Well, good afternoon everybody. Hopefully folks are entering and I know some more may come with time, but we wanted to go ahead and get started. We’ll also be recording this as well so you all will have an opportunity to be able to share with others and to go back and listen to it as well. But again, I just like to go ahead and welcome everybody to this diversity supplement panel discussion and information session. My name is Nee Adiam,
00:00:22.870 --> 00:00:24.382 associate professor and Department
NOTE Confidence: 0.804957900588235
00:00:24.382 --> 00:00:26.272 of Psychiatry and also cellular
NOTE Confidence: 0.804957900588235
00:00:26.272 --> 00:00:27.849 and molecular Physiology.
NOTE Confidence: 0.804957900588235
00:00:27.850 --> 00:00:29.460 I'm also the inaugural director
NOTE Confidence: 0.804957900588235
00:00:29.460 --> 00:00:30.104 of scientists.
NOTE Confidence: 0.804957900588235
00:00:30.110 --> 00:00:31.418 Diversity and inclusion here
NOTE Confidence: 0.804957900588235
00:00:31.418 --> 00:00:33.053 at the School of Medicine.
NOTE Confidence: 0.804957900588235
00:00:33.060 --> 00:00:35.220 So today I'm honored to be able to
NOTE Confidence: 0.804957900588235
00:00:35.220 --> 00:00:37.075 welcome our panelists from the NIH
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00:00:37.075 --> 00:00:39.307 and also some of our panelists here
NOTE Confidence: 0.804957900588235
00:00:39.307 --> 00:00:41.407 from Yale who will be talking about
NOTE Confidence: 0.804957900588235
00:00:41.407 --> 00:00:42.786 aspects of diversity supplements,
NOTE Confidence: 0.804957900588235
00:00:42.786 --> 00:00:45.114 how to go about the process,
NOTE Confidence: 0.804957900588235
00:00:45.120 --> 00:00:47.899 and we'll also be sharing about their
NOTE Confidence: 0.804957900588235
00:00:47.899 --> 00:00:49.090 experiences successfully applying
NOTE Confidence: 0.804957900588235
00:00:49.149 --> 00:00:50.937 for these diversity supplements.
I did want to start out, also acknowledging our diversity supplement working group, which consists of 24 individuals across the school who have been contributing to these conversations. Over the last several months, it includes faculty members at different stages from different departments, includes staff members, program managers, and program directors. Also vice chair. So this group has really been great in terms of helping us think about ways that we can really centralized
our resources here on campus to be able to make this information accessible to people here at Yale and broader than that as well. So I’ll mention that we have had people on campus who have successfully applied for these. A lot of the ways that people have gone about that up to this point. Has been word of mouth or one-on-one conversations people have reached out to me. People have also had conversations within the departments as well. But what we really want to do is to try and to make sure that we made those resources widely available.
and then to encourage faculty and trainees to apply for these diversity supplements so our NIH partners who are here joining us today will go into more details about the supplements themselves, but I did want to mention two quick things before I pass things on over to them. One things I want to mention is that these diversity. Supplements really do provide a great opportunity for people to be able to secure additional funding for their diverse trainings and at the same time. It also provides us an opportunity.
to actually increase the diversity of our research programs.

So again, two important components that we want to keep in mind as we are trying to think about these resources and again increasing institutional awareness about these resources.

The other thing which I want to mention some of you may be aware that we have partnered with several institutions and have been hosting trainees on campus in the summer time and also throughout the year, oftentimes partnering with diversity, diverse groups of individuals.
and also partnering with minority serving institutions. So in those instances there are often wonderful opportunities to be able to maintain some of those relationships that we have built with our trainees and to potentially recruit them back to campus at different stages of their training. Governments provide a way to increase the conversation, keep those relationships going, and increase the diversity of our research teams and our biomedical workforce.
Here at Yale and across the nation as well. So I did want to mention that this webinar is actually just one component of what we have been working on as a working group. The other component, which you all should have heard about is that we do have a website, so I think that was sent out in the e-mail that I sent last week. We will also drop the link to that website in the chat and we'll drop it again later on in this conversation as well, so you all have access to that. So we have some resources.
information that’s there overtime through the office of Physician Scientists and Scientific Development. We also have a grants library and so we have funded diversity supplements that people on our campus volunteered and sent in so you can contact our office if you’re interested in looking at those as a resource and a template as well. The last thing that I did want to acknowledge as well before we jump in is just to acknowledge the hard work of an actual subcommittee that worked and had conversations to put this diversity.
Supplement panel discussion together

so the individuals on that Community committee included Jane Taylor,

Rachel Parrot,

Rachel Perry,

Carol Russo, Rick Krause.

We also worked in collaboration with Nick Lifts and the office of Physician Scientists and Scientific Development and Alexis Taylor in my office as well.

And I did also want to acknowledge. After Holly Moore from Nida who was involved with us with some of our earlier conversation that gave us great feedback and guidance as we were thinking about this as well.
But with that I’m going to get ready to pass things over. The last thing I’ll mention is that everything that I stated is also very key in terms of what we’re thinking about here at Yale, and hopefully other places as well. In terms of our strategic plan, especially as it relates to the recruitment, retention, and inclusion of diverse trainees and really enhancing the diversity of our school as well. So with that I’m going to pause and actually pass it on to our first
speaker who is Doctor Desiree Salazar.

I'll give her a little bit of an introduction and then let her go from there.

Doctor Salazar is the diversity, equity and inclusion coordinator for extramural programs at the National Heart, lung and Blood Institute, and NHLBI that’s.

Salazar provides leadership in DI activities across NHLBI, and also manages a variety of reentry programs and supplements. The Mosaic Awards for postdocs. And several others too many to list here.

I’ll let her go into that if...
she would like to as well.

Doctor Salazar also worked as a program manager of the American Society for Cell Biology at one point, just to give you a sense of her academic background, she got her BS in neuroscience from UCLA and a PhD in Biological Sciences from UC Irvine. So we're wonderful and I'm grateful to have Doctor Salazar here, and I'm going to pass it on to her.

