

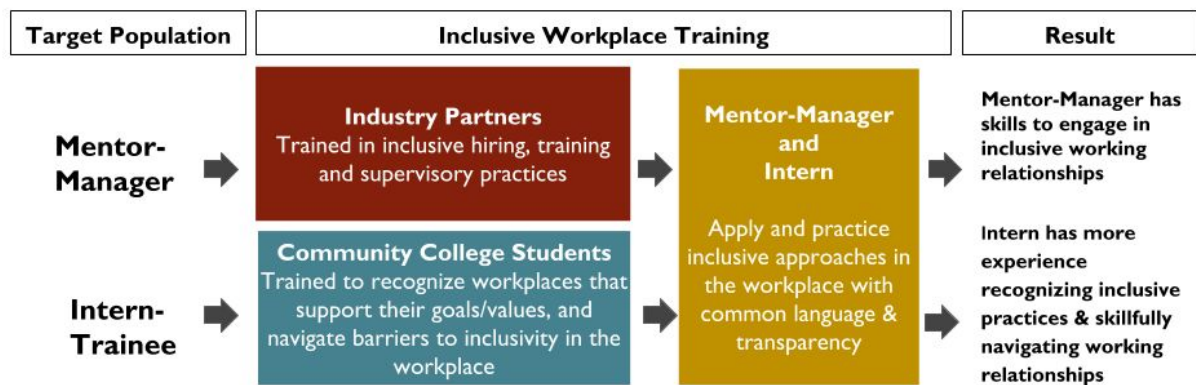
A More Collaborative Approach to Work-Based Learning

Community College (CCSF) & Research University/Biotechnician Employer (UCSF)
Building trainings & tools to support diversity, equity & inclusion in work-based learning

The CCSF-UCSF collaboration has led to:

- Development of a [comprehensive training program for UCSF mentors who wish to counter inequities in the lab](#)
- A [published framework](#) for inclusive bioscience workplace practices in academic labs
- A UCSF [Inclusive Mentor Training program](#), teaching inclusive practices to UCSF mentors of CCSF interns
- A CCSF-UCSF [Inclusive Mentoring Fellows program](#), in which UCSF mentors are coached as they apply inclusive workplace practices while mentoring CCSF interns

Inclusive Workplace Training



Building Blocks of Inclusive Training

	Interviewing & Selection	Assessing Work styles & Learning styles	Expectations	Feedback	Evaluation & Resources	Managing Conflict
Mentor-Manager	Mitigate bias in hiring/selecting	Assess work & learning styles	Set clear expectations	Provide regular, actionable feedback	Be transparent about rewards & consequences Evaluate progress systematically	Manage conflict (culture, values and behaviors)
Intern-Trainee	Utilizing interviews to assess fit	Assess workplace environment Assess & adjust to work style differences	Identify & clarify expectations	Obtain & systematically respond to regular, actionable feedback	Provide equitable access to resources & support	Identify & manage conflict (culture, values and behaviors)

To learn more about our training, and the next stage of our project:

Visit us on [Zoom](#): Thursday, 10/22 4:30-6pm EDT (1:30-3pm PDT)

<https://cccconfer.zoom.us/j/91937253603> Meeting ID: 919 3725 3603

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DUE #1801186 & #1800998