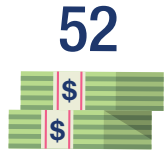


Where we were THEN & NOW

NIH R01 Grants

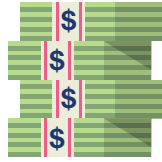
B/AA R01 Grants

B/AA = Black/African American



2013

166

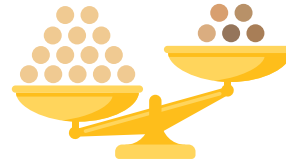


2020

+219%

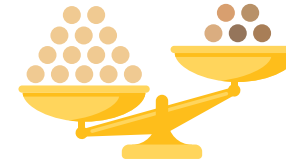
Funding Gap

2013



10% Gap

2020



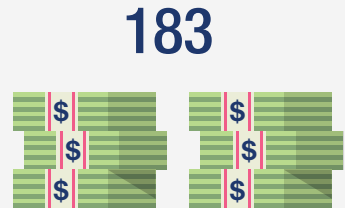
8% Gap

Proportion of R01 Grants



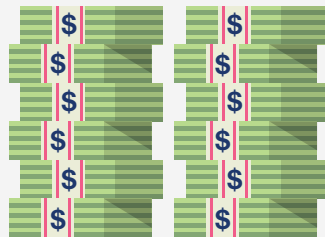
H/L R01 Grants

H/L = Hispanic/Latinx



2013

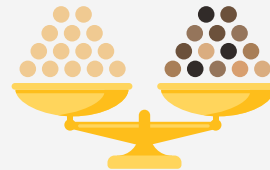
428



2020

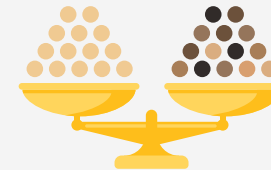
+134%

2013



No Gap

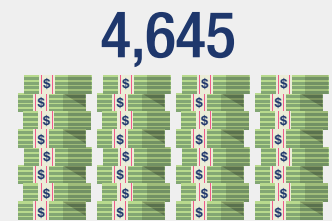
2020



No Gap



White + Asian R01 Grants



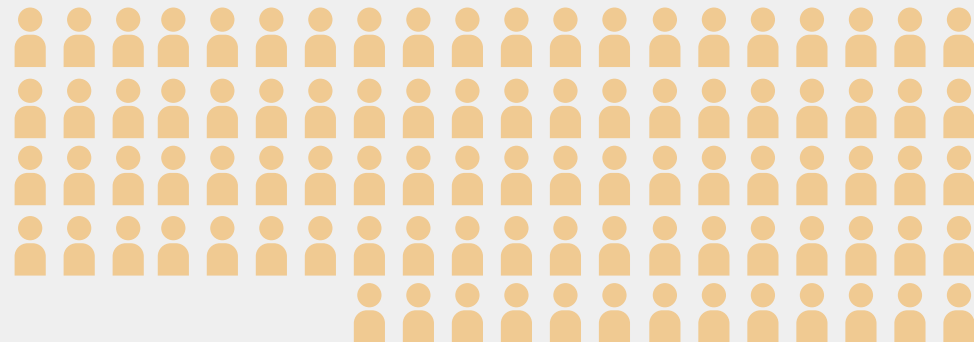
2013

8,368



2020

+80%

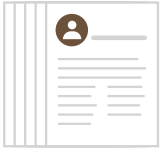


Where we were THEN & NOW

R01 Applicants

B/AA R01 Applicants

425



2013

703



2020

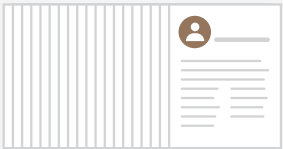
