

Building an Inclusive & Equitable Lab: Resources and References

Pitt Resources:

CTSI community engagement core:

<https://ctsi.pitt.edu/research-services/core-services/community-partners/>

Center on Race and Social Problems: <https://crsp.pitt.edu/>

Center for Health Equity: <https://publichealth.pitt.edu/healthequity>

Office for Equity, Diversity, and Inclusion: <https://www.diversity.pitt.edu/about>

Articles to Read (not an exhaustive list):

How LGBTQ+ scientists would like to be included:

<https://www.nature.com/articles/d41586-020-02949-3>

Gender inequity in academia during COVID:

<https://www.pnas.org/content/117/27/15378>

*A call to action for an antiracist clinical science (**several of the authors are from our department!):*

<https://psyarxiv.com/xqwr4>

Racism in academia, and why the 'little things' matter:

<https://www.nature.com/articles/d41586-020-02471-6>

Racial Inequality in Academia: Systemic Origins, Modern Challenges, and Policy Recommendations:

<https://journals.sagepub.com/doi/abs/10.1177/2372732220984183>

Medical Journals Blind to Racism as Health Crisis, Critics Say:

<https://www.nytimes.com/2021/06/02/health/jama-racism-bauchner.html>

Diverse labs in science and next steps to grow inclusivity:

<https://www.nature.com/articles/d41586-018-05316-5>

<https://www.nature.com/articles/d41586-020-02681-y>

<https://www.sciencemag.org/features/2020/01/inclusivity-all-how-make-your-research-group-accessible>

<https://www.frontiersin.org/articles/10.3389/fpsyg.2019.01305/full>

<https://www.asbmb.org/asbmb-today/careers/052220/neurodiversity-how-to-make-your-lab-more-inclusive>

<https://www.nature.com/articles/s41583-020-00421-9>

<https://www.sciencedirect.com/science/article/pii/S1053811921000197>

American Psychiatric Association’s apology to BIPOC individuals:

<https://www.psychiatry.org/newsroom/apa-apology-for-its-support-of-structural-racism-in-psychiatry>

Job Postings:

Example language for UPMC research position: The XX lab seeks to be an inclusive and safe space for all staff and participants. We value diversity and are committed to rectifying longstanding inequities within research and academia. We conduct high quality research with the goal of XXX.

“Gender decoder” tool for checking language of job postings, etc.

<http://gender-decoder.katmatfield.com>

Places to post job listings and/or offer external mentorship and reach underrepresented groups:

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

<https://www.cientificolatino.com/>

<https://docs.google.com/forms/d/e/1FAIpQLSdJ1bFd4Os2RaGeqoiF8YBrN3W59trA4azstfcCTzFODfIAAQ/viewform>