

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>

UPMC Resources:

General

[Diversity Learning Course Offerings](#)

[UPMC Diversity Learning Course Catalog](#)

[Employee Resource Groups](#)

[Disabilities Resource Center Online Education](#)

[UPMC Journeys](#)

LGBTQIA+

Our workforce is strongest when everyone feels valued and included. Read about a few of the resources to support LGBTQIA+ staff with tools that can benefit you and your co-workers.

- [Guidelines to Support Transgender, Nonbinary, and Gender Diverse Employees at UPMC](#)
 - This guide includes information to support our trans and gender diverse (TGD) co-workers to create a sense of safety and belonging in the workplace.
 - This includes a plan to support the employee through this process and ensure their team receives guidance to create the best experience for their colleague.
- Learning Opportunities
 - [The Center for Affiliated Learning](#)
 - The CAL is an education and training platform with a multitude of free online LGBTQIA+ trainings

- [Affirmative Communication with LGBTQIA+ Patients and Members](#)
- [UPMC LGBTQIA+ Employee Benefits Guide](#)
 - UPMC values each employee's well-being, which is why this guide was designed to help highlight particular benefits and resources of interest to LGBTQIA+ staff.
 - These include transgender-inclusive health care, family building and planning, prevention and treatment for HIV, and more.
- [Affirmed/Preferred Name and Profile Picture Change Resource Guide](#)
 - Working in a health care setting can be challenging when your legal name doesn't match the name you use. This guide outlines which systems require using your legal name, and where you can update your affirmed/preferred name.
 - Whether your preferred first name is different from your legal name, your middle name, or a nickname, you can update it and your profile picture for:
 - HR Direct display name
 - Employee ID badges
 - Profile pictures
 - Microsoft Outlook, Teams, and Office tools

Articles to Read (not an exhaustive list):

How LGBTQ+ scientists would like to be included:

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

Example how to develop a mentor training curriculum to support LGBTQ+ health professionals: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10928698/>

Example of development of LGBTQ+ health core competencies for medical students:

https://journals.lww.com/academicmedicine/fulltext/2022/12000/harvard_medical_schools_sexual_and_gender.25.aspx

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://www.tandfonline.com/doi/full/10.1080/15374416.2020.1860066>

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>

Tips for Building an Antiracist Lab:

<https://journals.plos.org/ploscompbiol/article?id=10.1371/journal.pcbi.1008210>

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.science.org/content/article/inclusivity-all-how-make-your-research-group-accessible>

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

<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>

Mentoring Diverse Trainees:

<https://psycnet.apa.org/record/2021-14516-001>

<https://psycnet.apa.org/record/2023-11160-001>

<https://psycnet.apa.org/record/2023-42395-005>

Doing the work: Preparing yourself for effective mentoring of trainees with minoritized identities

Adopt an intersectional approach to mentorship of trainees with minoritized identities that seeks to address issues of social justice, inclusivity, antiracism, and health equity

- [Tung et al. \(2023\)](#) provides a road map for conducting socially responsive research training in health service psychology and allied disciplines.
- [Brinkman et al. \(2023\)](#) describes how to conceptualize disability into research, practice, and training.

- [Brown et al. \(2022\)](#) provides theory-driven recommendations for supporting trainees with diverse identities.
- [Chaudhary and Berthe \(2020\)](#) presents 10 rules to help labs develop antiracist policies and action to promote racial and ethnic diversity, equity, and inclusion in science.

Educate yourself about the hidden curriculum of academia and seek to demystify it during conversations with trainees.

- Season 4 of the NIH podcast “[Building Up the Nerve](#)” unveils the unwritten rules of academia at each career stage (from undergraduate studies through mid-career faculty and beyond).
- [Enders et al. \(2021\)](#) describe qualitative research that identifies topic areas that should be covered when describing hidden curriculum in health care academia.

Become more comfortable and knowledgeable about cultural humility and other techniques to foster culturally competent conversations with mentees about minoritized identities. For example, broaching is a technique that has been shown to increase rapport by acknowledging the relevance of cultural identities and inviting dialogue about shared and disparate identities between mentee and mentor.

- [Jones et al. \(2019\)](#) describes approaches to broach cultural similarities and differences between supervisee and supervisor. Although focused on the context of clinical supervision, this article provides a strong overview of broaching that could apply to other mentorship contexts.

Create a space that is mindful of inclusivity for people with different abilities and disabilities.

- See [Resources for Researchers page](#) on the REACH website for a checklist for considerations of physical space and built environment (CHEC Mobility checklist). Adjust things that are accessible within an individual lab space and talk to departmental heads about increasing accessibility to communal spaces.
- Talk with your staff and trainees about their sensory needs. For instance, some people may prefer to work with noise cancelling headphones or use ear plugs to reduce stimulation. See these articles for ways to talk with lab members about needs from a neurodivergent perspective (including ADHD, Autism, Depression and other mental health disorders).
 - <https://www.asbmb.org/asbmb-today/careers/052220/neurodiversity-how-to-make-your-lab-more-inclusive>
 - <https://www.asbmb.org/asbmb-today/careers/061720/neurodiversity-how-to-make-your-lab-more-inclusive>
- When possible, offer a sensory space for people with differing sensory needs. For instance, a quiet space with reduced stimulation from noise, lights, smells,

and other sources, and/or a space that provides opportunity for people seeking sensory stimulation to do so in a comforting place. Ask lab members how the space can be improved to meet their needs.

- Consider how communal events that involve eating may be triggering to people with sensory sensitivities, including misophonia (<https://misophonia-association.org/>)

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/>

Psy Hub DEI Recruitment Guide (*note: link is only accessible by University of Pittsburgh, Department of Psychiatry faculty):

[https://psyhub.wpic.upmc.edu/faculty/\(S\(atmxnloo0vuyru21ojorzugh\)\)/DEIRecruitmentGuide.aspx](https://psyhub.wpic.upmc.edu/faculty/(S(atmxnloo0vuyru21ojorzugh))/DEIRecruitmentGuide.aspx)

Resources for Lab Members with Young Children:

How to Tackle the Childcare-Conference Conundrum:

<https://www.pnas.org/doi/full/10.1073/pnas.1803153115>