OK, great. Very happy to be here and let me get the presentation started.
The presentation or the notes presentation looks good.

OK, so good afternoon everybody, so I’m here to talk about the diversity supplement program at NHLBI and to provide some general information that is kind of NIH wide. So before I get into the diversity supplements, I just wanted to share that at NHLBI and all the IC’s we have a range of programs to help in advance inclusive excellence from the high school level to the faculty level and the diversity supplements cover all those levels, but we have various other
And when preparing diversity supplement application, I think it’s very wise to consider and plan for the transition after the diversity supplement of what kind of awards candidates will be applying for. So it’s really key to look at what’s available at the particular IC where your candidate research fits and what other opportunities might they consider applying for. And it’s helpful to include that in that information in the diversity.
supplement application so that we can see that the candidate is going to receive mentoring. And plan to apply for individual awards as they move forward in their career. So you can take a look at our website. We have a whole host of programs depending upon the career level. OK, so the diversity supplement program, so the current funding opportunity announcement number is shown here and this gets updated about every three years, so the overall goal of this program is to improve the diversity of the research workforce by recruiting and training.
00:08:06.258 --> 00:08:10.260 candidates from the high school level.

00:08:10.260 --> 00:08:15.878 Post facts graduate level students, postdocs,

00:08:15.878 --> 00:08:19.813 and even early career investigators

00:08:19.820 --> 00:08:22.210 who are from underrepresented groups,

00:08:22.210 --> 00:08:23.874 so the funding opportunity

00:08:23.874 --> 00:08:25.954 announcement includes a long list

00:08:25.954 --> 00:08:28.088 of eligible research grants,

00:08:28.090 --> 00:08:32.546 and there’s a list that I’ll get into

00:08:32.550 --> 00:08:35.878 in more detail in a moment about which

00:08:35.878 --> 00:08:37.650 underrepresented groups are eligible.

00:08:37.650 --> 00:08:40.858 So depending upon the level of the candidate.

00:08:40.860 --> 00:08:42.915 The supplement provides salary or

00:08:42.915 --> 00:08:45.481 stipend and then a small budget

00:08:45.481 --> 00:08:47.237 for supplies and travel.

00:08:47.240 --> 00:08:47.921 Umm?
The due dates vary at the different IC’s. At NHLBI we have a rolling deadlines and just depending upon when the application is received, there is an earliest potential start date which is typically about three months later. And so the eligible candidates are those that are listed in the NIH notice of interest and diversity. And there are three different categories, so there’s racial and ethnic groups that have been demonstrated to be underrepresented, and then a category that has recently been updated is the individuals with disabilities.
from disadvantaged backgrounds. And so there’s a long list here of potential criteria and individuals who meet two or more of the criteria can also be eligible. So I would say the most common are typically those that had no parents or or legal guardians who completed a bachelor’s degree, typically in combination with. Candidates who have received Pell Grants, but any two of these criteria make one eligible. And so the budget information depends upon the level of the candidates and most
of the IC's participate in every level

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of candidate except for NINR and NCCIH.

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They only support more the predock and above.

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But there's particular range for for

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salary that is listed within the funding

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opportunity announcements and then

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small budget for supplies and travel.

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That's also dependent upon the

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the candidate level.

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And so, for NHLBI,

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like I mentioned previously,

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we have a rolling deadline and

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depending upon when the application

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is received by us and I just want

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to make that distinction because

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it can sometimes take about a
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00:11:08.170 --> 00:11:11.164 week after one is submitted the
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00:11:11.164 --> 00:11:13.733 application before it goes through
NOTE Confidence: 0.75274016125
00:11:13.733 --> 00:11:16.625 all the the checks and actually
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00:11:16.625 --> 00:11:19.279 gets received by by my office.
NOTE Confidence: 0.75274016125
00:11:19.280 --> 00:11:21.620 So currently we’re at the end
NOTE Confidence: 0.75274016125
00:11:21.620 --> 00:11:24.074 of our fiscal year and so.
NOTE Confidence: 0.75274016125
00:11:24.074 --> 00:11:26.309 Our fiscal year starts October
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00:11:26.309 --> 00:11:29.540 and we actually don’t make
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00:11:29.540 --> 00:11:32.515 awards in October or November,
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00:11:32.520 --> 00:11:34.190 so applications that are received
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00:11:34.190 --> 00:11:35.860 pretty much throughout the summer.
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00:11:35.860 --> 00:11:38.800 The earliest start date is December,
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00:11:38.800 --> 00:11:40.420 but most often throughout the year.
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00:11:40.420 --> 00:11:42.360 It’s about a three month
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00:11:42.360 --> 00:11:45.240 window for the review period.
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And so we have a very detailed website with specific guidelines that are specific to NHLBI’s process and so. In particular, some differences at Ric is that we expect post back and postmasters candidates have to be within 24 months of receiving their degree and also faculty candidates must apply within 24 months of starting their first faculty positions and then within this website there’s kind of very specific guidelines for application procedures and the documents that we’d like to see. So some general.
Guidelines is just candidates cannot have previously been an independent Pi on an NIH award. They can also cannot have been previously supported by the parent grant prior to the submission of the Diversity Supplement application, so they can be supported.

