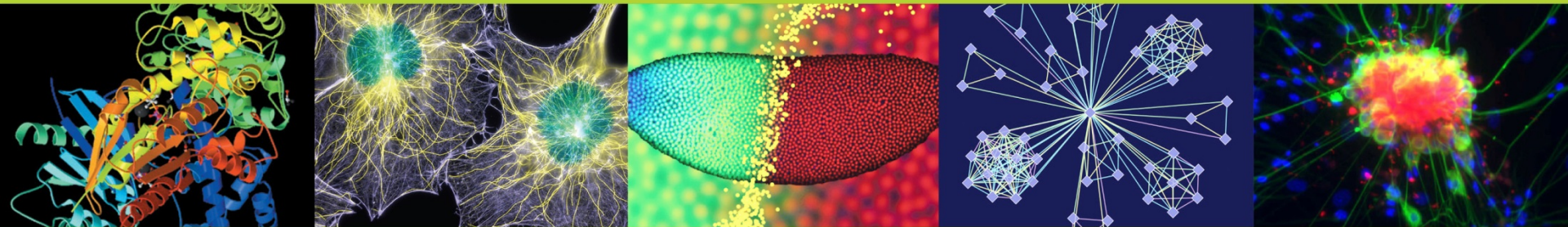


Diversifying the STEM Pathway: A Look at Successful Approaches

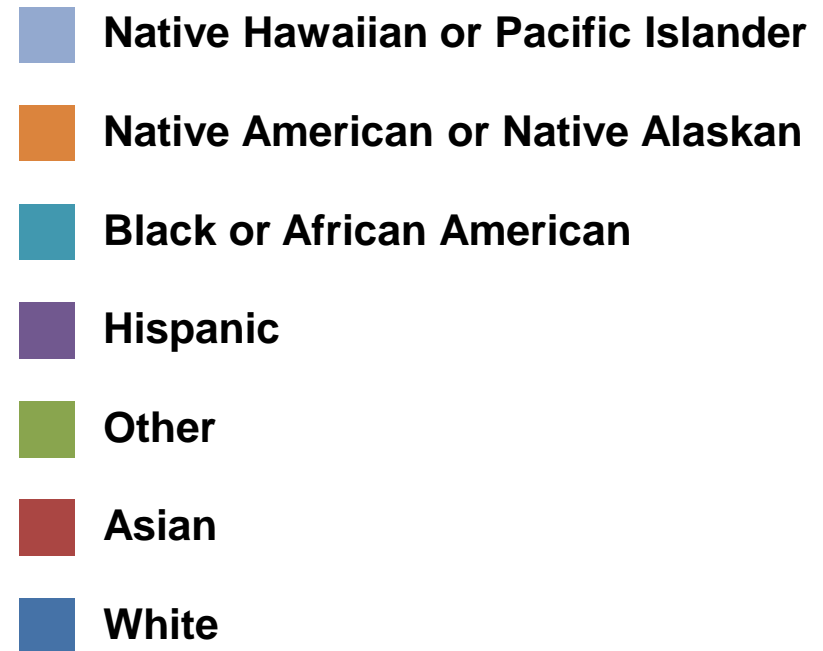
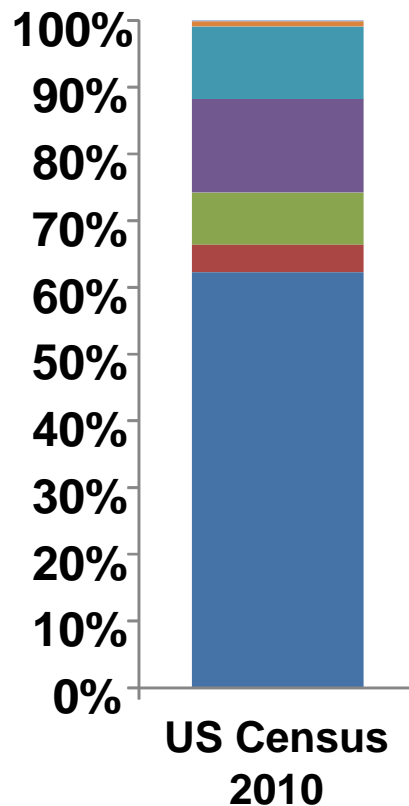
Alison Gammie