+65%

Proportion of R01 Applicants

 ~2%

H/L R01 Applicants

1,034



2013

1,554



2020

+50%

 ~5%

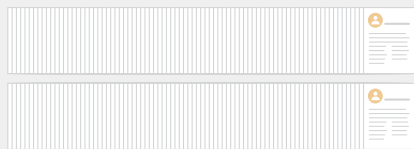
White + Asian R01 Applicants

22,184



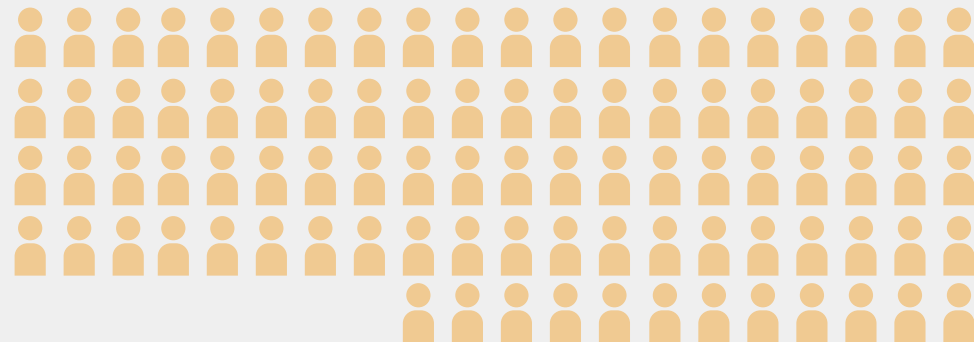
2013

27,710



2020

+25%

 ~92%

Where we were THEN & NOW

K Awards

B/AA K Awards

26



2013

82

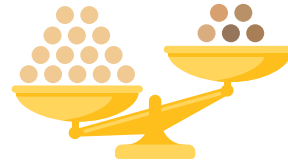


2020

+215%

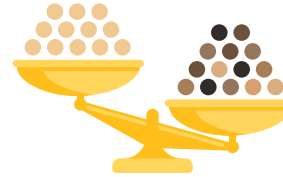
Funding Gap

2013



12% Gap

2020



7% Gap

Proportion of K Awards



~7%

H/L K Awards

54



2013

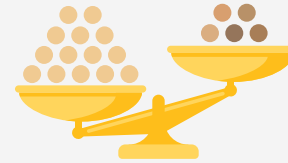
97



2020

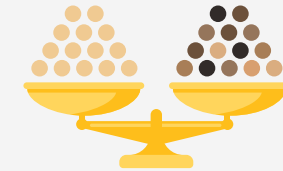
+80%

2013



4% Gap

2020



No Gap



~8%

White + Asian K Awards

776



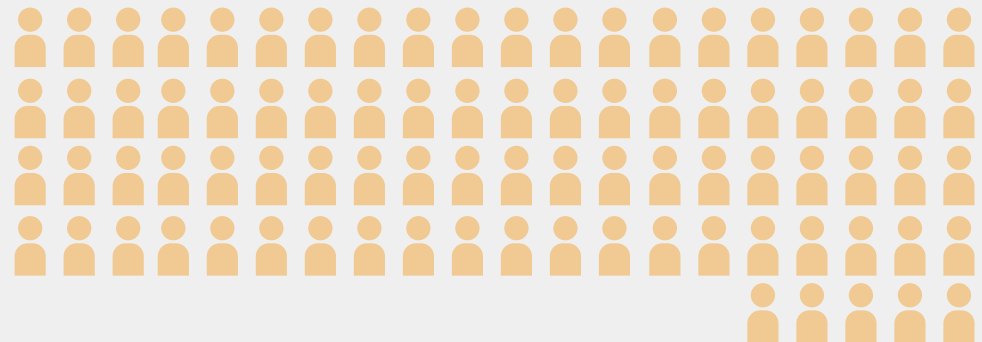
2013

1,006



2020

+30%

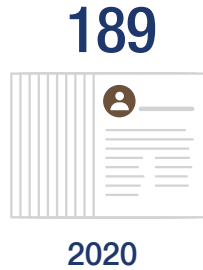


~85%

Where we were THEN & NOW

K Applicants

B/AA K Applicants

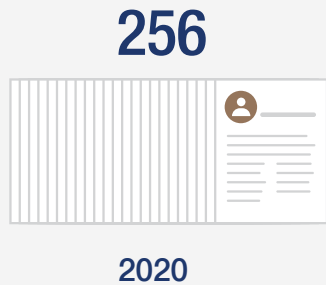


+59%