Kind of in that window. Between submitting the application and waiting for the decision. Additionally, if candidates are supported by a T. uh, for example, they need to stay on the T32 for the
normal duration and cannot early terminate to join a diversity supplement at NHLBI awards are for a minimum of 12 months and a maximum of 48 months, depending upon the career level. But we do also support short term summer research projects for graduate for undergrads. And medical students. So what are we looking for in an application? So it’s key that the research plan is within the scope of the of the parent award and is for candidates beyond the undergraduate level.
The research that they’re working on should be a little bit distinct and kind of further. The aims of the grants rather than duplicating the research that was already proposed, we really like to see personalized mentoring. An individualized research training plans that help address the candidates goals, strengths and weaknesses. And we strongly encourage fellowship applications and transition to traditional means of support. So whether that’s an individual fellowship or moving to a T32
00:14:26.245 --> 00:14:28.370 or even being transitioned to
NOTE Confidence: 0.75274016125
00:14:28.370 --> 00:14:30.800 the parent grant is allowed.
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00:14:30.800 --> 00:14:33.480 But we do expect to see a plan for how
NOTE Confidence: 0.75274016125
00:14:33.559 --> 00:14:36.019 the candidate will be supported upon
NOTE Confidence: 0.75274016125
00:14:36.019 --> 00:14:39.220 the completion of the diversity supplement.
NOTE Confidence: 0.75274016125
00:14:39.220 --> 00:14:40.668 It’s really key that
NOTE Confidence: 0.75274016125
00:14:40.668 --> 00:14:41.754 there’s career development,
NOTE Confidence: 0.75274016125
00:14:41.760 --> 00:14:42.127 training,
NOTE Confidence: 0.75274016125
00:14:42.127 --> 00:14:44.696 and skill development training as part of.
NOTE Confidence: 0.75274016125
00:14:44.700 --> 00:14:46.390 The the training plan and
NOTE Confidence: 0.75274016125
00:14:46.390 --> 00:14:48.080 it’s helpful to include kind
NOTE Confidence: 0.873444950555556
00:14:48.151 --> 00:14:50.421 of detailed timelines of the
NOTE Confidence: 0.873444950555556
00:14:50.421 --> 00:14:51.783 proposed training activities,
NOTE Confidence: 0.873444950555556
00:14:51.790 --> 00:14:54.848 knows the candidate going to go to
NOTE Confidence: 0.873444950555556
00:14:54.848 --> 00:14:56.702 a conference and present you know
NOTE Confidence: 0.873444950555556
00:14:56.702 --> 00:14:58.368 which conference when will that be?
Are they taking any kind of particular workshops or planning to submit an F31 grant? If so, you know what is the deadline for their application? Are they doing any grant writing training? Including all those details and the package is really helpful, and then the plan should include transition for the next phase of the candidate's career, whether they're moving to, you know, just becoming a more advanced graduate student or postdoc, or making a transition to the next Courier level.
And then within the funding opportunity announcements, there’s this really important link that links out to the diversity supplement contacts at each of the IC’s and within the box. On that page you can see that there’s the scientific contact and grants management contact. It’s really key to reach out to those folks and get any questions you might have answered there. And then there’s a little information. There’s like a link to any IC specific websites or any kind of priorities for preferences of that I see.
so definitely look there in advance

And then lastly,

I just want to briefly also mention

another supplement opportunity that

we have called the re-entry and

reintegration supplements so these

can be useful for folks who have

already gotten a PhD but needed

to take a break due to family

responsibilities or health issues.

So you know,

having a baby or moving across

the country for spouses?

Job or things,
or having a health problem or taking care of somebody in your family are all qualifying reasons for the re-entry supplement. Additionally, pretty recently we added this reintegration supplement and so this could be for pre doctoral students or postdocs who need to transition out of an unsafe environment because of harassment and so this helps. If somebody’s in a bad environment and needs to to find a new lab, this can help transition them so the salaries and stipends for supplies and travel are very similar.
to the diversity supplement and depend upon the career level of the candidate. OK, so I’m happy to take questions when we get to that part of the presentation and my e-mail is here. If anyone has any specific questions that we’re not able to get to today. Excellent, thank you so much Doctor Salazar. And yes I should have mentioned that we will definitely have time. Hopefully we’ll have time as we move along for questions at the end. So definitely feel free to type those in the chat as we’re going along.
Doctor Salazar.

Definitely appreciate all that wonderful and helpful information that you provided us with. So now I’d like to introduce our next speaker who is Doctor Angela Holmes.

Doctor Holmes joined Nida, the Office of Diversity and Health Disparities in July of 2020 as a health scientist, administrator, program officer, and she now currently manages and oversees Native Diversity Supplement program. Before joining, Angela did actually a postdoc and movement...
disorders with a focus on cervical dystonia.

NINDS also completed a details of health program specialist at the NINDS Division of Translational Research. And also had government contract positions at the Walter Reed National Military Medical Center and the Defense Centers for the psychology, particularly in psychology as well.
Just a bit of background, she earned her PhD in neuroscience at Georgetown and then went on to have a diversity supplement funded Predoctoral fellowship and also post doctoral training at NIH NINDS. So, it’s my pleasure to welcome Angela Holmes to present next.

Thank you, let me share my. Can you guys see that? OK so I work in the Office of Research, Training, Diversity and Disparities and we provide research grants to promising scientists to meet the nation needs for drug abuse and addiction research. And so Nidas portfolio includes research and
basic clinical and translational sciences.

Just like Desiree mentioned, each IC offers different programs to enhance the diversity. So we offer programs from high school all the way up to the faculty, investors, a Gator stage. But for this talk I'll focus on the night of diversity supplement program. So the goal of the night of Diversity Supplement program is to enhance the diversity of the addiction workforce by providing administrative supplements to existing NIH research grants for post docs, postdocs, and early stage.
investigators that have been shown to be underrepresented in biomedical workforce. So we offer two to three years of support while trainees gain the research. Areas, preliminary data, and other training needed to apply for independent grant funding, so our supplements provide salary fringe benefits funds for supplies and travel, and I would like to point out that. Fiscal 2023 we are increasing the level of support for the early stage investigator level to be on par with other NIH IC's, so this will allow us to increase the participation of clinical sciences in the program.
Also, it would allow the early stage investigators the opportunity to focus on the research and training needed to make them competitive for independent grant funding. In addition to that, we are increasing the level of support for research and travel for all career stages to be consistent with the other IC’s as well as the diversity supplement FDA. So Desiree already went over some of these. Some mentioned the T30 the T32. However we defer because we do allow candidates to be on the parent grant,
but just for a maximum of six months at the time of application.

Also we do allow. API's to support diversity supplements at the same time, but they must be from different career stages. Unless both supplements are for candidates at the predock level. So we also accept applications on a rolling basis, so you can submit an application at any time of the year, just that we can't review it until between October and June. So for our first review meeting of fiscal year 2023,
the application deadline is September 15th and our final deadline. For fiscal year 2023 is May 9.
So any applications received after that date will be held for the following fiscal year.