Director Training, Workforce Development and Diversity, NIGMS

April 27, 2017



The biomedical research community does not reflect the diversity in this country



ADVISORY COMMITTEE TO THE DIRECTOR

[Advisory Committee to the Director](#)

[Charter](#)

[Members](#)

[Meetings](#)

[Working Group Activities](#)

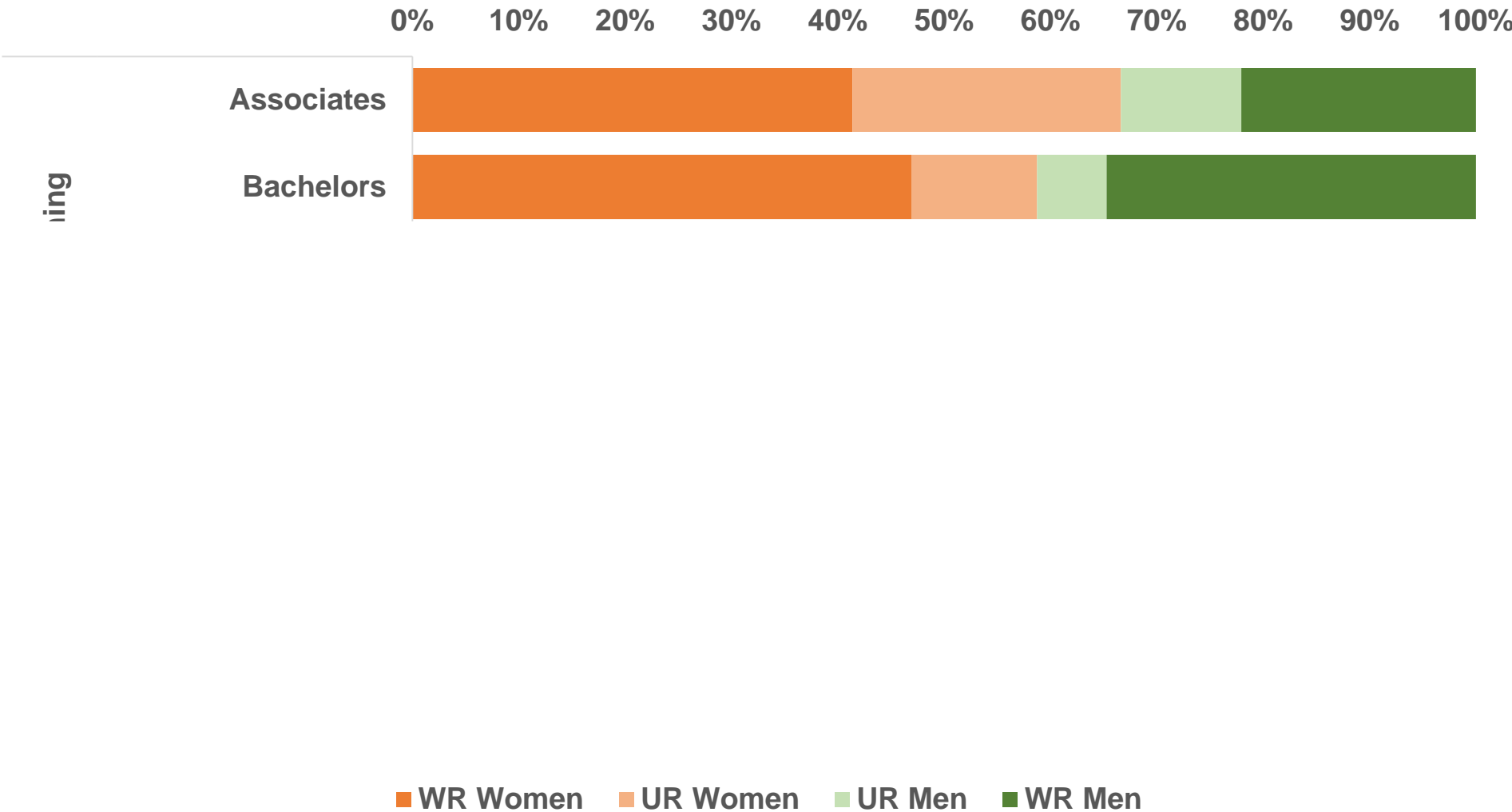
[Contact the ACD](#)