Proportion of K Applicants



H/L K Applicants



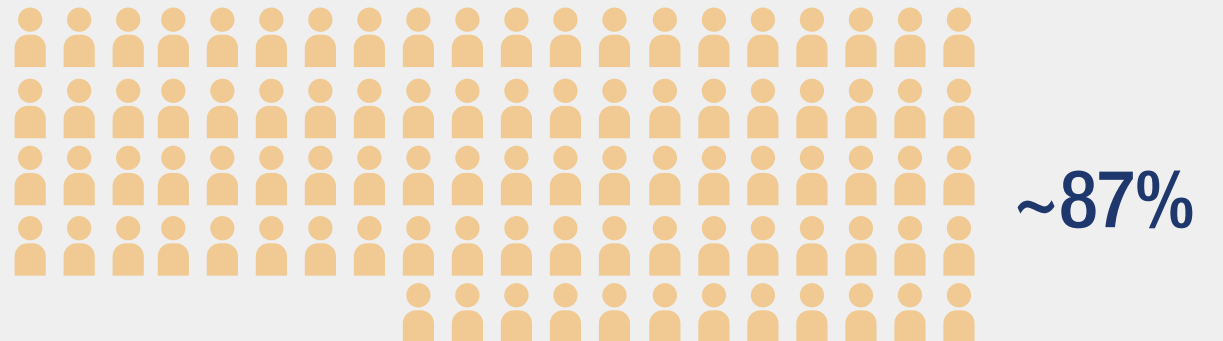
+41%



White + Asian K Applicants



+21%



Where we were THEN & NOW

STEM PhDs (2000–2008 Data)



URG

7%



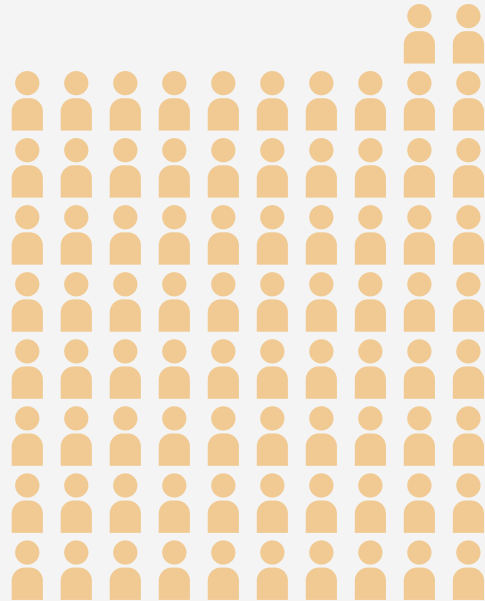
White + Asian

93%

STEM PhDs (2019 Data)



18%

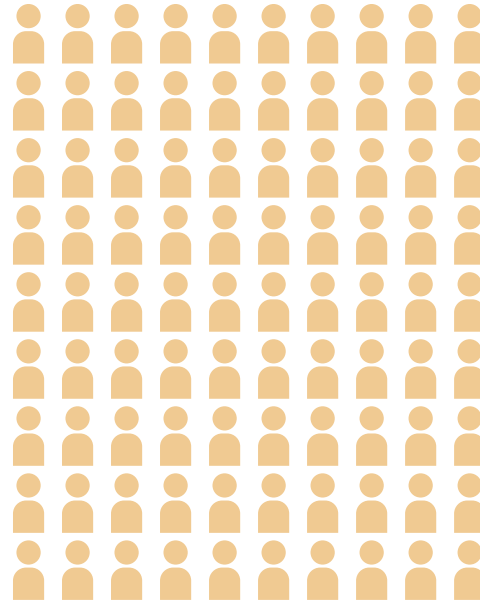


82%

Training Grants (2012 Data)



~10%

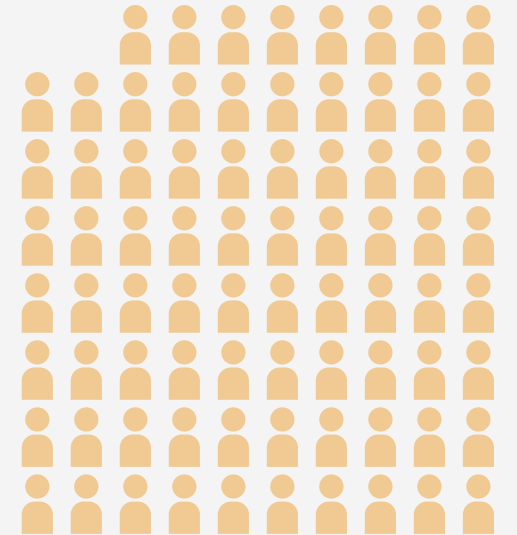


~90%

Training Grants (2020 Data)



22%



78%

Building the Future: NIH Diversity Program Consortium

\$500 Million for the
DPC Over 10 Years

BUILD

Building Infrastructure Leading to Diversity

1,900

Students to date

All BUILD TL4 (Training Program) Appointees Since Program Inception

	Men	Women	Overall
Asian	14%	12.5%	12.6%
Black or African American	21.6%	26.7%	24.2%
Hispanic	39.7%	33.7%	35.2%
Multiple	6.3%	5.6%	5.6%
American Indian/Alaska Native/Other Pacific Islander	3.3%	2%	2.7%
White	13.1%	16.3%	14.8%



