Scientific Workforce Diversity at NIH

Where we were THEN & NOW

NIH R01 Grants

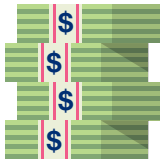
B/AA R01 Grants

B/AA = Black/African American

52

2013

113

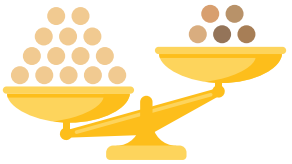


2018

+117%

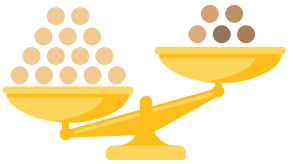
Funding Gap

2013



10% Gap

2018



10% Gap

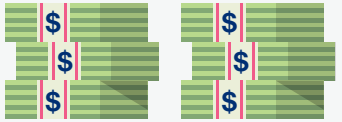
Proportion of all RO1 Grants

~2%

H/L R01 Grants

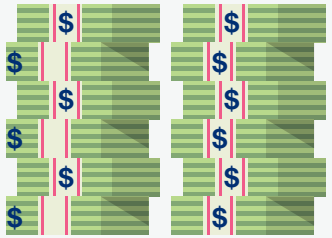
H/L = Hispanic/Latinx

183



2013

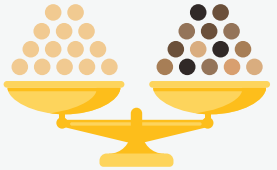
390



2018

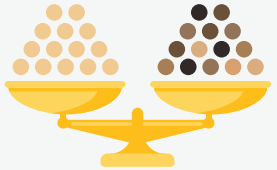
+113%

2013



No Gap

2018

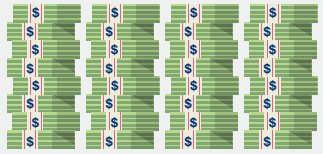


No Gap

~4%

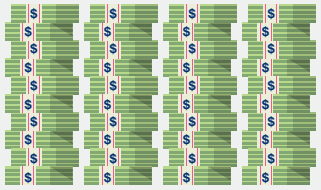
White + Asian R01 Grants

4,641



2013

8,014



2018

+73%

~94%

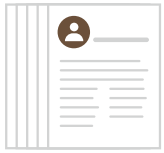
Scientific Workforce Diversity at NIH

Where we were THEN & NOW

R01 Applicants

B/AA R01 Applicants

425



2013

548

2018

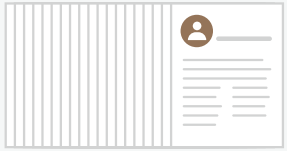
+29%

Proportion of all R01 Applicants

~2%

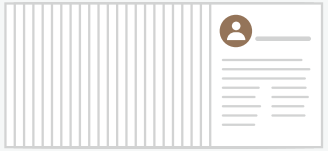
H/L R01 Applicants

1,034



2013

1,362



2018

+32%

~5%

White + Asian R01 Applicants

22,184

2013

26,320

2018

+19%

~93%

Scientific Workforce Diversity at NIH

Where we were THEN & NOW

K Awards

B/AA K Awards

26 (2013) → 63 (2018)

+142%

Funding Gap

2013: 12% Gap

2018: No Gap

Proportion of all K Awards

~5.5%

H/L K Awards

54 (2013) → 74 (2018)

+37%

2013: 4% Gap

2018: No Gap

~6.5%

White + Asian K Awards

776 (2013) → 991 (2018)

+28%

~88%

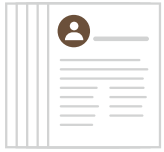
Scientific Workforce Diversity at NIH

Where we were THEN & NOW

K Applicants

B/AA K Applicants

119



2013

185

2018

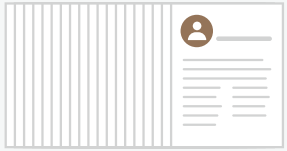
+55%

Proportion of all K Applicants

~6%

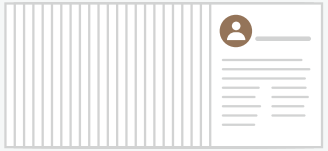
H/L K Applicants

181



2013

263



2018

+45%

~8%

White + Asian K Applicants

2,442

2013

2,841

2018

+16%

~86%

Scientific Workforce Diversity at NIH

Where we were THEN & NOW

Training

STEM PhDs (2000-2008 Data)

