

Supporting EDI Programs at UCLA

Many faculty in Life Sciences have expressed an interest in increasing their contributions to supporting diversity, equity and inclusion at UCLA. Fortunately, we have a very diverse campus and a wide range of programs focused on supporting our diverse student body. Below is a list of programs at UCLA that could benefit from increased faculty engagement, with focal areas as varied as underrepresented minorities and first generation college students to veterans and foster youth.

This list is not intended to be an exhaustive listing; instead, it is a living document. If there are programs that you would like to have included, please contact Dr. Paul Barber (paulbarber@ucla.edu) so that they can be included.

Programs at UCLA Supporting Diversity, Equity, and Inclusion

Program: AAP (Academic Advancement Program)

Program in brief: AAP supports UCLA students across campus that come from high-need families, are first generation college students, are recent immigrants, or come from populations that have been historically underrepresented at the university. AAP provides a variety of academic support activities, enrichment programming and scholarships.

Director: Dr. Charles Alexander

Contact: calexander@college.ucla.edu

Website: <https://www.aap.ucla.edu>

Ways to Contribute:

1. Give a talk at the AAP “Faculty Talk” series; a small (no more than 20 students) gathering that focuses on a popular subject or recent publication or book.
2. Serve on the AAP Faculty Advisory Committee to provide input, feedback, and guidance on AAP activities.
3. Conduct a peer learning session with a Peer Learning Facilitator.
4. Serve as an advisor and meet with faculty at community colleges to aid in assisting students with transferring to a four-year institution, through our Center for Community College Partnerships.

Program: BRI-SURE (Brain Research Institute Summer Undergraduate Research Experience)

Program in brief: This program solicits applications from students from universities and colleges across the nation. BRI-SURE Pathway is an 8-10 week, intensive summer research-training program for exceptional students interested in pursuing research careers in Neuroscience or Physiology. The program is designed to provide a rigorous, in-depth research experience to prepare participants for top-quality Ph.D. and M.D./Ph.D. graduate programs.

The BRI-SURE residential program offers a summer stipend. The BRI-SURE non-residential program does not offer a summer stipend.

Directors: Dr. Gina Poe, Dr. Ketema Paul

Contact: BRISURE@mednet.ucla.edu

Website: <http://www.bri.ucla.edu/outreach/bri-sure>

Ways to Contribute:

1. Recruit Neuroscience Pathways students to do research in your lab.
2. Subscribe to the Neuroscience Pathways calendar (it will be on the website).
3. Volunteer to participate in one of the career development activities (e.g. grant writing, manuscript preparation, etc).
4. Attend our poster session at the end of the program.

Bruin Resource Center

Program in brief: The Bruin Resource Center hosts a wide range of programs to support the success of UCLA students. Specific programs include:

- *Bruin Guardian Scholars*, supporting current and former foster youth.
- *GRIT Peer Coaching*, promoting student well being through academic success, social support, and self-efficacy.
- *Students with Dependents Program*, supporting students who are parents and guardians.
- *Veterans Resource Center*, supporting students transitioning from military service.
- *Transfer Student Programs*, supporting students transitioning from community college.
- *Collegiate Recovery Program*, supporting students recovering from substance abuse.
- *Undocumented Student Program*, mentoring and support for undocumented students.
- *Intergroup Relations Program*, promoting inclusion and belonging among students, staff and faculty.

Program Contact: Andrew McClure (amclure@saonet.ucla.edu)

Website: <http://www.brc.ucla.edu>

Ways to Contribute:

1. Hold office hours in the various student spaces within the BRC to engage and to learn more about the community.
2. Create specifically tailored workshops on grad school/research/study abroad topics as they pertain to the population of interest. (*i.e.*: *Medical School Application Workshop for Undocumented Students*, *Resume Building Workshop to help student veterans articulate their military affiliated work experience*, *Applying to Grad School as a parenting student and how*