113 Partnership
Institutions Nationwide

BUILD institutions must have
< \$7.5 million in NIH Research Grants,
> 25% undergrads on Pell Grants

All BUILD RL5 (Research Project) Appointees Since Program Inception

20.5% Asian
7.8% Black or African American
25% Hispanic
7.5% Multiple
8.7% American Indian/Alaska Native/
Other Pacific Islander
25.3% White



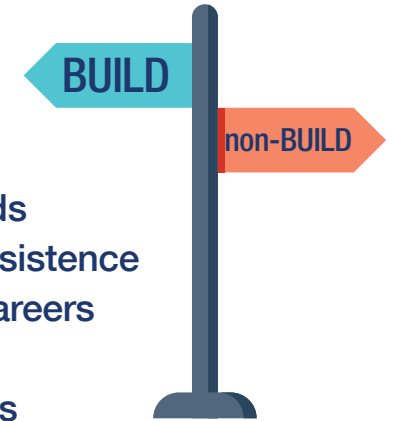
Men

29.5%



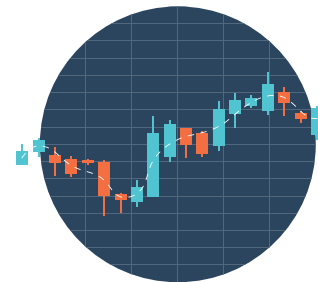
Women

63.6%



BUILD vs. Non-BUILD Students:

- More STEM undergrads + grads
- Increased science identity, persistence
- More URGs choosing STEM careers
- Impact of financial assistance
- Impact of research experiences



Testing the Impact of:

- Mentorship
- Active learning
- Emphasizing cultural assets
- Mitigating unconscious bias
- Engaging family and support systems

*Percentages do not add up to 100% because demographic categories with smaller Ns (<11) are estimates and "unknown" values are omitted. However, it does not affect the general percentage calculation.

Building the Future: NIH Diversity Program Consortium

\$500 Million for the
DPC Over 10 Years

NRMN

National Research Mentoring Network
End of Phase I (March 2019)

NRMN Services

- Mentor + Mentee Training
- Virtual Mentoring
- Professional Development
- MyNRMN Social Networking Platform
- Grant-Writing/Coaching



~6,000
Mentors

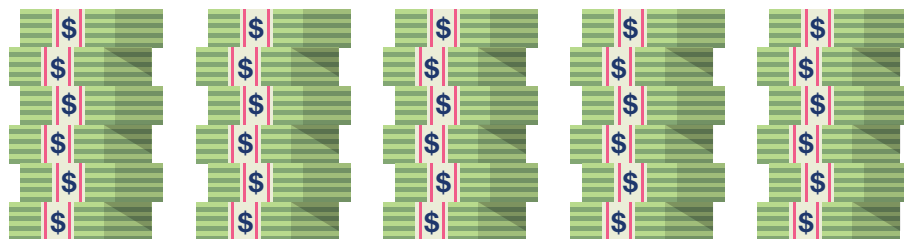


~2,100
Mentees



6 Grant-Writing/Coaching
Programs Across
the Nation

Awards to Grant-Writing/Coaching Participants



Majority are NIH R01 grants and Career Development Awards

152 Research Grants
(89 From NIH)
~\$65 Million



~3/4
Women



~3/4
URG

Building the Future: NIH Diversity Program Consortium

\$500 Million for the
DPC Over 10 Years

NRMN

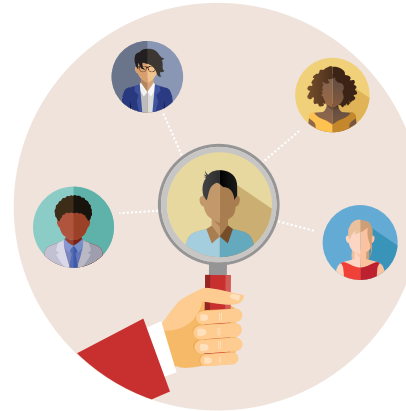
National Research Mentoring Network Beginning of Phase II

NRMN Phase II Services:

- Mentor + Mentee Training
- Virtual Mentoring
- Professional Development
- MyNRMN Social Networking Platform



The NRMN research projects are using robust experimental designs to explore evidence-based mentoring and networking approaches. They are testing hypotheses and gathering data.