Working Group on Diversity in the Biomedical Research Workforce

Working Group Reports

- Diversity in the Biomedical Research Workforce Working Group Report [\(PDF - 3,466KB\)](#)
- Executive Summary of the Working Group on Diversity in the Biomedical Research Workforce [\(PDF - 136KB\)](#)

Underrepresented minorities and women are leaving the biomedical academic pathway



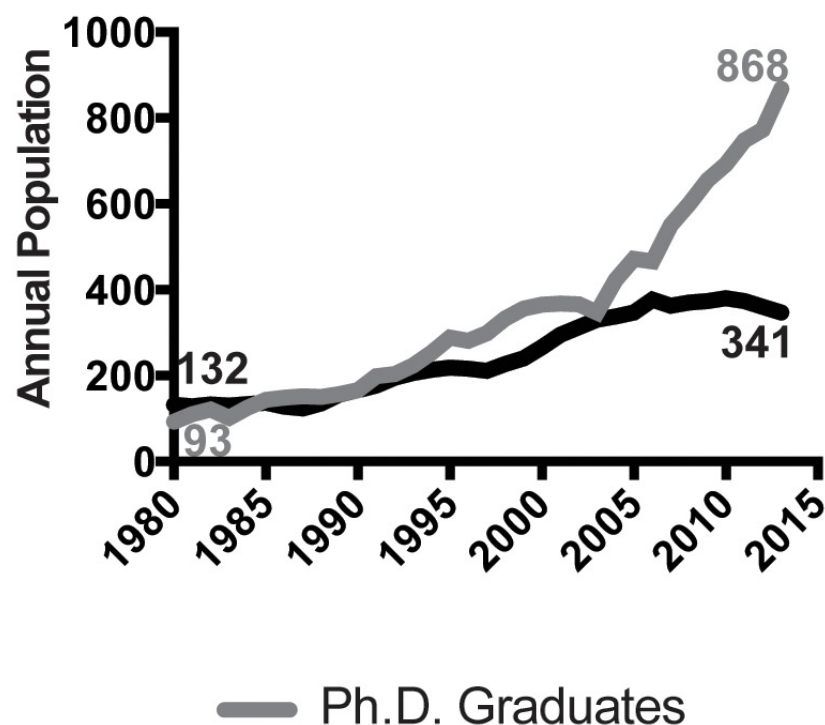
UR, underrepresented: Hispanic, African American/Black, Native American
WR, well represented: White, Asian

Research: Decoupling of the minority PhD talent pool and assistant professor hiring in medical school basic science departments in the US

