

**Third Party Name:** January Tester

**Applicant:** Danica Tester

**Application ID:** RT-2024-03732

**Project Title:** Research project title

## Reference Letter

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### References letters should:

- Describe the applicant's academic strengths (intellectual curiosity, leadership qualities, demonstrated interests and resourcefulness, commitment to research career, creativity and critical thinking skills, etc).
- Provide specific details about the recognized or potential research experience and academic strengths (quality of education, scientific training, research experience, mentoring experience, collaborations, potential to carry out independent research, etc).
- **Please refer to the applicant using [personal pronouns](#) indicated in the Application Details section above. If no pronouns are indicated, please use they/them/their.**

### To mitigate unconscious gender bias in reference letters, it is strongly recommended that referees:

- Be attentive to the potential for unconscious bias in the language you use to describe the applicant in your letter. For example, research has shown that women applicants are more likely to be described using “grindstone” words that emphasize effort (e.g., hard-working) while men are more likely to be described using words that emphasize their accomplishments.
- For a quick reference guide to avoiding gender bias in reference writing, consider using [this guide](#) when writing the letter.

## PDF of Reference Letter

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