During the first year

of their research projects, these awardees have primarily focused on recruitment of study participants, refining their evaluation plans, and some have started implementation.

NRMN Research: New Funding for 2020–2024

Eleven research projects on the science of mentoring, such as culturally aware mentoring, inclusive mentor networks, recruiting/retaining physician scientists, addressing microaggressions and impostor syndrome, peer- and inter-institutional mentoring, and more

Building the Future: NIH Diversity Program Consortium

\$500 Million for the
DPC Over 10 Years

CEC

Coordination and Evaluation Center

Survey Administration:

- The CEC administers consortium-wide surveys to roughly 60,000 students and 2,000 faculty at BUILD institutions, who participated in BUILD-supported activities or who are surveyed as part of the control group.
- Response rates to the 2020 surveys are 16% among students and 40% among faculty, with survey participation being higher from BUILD-involved students and faculty than non-BUILD students and faculty (i.e., the control group).
- The CEC also manages the survey data and provides each BUILD site with their respective data to conduct analyses about the impact of the BUILD interventions and produce peer-reviewed publications.



Coordination:

The CEC coordinates webinars and meetings for the entire DPC community.

CEC develops a range of publications and products, including:

- [Data Briefs](#) describe baseline trends in consortium-wide survey data
- [Technical Reports](#) provide information on data collection methodology and instruments
- [Publications](#) and [Literature Reviews](#) related to the DPC Hallmarks of Success

Two new initiatives are being implemented for Phase II: the [Sponsored Programs Administration Development \(SPAD\) Program](#) and the [DPC Dissemination and Translation Awards \(DPC DaTA\)](#)

Creating the Future: Transforming Institutional Culture

Scientific Workforce Diversity Toolkit

<https://diversity.nih.gov/toolkit>

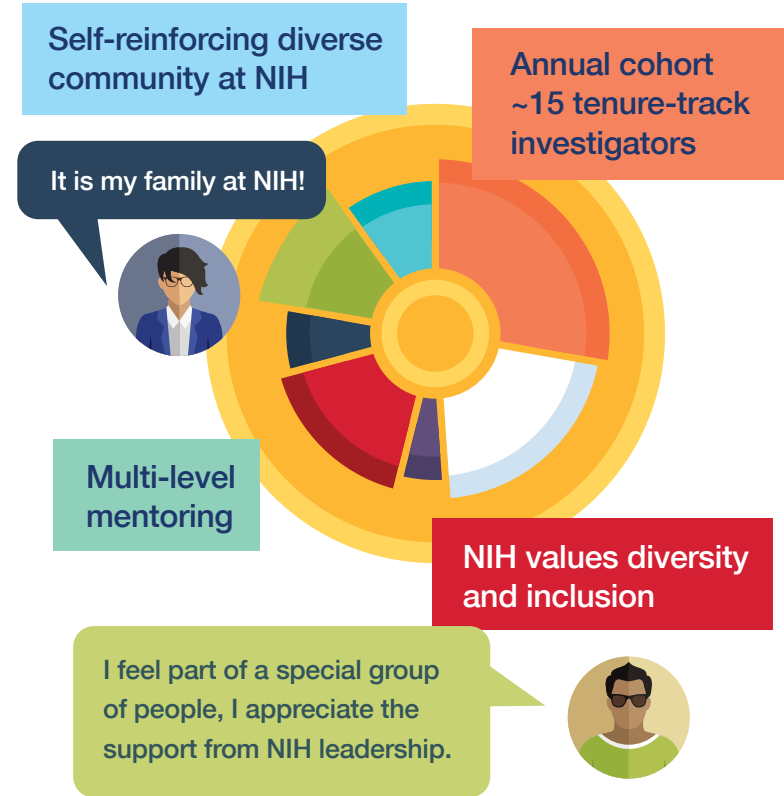


Transparency and Accountability



Creating the Future: Transforming Institutional Culture

Distinguished Scholars Program



2018 Cohort 13 Scholars

- 8 Female
- 5 Male
- 2 Black/African American
- 6 Hispanic/Latinx

2019 Cohort 15 Scholars

- 11 Female
- 4 Male
- 4 Black/African American
- 1 Hispanic/Latinx

2020 Cohort 14 Scholars

- 7 Female
- 7 Male
- 3 Black/African American
- 2 Hispanic/Latinx
- 2 Multi

Percentage of URG IRP Tenure-Track Investigators