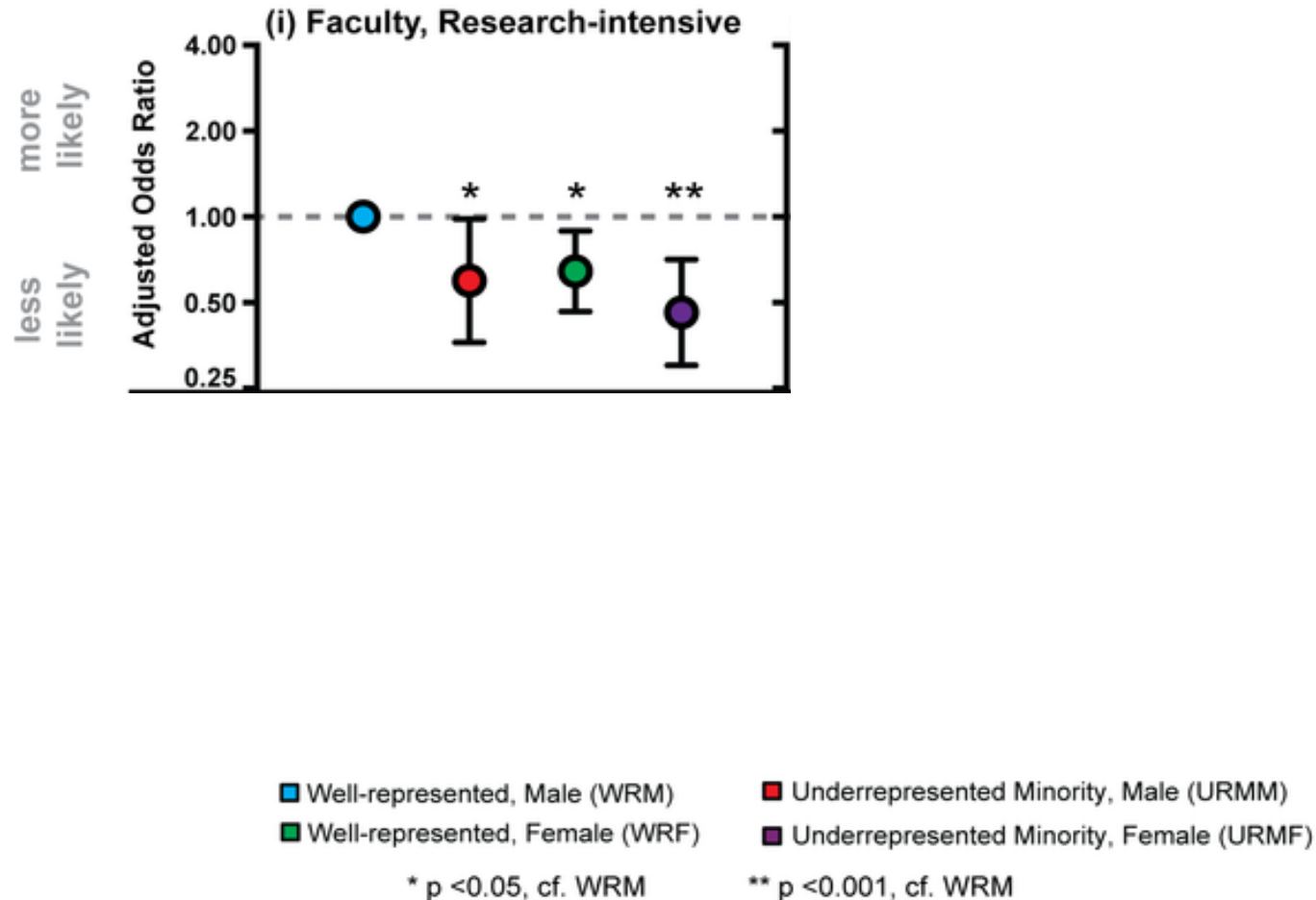


Kenneth D Gibbs Jr [✉](#), Jacob Basson, Imam M Xierali, David A Broniatowski

National Institute of General Medical Sciences, United States; Association of American Medical Colleges, United States; The George Washington University, United States



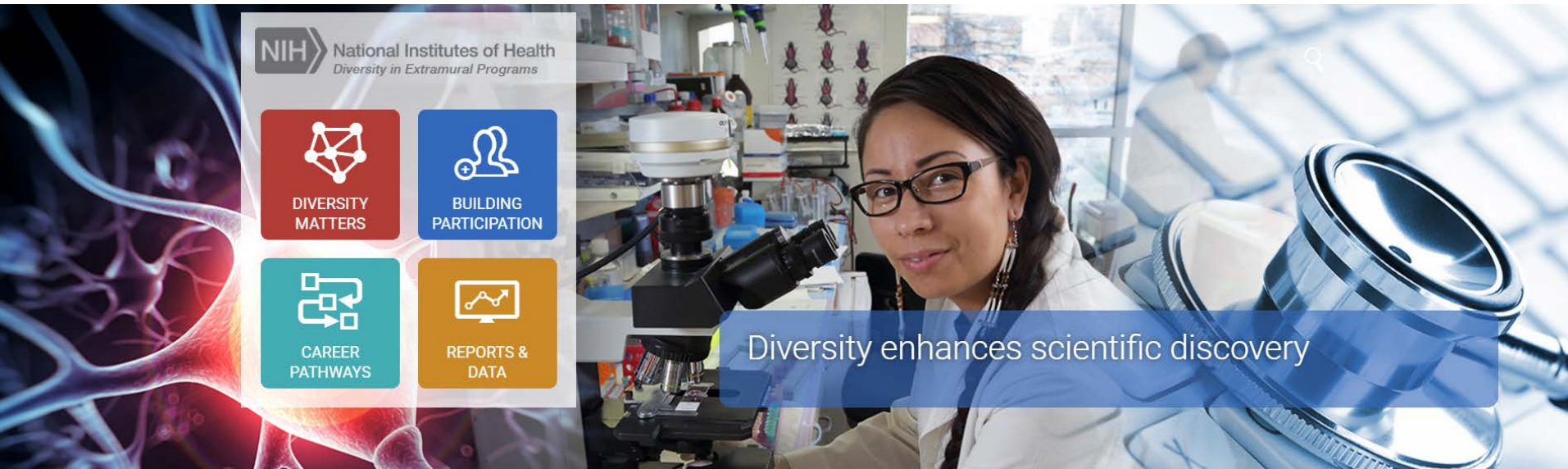
Women and underrepresented minorities lose interest in pursuing the academic track by the end of earning a PhD



