Diversifying the STEM Pathway: A Look at Successful Approaches

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The biomedical research community does not reflect the diversity in this country.
Underrepresented minorities and women are leaving the biomedical academic pathway

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

- Associates
- Bachelors

WR Women
UR Women
UR Men
WR Men
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.
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.
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
**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
BRIDGES to BAC
MARC
IMSD

RISE
PREP
BRIDGES to DOC

F31 Diversity Fellowships
IMSD
IRACDA
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?