



# What is SF BUILD?

SF BUILD (Building Infrastructure Leading to Diversity) is a program based at San Francisco State University (SF State), in partnership with UC San Francisco (UCSF). The overall goal of SF BUILD is to enhance diversity of the biomedical research workforce by transforming the teaching and research environments at SF State.

SF BUILD activities are designed to reduce and even eliminate stereotype threat, which occurs when individuals experience worry about the possibility of confirming a negative stereotype about their gender and/or ethnicity. These concerns have been documented to lead to underperformance in the classroom, and even to early exit from the biomedical research field. Our approach is to create changes at the institutional level so that all students perform to their true potential and feel engaged, supported, and that they belong.

## Why is SF BUILD needed?

- Limited diversity in today's biomedical research workforce limits the innovation necessary for addressing complex health-related questions.
- Enhancing diversity holds promise for both advancing science and improving the health of the entire nation.
- Students and faculty from groups historically underrepresented in science often exit the path to a biomedical research career due to many factors. SF BUILD is committed to addressing these factors and supporting students and faculty interested in biomedical research.

## What activities does SF BUILD engage in?

- **Institutional Transformation:** We create intellectually safe and supportive spaces by changing dialogue in classrooms and research sites to address stereotype threat.
- **Student Training:** We enable students from underrepresented groups in science to engage with successful role models and their contributions to local communities to increase motivation for a career in biomedical research.
- **Faculty Development:** We support faculty collaboration on grant proposals and projects to increase capacity for innovative research that addresses complex health issues.
- **Research Enrichment:** We prepare students to investigate biomedical research questions relevant to local communities through research rotations and one-on-one mentored experiences.

## How do we know if SF BUILD is working?

- We investigate student and faculty perceptions about barriers to recruitment and persistence of students in science as well as practices for overcoming them.
- We gather evidence to identify best practices, and develop sustainable methods to disseminate them nationally.

## Who benefits from SF BUILD?

Everyone, including our students, faculty, local communities, and our nation will benefit from SF BUILD.

**Interested in partnering with us? We want to hear from you!**

**Contact us today:** [sfbuild@sfsu.edu](mailto:sfbuild@sfsu.edu)

**More information:** <http://sfbuild.sfsu.edu>

**Connect with us! Twitter:** @sfBUILD **or Facebook:** SF BUILD



**SF BUILD**  
enabling students to represent in science



**SAN FRANCISCO  
STATE UNIVERSITY**

**UCSF**  
University of California  
San Francisco

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