- to balance the academic pressures while raising a family etc.)*
3. Participate in the various campus wide resource teams that meet quarterly to discuss current issues as they impact the community and how to appropriately respond (*i.e.: Transfer Success Team, Veterans Resource Team, Guardian Scholars Resource Team, Students with Dependents Task Force*)
 4. Attend specific “Ally Trainings” that are held throughout the quarter in an effort to teach UCLA staff and faculty about the needs of the community and how to be an informed ally of the population. (*Examples include: UndocuAlly Training to learn about supporting undocumented students, Vet Net Ally Trainings for student veterans, Collegiate Recovery Ally Training for students in recovery, etc.*)
 5. Share best practices/research findings as it relates to the populations served by the Bruin Resource Center. Faculty can build connections with BRC staff in doing so and can therefore better inform the work we do.
 6. Consult with our office to make sure that respective syllabi are inclusive to the students we serve. This includes providing language that demonstrates an awareness of the diversity in the classroom such as: Title IX language inclusive to pregnant, breastfeeding and parenting students; language supporting the work done at the Center for Accessible Education as it relates to student veteran disability levels etc.
 7. Volunteer to be a Faculty Mentor for students.
 8. Offer a course specifically geared towards supporting and/or bringing awareness to the community (*i.e.: transitions class for veterans, military history, veterans in society, leadership course featuring a military leadership section etc.*)
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Program: COMPASS (Center for Opportunities to Maximize Participation, Access, and Student Success in the Life Sciences)

Program in brief: COMPASS Life Sciences is a resource for undergraduate students to learn about mentorship and research opportunity programs in life sciences. The center provides information about opportunities in research, financial resources, careers, and clubs relevant to life science majors, and can help facilitate connections with UCLA faculty and alumni. Our aim is to improve the undergraduate life sciences experience and help prepare a diverse student body for successful scientific careers.

Directors: Dr. Gina Poe, Dr. Megan McEvoy

Contacts: ginapoe@ucla.edu, McEvoy@microbio.ucla.edu

Website: <https://compass.lifesci.ucla.edu>

Ways to Contribute:

1. Accept a Dean’s award student into your laboratory for mentored research experience
2. Serve on the COMPASS advisory board

3. Attend one of the 3 AAU-sponsored cross campus workshops on a) finding synergies in student success programs, b) best practices across the curriculum and c) the combination report out with action items for the Deans.
 4. Help COMPASS keep the website up to date with relevant student support programs
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Program: PEERS (Program for Excellence in Education and Research in the Sciences)

Program in brief: PEERS is the largest academic support program at UCLA for underrepresented and underserved STEM majors. A major focus of PEERS is improving persistence of PEERS students in STEM, and engagement of PEERS students in undergraduate research.

Directors: Dr. Paul Barber, Dr. Tama Hasson

Contact: paulbarber@ucla.edu, thasson@college.ucla.edu

Website: <http://www.ugresearchsci.ucla.edu/progpeers.htm>

Ways to Contribute:

1. Recruit PEERS students to do research in your lab.
 2. Volunteer to give a PEERS Research talk, a 30 min talk on your research and career path.
 3. Serve on the PEERS Faculty Advisory Board.
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Program: UCLA- Entering Mentor Training (EMT) Program (for graduate students, post-docs, and faculty)

Program in brief: Entering Mentoring Training seeks to provide mentoring and diversity sensitivity training for graduate students, postdoctoral scholars, and faculty in the Sciences. The objective of the workshop is to enrich current mentoring practices by providing mentors with an intellectual framework and opportunity to experiment with various methods of mentoring while offering a forum in which to solve dilemmas. The workshop expands each mentor's knowledge through secondhand exposure to the experiences of the entire group, which will enhance their readiness to work with diverse mentees and anticipate new situations. The workshop is adapted from curriculum developed by the Wisconsin Program for Scientific Teaching and is supported by the NIH National Research Mentoring Network (NRMN) and the Howard Hughes Medical Institute.