OK, so for the review process is pretty much Tiered review by Nyda, program divisions and PO’s and then we have an internal review committee of Nida staff and so we just have discussion and there’s three possible outcomes that we have so that is recommended for funding.
Is recommend for funding with response to minor concerns, and recommend for resubmission so Pi would receive a summary of the review of the strengths and the outcomes. It probably takes around like 2-3 weeks to compile the comments depending on how many applications we’ve received. And then around the 4th week you would receive the summary statement. So here’s just examples of what makes us strong applications. Of course there’s more detail, so I have a link here. To the how to apply page. So I just pulled out from the ones that
thought were like really important
and Desiree mentioned this already but
the application needs to be tailored
Like for example,
you can’t have a career development
you can’t have a career development
plan that’s generic and that that
could be used for any any career stage.
To be specific for that candidate
and address the candidates strengths
and weaknesses.
So there should be a clear plan to
transition to independent funding.
So we need to know the type of award
that the candidate will apply for when
we also like to have details about whether they're going to take like a grant writing class and whether the mentors are going to assist with the application process, the candidate’s personal statement is very important. Also, so we want to know like what are their long term and short term goals and where do they see their self in a addiction and SD career in the future also? It’s important for the mentors to really demonstrate you know their strength and their support for the candidate,
and we like to see like a lot of details about the responsibilities of each mentor and well as well as the role. Well, it’s their role.

And then I pulled out some of the like the common some of the common red flags. So I already mentioned like a generic training plan. Also, if the mentoring is just provided exclusively by the Pi or all mentors are already on the parent grant are already involved in the research, we like to have, like someone who’s outside of the research or the parent grant just.
so it could expand the network

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of the candidate and it

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already mentioned the roles.

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Also.

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It’s important that the career

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development activities that

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are proposed in the application

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that they’re not all part of the

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institutional programs that the like.

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If the.

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if there is a pre dops do that well.

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If they’re already getting this

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these courses or training within the program,

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and then there’s really no need

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for the diversity supplement.
Also another flag is having immense ring plan written by the candidate. The candidate, can you know write the application along with the API, but the candidates shouldn’t be preparing the application alone. And these are just some. Just some tips, just to beware of. Due dates and timelines, they vary by IC, so it’s always important to contact the scientific contact for these specific IC and which you are seeking to apply for a diversity supplement. And so Desiree talked about that table here.
Also, if you have questions about your research plan or your specific aims, or if it’s if the project is in scope with the paragraph or just live in line with the mission of the IC is best to reach out to the program officer.

OK, so now I want to tell you about the High severity supplement. Professional development workshop. Last year we had a Nida and Atripla and IMHO diversity supplement. So last year we had a Nida and Atripla and IMHO diversity supplement. This workshop was a really big success. It was held virtually on August 26th and 27th and it brought together...
over 100 diversity supplement
scholars from these three IC.
And so they had the opportunity to
showcase their research during a poster
session here from 3 IC directors.
Connect with PO’s and get resources
to be successful at current
and subsequent career stages.
So overall participants really enjoyed
the workshop and posted comments in the
chat that this was the best virtual
workshop that they have ever attended.
And the information provided by
speakers appeals are very useful.
So we are doing something new this year.
So this year we’re expanding the workshop to all other NHIC. So now it’s called the NIH diversity supplement. Professional development and networking workshop. So this will be a two day virtual Workplace workshop, and it will take place on August 30th and 31st, and so it’ll bring together the first supplement scholars from. I think we have around, like 24 ICC. Another workshop and so will provide opportunities for scholars to meet with NIH program staff.
Justified in Ice Grant and review process.

Provide an overview of relevant funding back anism.

In addition, the agenda includes times for scholars to present their research and getting feedback at postal session that work with other scholars.

So right now we have And here for past diversity supplement recipients.

Registration will close this coming Friday, so those numbers will jump up.

And so if I'm able to open this,
00:31:20.070 --> 00:31:22.560 I can quickly take you
NOTE Confidence: 0.827282275
00:31:22.560 --> 00:31:24.552 guys through this agenda.
NOTE Confidence: 0.827282275
00:31:24.560 --> 00:31:25.816 I'm not sure if I can open this.
NOTE Confidence: 0.415961816
00:31:28.060 --> 00:31:28.990 Money to it.
NOTE Confidence: 0.900921840769231
00:31:30.300 --> 00:31:32.162 We can also put that in the
NOTE Confidence: 0.900921840769231
00:31:32.162 --> 00:31:33.829 link as well if you want.
NOTE Confidence: 0.900921840769231
00:31:33.830 --> 00:31:36.098 Drop the Ender sense Nick as well.
NOTE Confidence: 0.2919225
00:31:37.600 --> 00:31:40.462 Yeah. OK, I'm just gonna have to
NOTE Confidence: 0.2919225
00:31:40.462 --> 00:31:42.418 talk since I can show it to you.
NOTE Confidence: 0.69731326875
00:31:47.600 --> 00:31:48.311 That's fine, actually.
NOTE Confidence: 0.69731326875
00:31:48.311 --> 00:31:49.496 In the interest of time,
NOTE Confidence: 0.69731326875
00:31:49.500 --> 00:31:51.068 we may move on to the next.
NOTE Confidence: 0.6316956
00:31:51.180 --> 00:31:51.588 Would you be
NOTE Confidence: 0.800824016
00:31:51.600 --> 00:31:52.390 able to put it up?
NOTE Confidence: 0.48160982
00:31:53.950 --> 00:31:56.940 Stuck, ohh that's fine.
NOTE Confidence: 0.791335332333333
00:31:56.940 --> 00:31:57.912 Thank you so much.
Doctor Holmes, you yeah and it’s great to hear about that. That workshop that’s coming up as well. And about the success of the first one. So definitely dropped the link in for you guys to see. Excellent perfect, great thank you. Thanks so much.