URM 7%

White + Asian 93%

STEM PhDs (2018 Data)

14%

86%

Training Grants (2012 Data)

~10%

~90%

Training Grants (2018 Data)

~20%

~80%

Building the Future:
NIH Diversity Program Consortium

$500 Million Over 10 Years

BUILD

Building Infrastructure Leading to Diversity

2,500+
Students to date

Highly diverse community of students and faculty

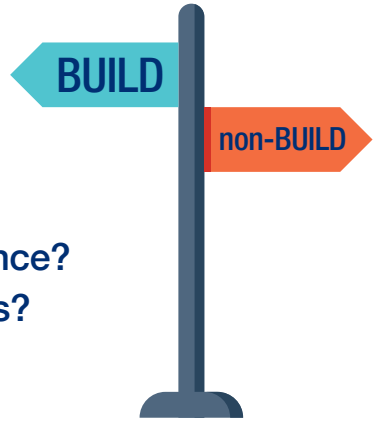
41% Hispanic/Latinx

12% White

27% Black/African American

BUILD vs non-BUILD institutions:

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



113 Institutions Nationwide

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

Testing the Impact of:

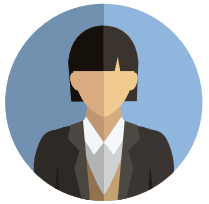
- Stereotype threat
- Critical race theory
- Student entrepreneurship
- Living and learning communities

Building the Future:
NIH Diversity Program Consortium

$500 Million Over 10 Years

NRMN
National Research Mentoring Network

3,470 Mentors



5,690 Mentees

NRMN Service

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

6 Grantwriting / Coaching Programs Across the Nation

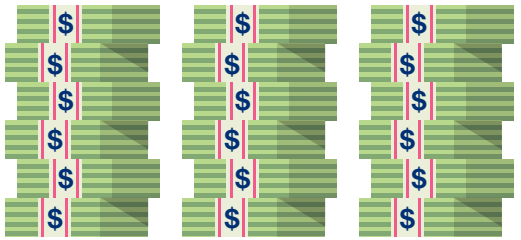
545 Highly Diverse Participants

~1/3
Black/African American

67%
Women

~1/5
Hispanic/Latinx

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
URM

NRMN Research: New Funding for 2020-2024

Eleven research projects on 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 Over 10 Years

