**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**

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**Psychosocial Shifts:**
- Science efficacy
- Identity, belonging & values alignment

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

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