For our next speaker, it’s my pleasure to introduce Doctor, Naftali Kaminski. Dr Kaminski is a Boehringer Ingelheim endowed professor of internal medicine and the chief of Pulmonology, critical care and Sleep Medicine.
here at the Yale School of Medicine.

He was born and raised in Israel,
did a lot of his medical training and residency,
and some fellowships at different institutions in Israel before
doing some basic science work in the lung biology center at UCSF,
as well as someone who’s published numerous publications and papers over the years.
Review articles,
book chapters and numerous invited talks
at National International conferences.
He’s also been involved in some large NHLBI genomic wide research consortiums,
and as someone who’s really invested
across the board in many different aspects
within his field and in training as well,
so he’s someone who’s committed
to improving diagnosis, care,
and outcomes of patients
with advanced lung disease.
And he’s also invested in educating
the next generation of researchers
and clinicians and has mentored
more than 40 students, fellows,
and postdoctoral researchers.
He’ll share about some of his experience,
but I often,
ugh,
comment that he has had his own
mini program in a lot of ways, just with the ways that he’s been invested in communities and and working with diversity supplements. So wonderful to have you here. Doctor Kinsey passing on to you. Thank you for the invite. This is really an exciting Event and uh, and then I even for me was somebody who’s been submitting diversity supplements now for a few years. Listening to Doctor Holmes and Doctor Salazar was really informative. I’ve actually live, tweeted a few things, and hopefully this increases. Hopefully it doesn’t. We don’t.
Hopefully we make it so that there’s enough application that you need many more people to review them. So thank you all, so I’ll make a few points. When I started developing my own career and actually coming from outside of the US, I didn’t necessarily understand. The complexity of diversity in this country. And it took me a while to realize that I was starting to attract talent. And good people to my love.
But for some reason they all have very similar flavors, right? Either overseas trainees or sort of accomplished individuals. Office certain economical class and race and identity from US institutions. And as coming to Yale and also before I realized that actually we could do just by attracting people earlier in their careers and. Being very open and inviting, you actually there’s a lot of talent that doesn’t necessarily think they would go to a place like Yale. Or would be welcome and just by opening the door,
00:35:12.770 --> 00:35:15.934 people show up and they enjoy it.

00:35:15.940 --> 00:35:18.616 But of course there’s other things,

00:35:18.620 --> 00:35:20.675 and that are barriers like

00:35:20.675 --> 00:35:22.319 funding and other things,

00:35:22.320 --> 00:35:25.288 and the diversity supplement is a unique

00:35:25.288 --> 00:35:27.928 tool because when it does allow you

00:35:27.928 --> 00:35:30.739 to fund and edit person in your allow,

00:35:30.740 --> 00:35:33.800 but it also allows this person.

00:35:33.800 --> 00:35:35.700 To build the research identity,

00:35:35.700 --> 00:35:37.748 in a sense, because you work with the

00:35:37.748 --> 00:35:39.917 person you actually write the supplement,

00:35:39.920 --> 00:35:41.525 they learn the parent grant

00:35:41.525 --> 00:35:43.870 and that’s what I do in my lap.

00:35:43.870 --> 00:35:47.198 You have to read the original R1 first.

00:35:47.200 --> 00:35:47.782 In some ways,
come up with your plan that plan. It's usually not going to be mature enough right? Because you're being trained right? And and we work on it, in the process of putting usually. The post box we have with the label sometimes the postal. That's a stage that they're not ready to put in there again their own drug, to put in there again their own drug, in the process of actually putting a diversity supplement, they both define a little bit their scientific identity, but also think about how they would put the next grant.
And our experience was amazing. I have to give a lot of credit to NHLBI. The people there were open mentors as nine or ten years ago, and we’ve had several successes, so the three things that I would say are really important is. For the API. This is a great way to one increase your funding. is increase your funding, Second, increase the diversity of your lab and 3rd is. Bring a, I think a breath of fresh air sometimes. But what you need to do is be
00:36:56.292 --> 00:36:58.268 ready to do the extra work so it
NOTE Confidence: 0.888862697241379
00:36:58.268 --> 00:37:00.586 cannot be as as you said it cannot
NOTE Confidence: 0.888862697241379
00:37:00.586 --> 00:37:02.196 be a cookie cutter template.
NOTE Confidence: 0.888862697241379
00:37:02.200 --> 00:37:03.520 Every person will need a little
NOTE Confidence: 0.888862697241379
00:37:03.520 --> 00:37:04.750 bit more of a drift.
NOTE Confidence: 0.888862697241379
00:37:04.750 --> 00:37:06.958 Some people want to go to Med school,
NOTE Confidence: 0.888862697241379
00:37:06.960 --> 00:37:08.300 other want to go to.
NOTE Confidence: 0.888862697241379
00:37:08.300 --> 00:37:10.646 I've had them at the Varsity
NOTE Confidence: 0.888862697241379
00:37:10.646 --> 00:37:13.202 supplementary niece who's now a very
NOTE Confidence: 0.888862697241379
00:37:13.202 --> 00:37:14.853 successful patent attorney, right?
NOTE Confidence: 0.888862697241379
00:37:14.853 --> 00:37:17.310 So you have to be willing to work with
NOTE Confidence: 0.888862697241379
00:37:17.370 --> 00:37:19.554 the people a little bit and see and
NOTE Confidence: 0.888862697241379
00:37:19.554 --> 00:37:21.978 that that requires a little bit more of.
NOTE Confidence: 0.888862697241379
00:37:21.980 --> 00:37:24.136 Flexibility on the side of the lab,
NOTE Confidence: 0.888862697241379
00:37:24.140 --> 00:37:26.555 but this flexibility is actually
NOTE Confidence: 0.888862697241379
00:37:26.555 --> 00:37:28.487 useful because you're getting
00:37:28.487 --> 00:37:30.860 really good people when reaching.
00:37:30.860 --> 00:37:32.780 On the side of the trainee,
00:37:32.780 --> 00:37:36.188 the one the most important thing
00:37:36.188 --> 00:37:38.460 is sometimes it’s actually
00:37:38.460 --> 00:37:40.699 Be willing to step up with your
00:37:40.700 --> 00:37:42.100 eligibility for diversity supplement,
00:37:42.100 --> 00:37:44.959 but that’s why I think it’s really these.
00:37:44.960 --> 00:37:47.078 These panels are important because some
00:37:47.078 --> 00:37:49.810 people don’t even know that they’re eligible.
00:37:49.810 --> 00:37:52.846 Umm? And some people are hesitant.
00:37:52.850 --> 00:37:55.113 And then basically enjoy writing the
00:37:55.113 --> 00:37:58.550 ground because you’re just doing a scholarly.
00:37:58.550 --> 00:37:59.770 This is a great program,
00:37:59.770 --> 00:38:03.460 so we’ve had in our section.
00:38:03.460 --> 00:38:06.500 I don’t remember to accept them numbers now.
I think we've had so far five people that came through. We do provide. We have a general postbac program that this is part of it and they get sort of informal training, not only the research that there is. Helping application to schools. If it’s math school PhD, we work with sort of the primary and secondary applications. When people get invited for interviews, will actually do mock interviews. We make sure, and that’s a an advice that I have both to the trainees and to the
mentors is have in mind what is the product that they’ve been team is going to get beyond the application so. You know a person coming in the year in the lab who has never had research experience may not have a paper. The first author paper, but if they have their name on a paper, helps you and helps them so you want to be also very concrete, and that’s when you write the sunbeam. Or the suburbs for the supplement for the person you want to think. Also about the concrete results. So in general,
I think that’s a outstanding program.
I encourage people to go on the websites and look at this.
I just saw this professional development and networking workshop.
It’s you know, it’s great.
So these initiatives are great.
And personally,
I’m glad to speak with any or trainee that is considering applying.
I can give also some.
Advice there is the element I think of uncertainty because you don’t always know when it will be reviewed.
How long will it take to the funding comes,
so there’s a lot of things that you
00:39:46.484 --> 00:39:49.097 want to prepare in your mind and be ready,
00:39:49.100 --> 00:39:51.140 but I’ll stop here because I
00:39:51.140 --> 00:39:52.500 prefer actually to take
00:39:52.566 --> 00:39:53.938 questions at the end.
00:39:53.940 --> 00:39:54.930 If we have a discussion.
00:39:56.280 --> 00:39:57.570 Excellent, thank you so much,
00:39:57.570 --> 00:40:00.238 Doctor Kaminski. It’s great to
00:40:00.238 --> 00:40:01.558 hear about your experience and then
00:40:01.558 --> 00:40:03.149 with what both doctor cells are and
00:40:03.149 --> 00:40:06.317 and encouraging to hear that it’s,
00:40:06.320 --> 00:40:07.532 you know, this has been informative
00:40:07.532 --> 00:40:08.759 all the way around this fall.
00:40:08.760 --> 00:40:11.640 So definitely appreciate what you’ve shared.
Now I'm going to pass it on to doctor Sri Chandra and also to Nigel Wade recent diversity supplement awardees.