Program Director: Dr. Diana Azurdia (dazurdia@mednet.ucla.edu)

Website: <http://bioscience.ucla.edu/EMT>

Ways to Contribute:

1. Participate in the training
2. Require your graduate students and post docs who mentor undergraduates to participate in the training
3. Volunteer to lead workshop sessions once you have gone through the training yourself

Program: UCLA- HHMI Pathways to Success Program

Program in brief: The UCLA-HHMI Pathways to Success Program is an opportunity for first year undergraduates to participate in cutting-edge biological research and be part of a rigorous academic support community. Students participate in a research-intensive course where they perform molecular biology and bioinformatics analysis, write a mini grant proposal, and analyze and present their data, preparing them to excel at undergraduate research. The program extends over 4 years and also includes peer mentoring, course based workshops, and academic/career advising.

Directors: Dr. Tracy Johnson

Contact: tjohnson@ucla.edu

Website: <https://www.hhmipathways.ucla.edu>

Ways to Contribute:

1. Recruit UCLA-HHMI Pathways students to do research in your lab.
2. Encourage your graduate students/postdocs to participate in the HHMI pathways mentoring program.
3. Present your research to HHMI Pathways students and participate in academic success/career panel discussions.

Program: UCLA-HBCU Neuroscience Pathways

Program in brief: The UCLA-HBCU Neuroscience Pathways program is open to undergraduate students that attend historically black colleges and universities (HBCUs) in the United States. The goals of this program are: 1) to increase the impact on students and faculty at both HBCU partner institutions and UCLA and, 2) to incentivize quality mentorship of the interns in our UCLA host labs. We will engage in active research and teaching partnerships that accompany students before and beyond the 8-week internship at UCLA.

Directors: Dr. Ketema Paul, Dr. Gina Poe

Contact: ketema.paul@ucla.edu

Website: *In progress*

Ways to Contribute:

1. Recruit Neuroscience Pathways students to do research in your lab.
2. Subscribe to the Neuroscience Pathways calendar (it will be on the website).

3. Volunteer to participate in one of the career development activities (e.g. grant writing, manuscript preparation, etc).
4. Attend our poster session at the end of the program.

Program: UCLA- MARC U*STAR Program (Maximizing Access to Research Careers)

Program in brief: The MARC U*STAR Program is a two-year, NIH-funded, undergraduate honors program that seeks to increase the number of biomedical scientists from diverse backgrounds that significantly impact health-related research. The program specifically seeks to strengthen the skills and research training of students from groups traditionally underrepresented in the biomedical sciences.

Directors: Dr. Megan McEvoy, Dr. Gina Poe

Contacts: McEvoy@microbio.ucla.edu, ginapoe@ucla.edu,

Website: <http://www.ugresearchsci.ucla.edu/marc.htm>

Ways to Contribute:

1. Accept a MARC scholar into your laboratory for a mentored research experience
2. Serve on the MARC board of advisors
3. Attend the URC spring poster session where MARC and other students present their findings.
4. Volunteer to give one of the MARC Wednesday workshops through out the school year.

Program: UCLA- SACNAS Chapter (Society of the Advancement of Chicanos and Native Americans in Science)

Program in brief: SACNAS is a society of UCLA undergrads, graduate students and postdoctoral students dedicated to increasing the numbers of underrepresented students in higher education and in science. This group is open to ANYONE of ANY MAJOR who shares a common concern about equal access to education, who has any interest in outreach and/or in need of opportunities in academic leadership and participation.

Chapter Co-Advisors: Dr. Diana Azurdia (dazurdia@mednet.ucla.edu) and Dr. Jeff Long (jeffalong@ucla.edu)

Website: <http://www.sacnasatucla.com>

Ways to Contribute:

1. Volunteer to give a research talk.
2. Volunteer to participate in SACNAS outreach events, like hosting visiting students for a lab tours or participating in Chapter networking lunches .
3. Attend one of the quarterly meetings and engage UCLA Chapter Members.

4. Post open position's in your lab to the UCLA SACNAS list serve by emailing sacnas.ucla@gmail.com.
 5. Attend the SACNAS Annual Conference and Recruit on behalf of UCLA <http://sacnas.org/>.
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