



Michael Smith

**Health
Research BC**

Applicant: February Tester
Application ID:
RT-2026-05381
Form: Reference
Competition: 2026 Research
Trainee Competition
Date Submitted: 2025-11-14
18:33:36

Reference Form

Third Party Name: Second Tester

Date Submitted: 11/14/2025 03:33 PM

Applicant: February Tester

Application ID: RT-2026-05381

Project Title: Test title

Reference Letter

Reference letters should:

- Be written on the official letterhead of the institution and be signed by the referee. Electronic signatures are accepted. Letters that do not meet these requirements may be disregarded by the review panel.
- 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 a guide on avoiding gender bias in reference letters](#) when writing the letter.

Note: As Health Research BC is a signatory of the [Declaration on Research Assessment \(DORA\)](#), we do not allow the use of journal-based or publication metrics, such as Journal Impact Factor or citation counts, as a surrogate measure of research quality. In keeping with best practices for responsible research assessment, Health Research BC does not allow the use of article citation counts, or H-index, as surrogate measures of research quality or researcher excellence. **Please do not include Journal Impact Factors, H-index, or citation counts in your reference letter.**

PDF of Reference Letter