Just to give you all an introduction to both of them. Doctor Chandra received her undergraduate and masters degrees in India, then did a PhD in chemistry in the states at Purdue University and a postdoc with Tom Sudhof at University of Texas Southwestern Medical Center. She's been here at Yale since 2007. Her live investigates Parkinson’s disease, genes and risk alleles that encode synaptic proteins and how they impact. Active function and neuronal health.
and her lab is diverse, inclusive, and a catalyst for social change. Also want to introduce Nigel Wade who is a member of her lab? He’s a postdoc postback researcher in the Chandra lab as an undergrad. He was tasked with the characterization of Catherine Cages and Auxilien of Catherine Cages and Auxilien knockout mice using EM images, putting omic analysis, and Western blot and essays. Over time, the project has evolved and moved into different ways of looking at the factors that caused neurodegeneration and
Parkinson's disease, and he has been, as I mentioned. Reported and NIH diversity supplement to continue to fund his independent research concerning therapeutic effects of specific overexpression and dopaminergic neurons, and it’s also applying to medical school hoping to matriculate in the fall of 23 so I’ll pass it on to both of them to share about their experience. Thank you very much and you know, Nigel and I are happy to, you know. Share our experience.
and so I can tell you a little bit about how we were successful. And now I realized we just stumbled upon success without knowing all the pieces. But I can tell you our story so I got to meet Nigel from when he was a freshman as in the part of the stars. So Nigel came at that point and then this is a freshman undergraduate program run by Dean Chang to increase help underrepresented students you know. Explore signs majors, and this is a summer program which is a month mentored summer experience. So Nigel came at that point and then
I was so impressed with Nigel that he stayed on in my lab for the rest of his time at Yale and he graduated. Last year Nigel felt free to chime in whenever you want, uh, and so when he came. Uh, after he graduated he realized he wanted to take a couple of gap years and apply to medical school and this is when we decided that we would apply for this diversity supplement and so one of the first things we did was ask around other faculty to see if there was diversity supplements available because we weren’t. Clear what we needed to do.
Uh, and we got. I mean, out of the kindness like Christine Brennan. People gave us, but now there’s a repository and our application we gave to Nicholas Lake. So it it should be in the sort of repository of grant applications. So I think what we decided to do is to. Study a new gene that had been identified since the start of the parent grant, which obviously was not originally in the parent grant, and Nigel said he would, you know, look at how this new gene.
will modify our disease. Phenotypes in stem cell derived neurons, and so this is an extension of our existing ground. It was also an extension of Nigel’s experiences. He didn’t know how to do stem cells, so he was strained. He proposed that he would go to the stem cell center to train, so that was one aspect of the ground. I think that was attractive. The second bit was that as you heard, Nigel wants to go to medical school and my lab works on, you know his his project is on a GBA.
link Parkinson, and so we corresponding to the research. We set-up clinical shadowing program for Nigel, so he would. Shadow, a movement disorder physician to learn the park. It’s an aspect. He will also shadow a gochet clinician who will do the GPA aspect so he has a mirror for the research and the clinical space. And then we propose to also make sure that he goes to conferences. And the third bit I think that was very helpful is that we took.
advantage of the prep program here,
run by de Neuron. So this. Uh, is uh?
Post back program to help undergraduate
underrepresented undergraduates explore,
you know, train them so that they’re
equipped to do Graduate School and
it’s a fantastic program helps
students through that program.
And so we we got letters from
Michelle Nehran saying that Nigel
could attend all their workshops,
their stat classes, and so forth.
And Nigel is doing those and.
And I think the magic sauce as it were,
was actually talking to Magaret Matthews.
She is the NINDS program officer
00:45:42.204 --> 00:45:44.796 for enhancing diversity,
00:45:44.800 --> 00:45:47.754 and she helped us tailor our applications.
00:45:47.760 --> 00:45:50.622 And Nigel contacted her and set-up
00:45:50.622 --> 00:45:53.560 a meeting and we explained,
00:45:53.560 --> 00:45:55.877 you know what we want and how.
00:45:55.880 --> 00:45:57.580 We'll ensure we do that.
00:45:57.580 --> 00:46:01.390 You can take over.
00:46:01.390 --> 00:46:02.620 Yeah yeah, I'll
00:46:02.670 --> 00:46:05.838 talk about the process.
00:46:05.840 --> 00:46:07.734 On the other side, I suppose,
00:46:07.734 --> 00:46:11.010 but I want to begin talking about.
00:46:11.010 --> 00:46:14.000 Diversity in our lab and why I
00:46:14.000 --> 00:46:16.670 decided to stay and continue working
00:46:16.670 --> 00:46:18.858 with Doctor Chandra and why?
Perhaps a lot of my peers didn’t choose to continue in research and may have fallen through the gaps, I think. As some of the speakers earlier have mentioned, it is so important to tailor your mentoring to the experiences and strengths of the undergraduates or anyone you’re trying to mentor? When I first came into the lab, Doctor Chandra did a very good job of asking the questions.
What are your interests?