Gibbs KD Jr, McGready J, Bennett JC, Griffin K (2014) Biomedical Science Ph.D. Career Interest Patterns by Race/Ethnicity and Gender. PLoS ONE 9(12): e114736. doi: 10.1371/journal.pone.0114736

<http://127.0.0.1:8081/plosone/article?id=info:doi/10.1371/journal.pone.0114736>

NIH Diversity Webpage



Diversity enhances scientific discovery

Information about how NIH promotes a diverse scientific research workforce

Learn how diversity supports our mission, find opportunities to participate in diversity programs, meet researchers, and more. Whether you are a science student, trainee, faculty member, or someone who is interested in diversity programs, you can find what you are looking for [here](#).

Questions, comments, and suggested resources should be directed to extramuraldiversity@mail.nih.gov, or use the Contact Us link below.

[Funding Opportunities](#)



Diversity Program Consortium



Building Infrastructure Leading to Diversity

How is BUILD different from previous programs?

Targeting 3 levels at once:

- Student
- Faculty
- Institution

Taking a scientific approach to interventions





**DIVERSITY
PROGRAM
CONSORTIUM**

*Supported by the National
Institutes of Health*



Network Mission: To promote and provide mentoring to diversify the biomedical research workforce

Major NRMN Goals/ Program Components:

- **Match/link** mentees to mentors and coaches
- **Train** mentors, coaches & mentees
- **Refer** mentees to career and research resources
- **Promote** the value of career mentoring across the nation

NIGMS Diversity Focused Training Programs

Pre-Kindergarten – high school

SEPA

Undergraduate

Postbac

Graduate MS

Graduate PhD

Postdoctoral

RISE

RISE

BRIDGES to
BAC

PREP

BRIDGES to
DOC

IRACDA

MARC

F31 Diversity Fellowships

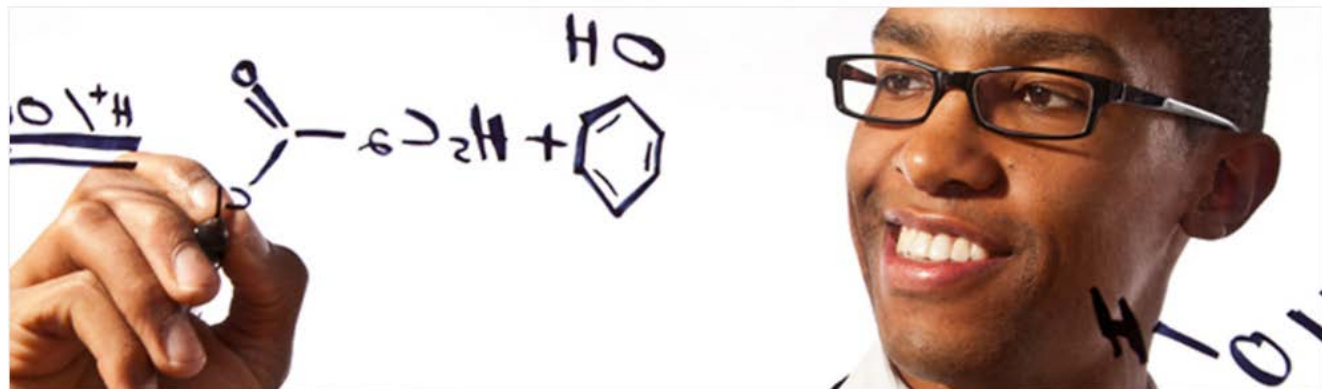
IMSD

IMSD

Research to Understand and Inform Interventions that Promote the Research Careers of Students in the Biomedical Sciences (R01)

Test interventions to establish the value of:

- Building self-efficacy and a scientific identity
- Reducing stereotype threat
- Mitigating unconscious bias
- Diminishing imposter syndrome
- Creating networks
- Mentoring, coaching, sponsoring
- Forming cohorts and learning communities
- Emphasizing cultural assets
- Engaging family and support networks
- Increasing cultural awareness



Questions?