CEC
Coordination & Evaluation Center

Collect & Analyze

Using Hallmarks of Success
that measure progress at three levels

Student

Faculty

Institution

Scientific Workforce Diversity at NIH

Creating the Future: Transforming Institutional Culture

Scientific Workforce Diversity Toolkit

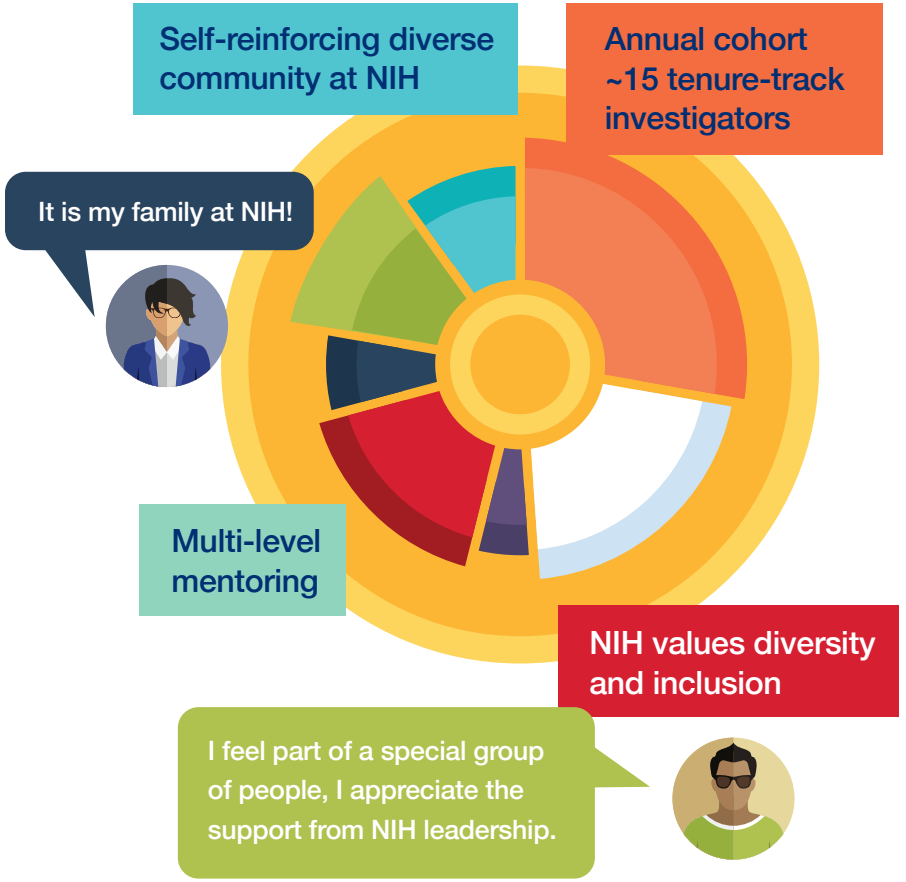
https://diversity.nih.gov/toolkit

Transparency and Accountability

Scientific Workforce Diversity at NIH

Creating the Future: Transforming Institutional Culture

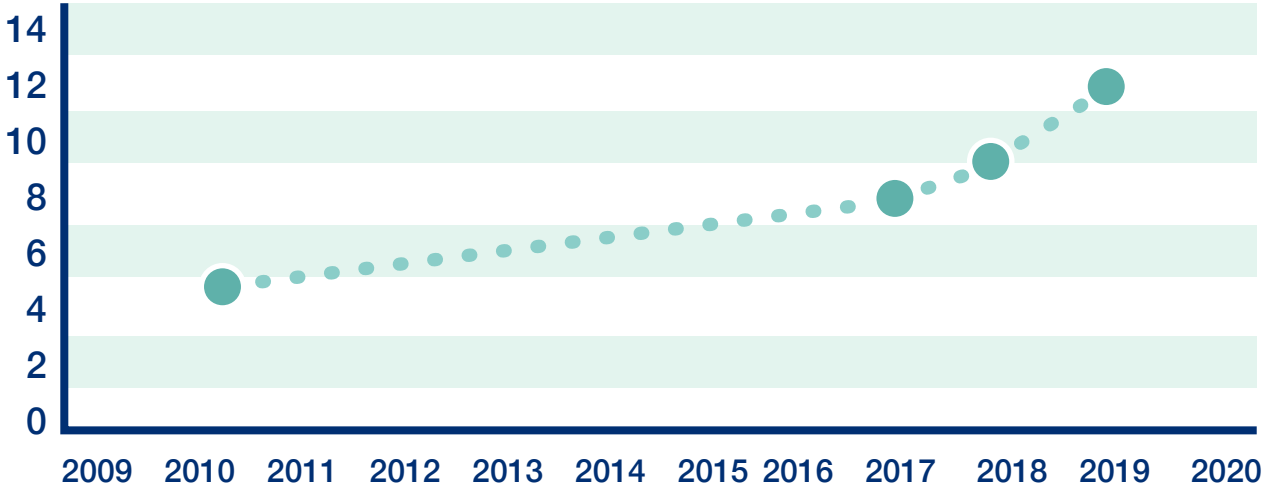
Distinguished Scholars Program



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

Percentage of URM IRP Tenure-Track Investigators