What are things that you’re passionate about?

What project do you think would be really interesting?

What sort of mentorship do you respond well to?

And I think having that for four years before applying to this grant was extremely helpful.

Jumping into a grant, I think. As an applicant, what I found.

Most beneficial about this process, aside from the funding.

was that it really forced us to sit down and say specifically for the next year.

What are we going to do?
I knew that we knew that we were going to do research in some way, but you know, I was finishing up some work on a paper that is out for review and we didn’t have, you know, step by step. This is what Nigel was going to do. This is what Nigel is going to learn. This is how we’re going to strengthen his application for medical school and this. Grant forced us to do that, and it also allowed me to. Know how exactly I want my career to progress and what tools I need to get to that place.
00:48:10.820 --> 00:48:11.960 so that’s what I would say.

00:48:11.960 --> 00:48:13.550 If you’re looking for a

00:48:13.550 --> 00:48:15.140 student to apply for grant,

00:48:15.140 --> 00:48:16.428 I think that is the thing that

00:48:16.428 --> 00:48:17.380 you should push the most.

00:48:17.380 --> 00:48:17.996 What do you want?

00:48:17.996 --> 00:48:19.638 What do you want to get out of this grant,

00:48:19.640 --> 00:48:21.728 and what tools you want to be equipped

00:48:21.728 --> 00:48:23.507 with so that you can succeed?

00:48:23.510 --> 00:48:24.566 And that’s all I have it.

00:48:24.570 --> 00:48:25.390 That was very short.

00:48:25.390 --> 00:48:27.126 I apologize, but that’s my main take away.

00:48:28.510 --> 00:48:29.248 That was wonderful.

00:48:29.248 --> 00:48:30.970 It’s great to hear about first hand

00:48:31.017 --> 00:48:32.414 experience, first hand experience from

NOTE Confidence: 0.931028339333333

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both of you and your perspectives. And I mean, I think one thing that came through is also just a long term investment that you both had in terms of this isn’t a one time deal.

You’re really thinking. How is this facilitated? The next step in terms of your project and in terms of also your career development as well. So I think I think that’s great to hear and encouraging to hear in such a supportive environment as well. Excellent, so I think with that we will open it up to questions.
One question that came in earlier going back to something. Doctor Holmes mentioned the workshop that you talked about. Is that specifically for individuals who already have diversity supplements or is that open to others as well? So, for example,
00:49:38.769 --> 00:49:44.530 we invited a couple of asset R-25 scholars.
NOTE Confidence: 0.894870521818182
00:49:44.530 --> 00:49:49.390 We also invited our Nyda summer interns.
NOTE Confidence: 0.894870521818182
00:49:49.390 --> 00:49:52.240 And those those are undergraduates,
NOTE Confidence: 0.894870521818182
00:49:52.240 --> 00:49:54.956 and I think some of the other
NOTE Confidence: 0.894870521818182
00:49:54.960 --> 00:49:56.595 IC’s also invited.
NOTE Confidence: 0.894870521818182
00:49:56.595 --> 00:49:58.775 Other types of scholars.
NOTE Confidence: 0.767349125555555
00:49:59.790 --> 00:50:02.136 OK, so this point invitation sounds
NOTE Confidence: 0.767349125555555
00:50:02.136 --> 00:50:04.702 like by invitation specifically OK,
NOTE Confidence: 0.767349125555555
00:50:04.702 --> 00:50:05.870 and one other clarification
NOTE Confidence: 0.767349125555555
00:50:05.870 --> 00:50:07.330 that people were asking for.
NOTE Confidence: 0.767349125555555
00:50:07.330 --> 00:50:09.626 I see specifically what it stands for.
NOTE Confidence: 0.5382678196
00:50:12.010 --> 00:50:14.600 Sorry about institutes and centers.
NOTE Confidence: 0.5382678196
00:50:14.600 --> 00:50:18.312 So in our age institutes and centers so
NOTE Confidence: 0.5382678196
00:50:18.312 --> 00:50:21.930 there’s like was it 27 all the altogether.
NOTE Confidence: 0.39083341
00:50:23.190 --> 00:50:25.152 Wonderful, sorry about that.
NOTE Confidence: 0.39083341
00:50:25.152 --> 00:50:29.210 We have acronyms that the government. Say
bad about it

is a habit

understandable? Well, thanks for clarifying.

