Scientific Workforce Diversity at NIH

Where we were THEN & NOW

**NIH R01 Grants**

**B/AA R01 Grants**

<table>
<thead>
<tr>
<th>Year</th>
<th>Grants</th>
<th>Funding Gap</th>
<th>Proportion of all RO1 Grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>52</td>
<td>10% Gap</td>
<td>~2%</td>
</tr>
<tr>
<td>2018</td>
<td>113</td>
<td>10% Gap</td>
<td></td>
</tr>
</tbody>
</table>

**H/L R01 Grants**

<table>
<thead>
<tr>
<th>Year</th>
<th>Grants</th>
<th>Funding Gap</th>
<th>Proportion of all RO1 Grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>183</td>
<td>No Gap</td>
<td>~4%</td>
</tr>
<tr>
<td>2018</td>
<td>390</td>
<td>No Gap</td>
<td></td>
</tr>
</tbody>
</table>

**White + Asian R01 Grants**

<table>
<thead>
<tr>
<th>Year</th>
<th>Grants</th>
<th>Funding Gap</th>
<th>Proportion of all RO1 Grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>4,641</td>
<td>+73%</td>
<td>~94%</td>
</tr>
<tr>
<td>2018</td>
<td>8,014</td>
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</tr>
</tbody>
</table>
Scientific Workforce Diversity at NIH

Where we were THEN & NOW

R01 Applicants

**B/AA R01 Applicants**
- 2013: 425
- 2018: 548
- +29%

**Proportion of all R01 Applicants**
- ~2%

**H/L R01 Applicants**
- 2013: 1,034
- 2018: 1,362
- +32%

**White + Asian R01 Applicants**
- 2013: 22,184
- 2018: 26,320
- +19%

- ~93%
Scientific Workforce Diversity at NIH

Where we were THEN & NOW

K Awards

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2018</th>
<th>+/-%</th>
<th>Proportion of all K Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>B/AA K Awards</strong></td>
<td>26</td>
<td>63</td>
<td>+142%</td>
<td>~5.5%</td>
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<td><img src="image2.png" alt="Image" /></td>
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<tr>
<td><strong>H/L K Awards</strong></td>
<td>54</td>
<td>74</td>
<td>+37%</td>
<td>~6.5%</td>
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<td><img src="image4.png" alt="Image" /></td>
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<tr>
<td><strong>White + Asian K Awards</strong></td>
<td>776</td>
<td>991</td>
<td>+28%</td>
<td>~88%</td>
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<td><img src="image5.png" alt="Image" /></td>
<td><img src="image6.png" alt="Image" /></td>
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</tr>
</tbody>
</table>
Scientific Workforce Diversity at NIH

Where we were THEN & NOW

K Applicants

- **B/AA K Applicants**
  - 2013: 119
  - 2018: 185
  - Increase: +55%
  - Proportion of all K Applicants: ~6%

- **H/L K Applicants**
  - 2013: 181
  - 2018: 263
  - Increase: +45%
  - Proportion of all K Applicants: ~8%

- **White + Asian K Applicants**
  - 2013: 2,442
  - 2018: 2,841
  - Increase: +16%
  - Proportion of all K Applicants: ~86%
Scientific Workforce Diversity at NIH

Where we were THEN & NOW

STEM PhDs (2000-2008 Data)
- URM: 7%
- White + Asian: 93%

STEM PhDs (2018 Data)
- URM: 14%
- White + Asian: 86%

Training Grants (2012 Data)
- ~10%

Training Grants (2018 Data)
- ~20%
Building the Future: NIH Diversity Program Consortium

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

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

3,470 Mentors
5,690 Mentees

545 Highly Diverse Participants
- ~1/3 Black/African American
- 67% Women
- ~1/5 Hispanic/Latinx

6 Grantwriting / Coaching Programs Across the Nation

Awards to Grant-Writing Coaching Participants

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

Majority are NIH R01 grants and career-development awards
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

diversity metrics
tools to enhance diversity and inclusion
transparency of hiring and promotion
Evaluate effect
Distinguished Scholars Program

Self-reinforcing diverse community at NIH

Annual cohort ~15 tenure-track investigators

Multi-level mentoring

NIH values diversity and inclusion

It is my family at NIH!

I feel part of a special group of people, I appreciate the support from NIH leadership.

2018 Cohort
13 Scholars
- 8 Female
- 2 Black/African American

2019 Cohort
15 Scholars
- 11 Female
- 4 Black/African American

Percentage of URM IRP Tenure-Track Investigators

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Multi-level mentoring

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