

**INTERVENTIONS  
GROW “SAFE”  
ENVIRONMENT**

**Stereotype  
Threat Resilience  
Training and Workshops:**  
For Students  
Faculty  
Staff/Admin  
+

**Giving Back Emphasis**  
(communal goal  
affirmation) in research  
experiences and curriculum  
transformation  
+

**Institutionalizing SF State  
and UCSF Collaborations**

**Psychosocial Shifts:**  
Science efficacy  
identity, belonging &  
values alignment

**Contextual  
Shifts:**  
Affirming and  
inclusive  
classroom and  
research  
environment

**Behavioral  
Shifts:**  
Academic  
success, career  
persistence, &  
productivity

