summer elect to work on topics that relate to biomedical research.

[Center for Advocacy, Community Health, Education and Diversity](#)

The goal of Center for Advocacy, Community Health, Education and Diversity (CACHED) is to provide summer research experiences for underrepresented undergraduates who are interested in careers in medicine or biomedical research. These include the Summer Undergraduate Research Fellowship (SURF) Program, which allows minority undergraduates from non-research intensive colleges and universities the opportunity to spend a summer at the University of Rochester School of Medicine and Dentistry working on a research project in a laboratory. Other programs include the Strong Children's Research Center (SCRC) summer research program, which provides a set-aside program for qualified minority students (medical students and undergraduates) with interests in childhood diseases and pediatrics.

[Deaf and Hard of Hearing Scientists](#)

The University of Rochester School of Medicine and Dentistry has partnered with Rochester Institute of Technology (RIT) in the creation of two innovative training programs for deaf and hard of hearing (DHH) scientists. The first is the "Rochester Bridges to the Doctorate" program, which provides scientific mentoring for DHH individuals to become strong candidates for doctoral degree programs in biomedical or behavioral science disciplines; it achieves this goal by training and preparing eligible students while they are enrolled in one of the approved master's degree programs at RIT. The second, the "Rochester Partnership for Research and Academic Career Training of Deaf Postdoctoral Scholars", prepares DHH postdoctoral trainees to pursue research and teaching careers in academia. This program, which is directed by Dr. Dewhurst, also seeks to partner the faculty and programs of the University of Rochester School of Medicine and Dentistry, including its National Center for Deaf Health Research and CTSI, with those of RIT (including National Technical Institute for the Deaf), with the long-term objective of promoting linkages between the partner institutions.

[Participation in National Diversity Initiatives/Networks](#)

The University of Rochester is part of the National GEM Consortium, which provides graduate fellowships for underrepresented minorities, and allows us to learn about and recruit minority students. The university also participates in the Graduate Visitation Program, in which minority students visit the campus and meet representatives of University of Rochester programs.

[Applicant Databases](#)

The university's Office for Faculty Development and Diversity maintains a database of over 1,400 graduate students from under-represented populations who are seeking postdoctoral positions and has access to over 5,000 more seeking postdoc and faculty positions through *The Registry* and *The Black Doctoral Network*. University of Rochester research job openings are shared directly with those students whose interests align with research area keywords from the job posting.

Research Participant Diversity

Center for Community Health & Prevention

The Center for Community Health & Prevention provides consultation services related to community-engaged research. Services are offered to ensure that investigators have support for both project development and implementation in the community. The Center offers one-on-one consultations, community engagement studios, and community-engaged research training programs to help investigators: 1) Engage more effectively with community organizations, agencies, and diverse population groups; 2) to identify research questions critical to the community and to improve methods to reflect community preferences; 3) Develop more effective strategies for recruitment and retention of participants in clinical studies; and 4) Improve the dissemination of information from health promotion interventions and/or clinical trials to increase the community's knowledge of health promotion and disease prevention.