Opposed and went in one case, you

want to get more complicated.

So institute centers and offices.

Sometimes offices have

a diversity program too.

They’re really different

than institutes and centers.

You can see you know in Intuit that.

Wonderful, that’s definitely

helpful clarification.

Another question that came in around the

types of awards that the supplements
00:50:59.735 --> 00:51:01.793 are attached to the question was,
NOTE Confidence: 0.590168054
00:51:01.800 --> 00:51:03.498 does the parent grant need to
NOTE Confidence: 0.590168054
00:51:03.498 --> 00:51:06.464 be an R1 or do R20 ones also
NOTE Confidence: 0.590168054
00:51:06.464 --> 00:51:08.224 qualify for diversity supplements?
NOTE Confidence: 0.89676155
00:51:10.770 --> 00:51:13.176 I think we have some like I
NOTE Confidence: 0.89676155
00:51:13.176 --> 00:51:14.807 don’t know all the ones off the
NOTE Confidence: 0.89676155
00:51:14.807 --> 00:51:19.979 top of my head, but. I think so.
NOTE Confidence: 0.814055677
00:51:20.090 --> 00:51:24.150 They they do, so it is a pretty long list,
NOTE Confidence: 0.814055677
00:51:24.150 --> 00:51:26.364 but the challenges some of the
NOTE Confidence: 0.814055677
00:51:26.364 --> 00:51:28.350 awards that are very short.
NOTE Confidence: 0.814055677
00:51:28.350 --> 00:51:31.410 It’s very difficult to you know,
NOTE Confidence: 0.814055677
00:51:31.410 --> 00:51:34.390 unless you apply as soon
NOTE Confidence: 0.814055677
00:51:32.900 --> 00:51:34.390 as you get the award.
NOTE Confidence: 0.814055677
00:51:34.390 --> 00:51:37.470 It can be difficult to meet the
NOTE Confidence: 0.814055677
00:51:37.470 --> 00:51:39.930 timelines and the the minimum amount
NOTE Confidence: 0.814055677
00:51:39.930 --> 00:51:42.499 of time or like remaining on the
parent grant. Yeah, that’s correct,

but they are eligible. So it seems like that also ties into just really having a tight rationale at Doctor Chandra and Nigel talked about. If it was a shorter application to try to do that the right time and make sure there are things that would still be beneficial, OK? Excellent.

Another question that came in someone had asked about also looking for private foundation fellowships and what would happen if they had successfully applied for diversity supplement, but then been awarded another application.
from a foundation after the facts, how that would be handled. So we just had that happen to us. So basically you can’t have both the diversity supplement and the foundation, or even an RSA award, so you have to make a decision. And obviously you would take the foundation. So you would just do a early termination of the diversity supplement. Yeah, so NHLBI has a little bit of flexibility. If it’s kind of a a smaller foundation award, you could potentially have both, but you can’t have. You know double double support.
But yeah, like Angela said, we view that as a pretty positive, and so you know, there’s no we’re happy to early terminate the award and see the candidate. Have you know something? To help their career and their resume. Next license. Excellent, there was also a question may be hard to answer generally across the board but we were wondering about if there’s a typical success rate for diversity supplements. I think it ranges by IC. It’s it’s a reasonably high I’m.
I'm pretty new to NHLBI.

I've been there for less than a year so previously I did manage the diversity supplements at another institute and I GMs and within the past 10 years the success rate had ranged from like 60 to 90% depending upon the budget and number of applications. So I'd say generally it's pretty high, but it depends on a lot of factors. We do have quite a few questions coming in.
so I just also want to mention

that any that we don’t get.

Two people can definitely feel

free to follow up after the fact.

You can also e-mail OPSD at yale.edu

and we can continue to facilitate

and answer some of those questions,

but the question I wanted to pose

that came in that either that probably

both the NIH folks and some of the

Yale folks can talk to as well.

And I think Doctor Holmes started

to address this,

but how involved should the

trainees be in assisting and

89
writing the diversity supplement?

So we do like to see that the trainee participated in. You know, writing you know the specific aims, kind of like what a doctor Kaminski was talking about. Like you’re coming up with your own ideas, it’s still in scope with the parent grant, but we’d like to see that the candidate is taking initiative to. Come up with the specific aims and participate in writing the research proposal. Yeah, but like Angela mentioned before, a mentoring plan where the candidate describes you know what the training is.
and that we really don’t like to see. We want to see that the mentor is going to be providing mentoring. Holly, did you want to mention something as well? And I think Natalie and also Sri and hopefully Nigel too. So yeah, I can just mention as a review or we look for. We sort of I think about that question as I review these things. I looked to see how well that statement is integrated with the science. I looked to see how well that statement is integrated with the science.
that’s being proposed.

Does that science look like this? Was science that this person wants to do? You know?

Basically I want to see that person not only in their personal statement, but I want to see that person in the science that’s being proposed.

On the other hand, it cannot read like that person wrote it or came up with it on their own. So it is a. It is this balance.

It’s not something that the I wrote as a typical supplement.

They could have done without the candidate.
On the other hand, it’s not a paper that the candidate writes themselves, and in fact that will be like, like Desiree said, that will actually be a very big strike against the application, but we should see the candidate in the science and training plan with lots of mentoring already evident in the application. One of the things I see too often is that I think sometimes people think the mentoring can happen.
after they get the supplement and we have to see evidence that the mentoring is already been happening with the preparation of the supplement application.

Natalie so the two things is of course regardless, actually of the identity of the mentee expecting them to write something on their own is unfair, right?

So I think that the idea is that you our approach is we engage them in team we never submit. Supplement and actually even other grants would before people have
been a few months in the lab, right?

So they have to be engaged.

They have to learn.

We usually do it iteratively.

The other thing that I've learned is that it's again, it's really important to as a mentor to sometimes really listen and develop the career thoughts of the mentee. Because sometimes, like I'm a physician, so somebody may not want to tell me that they want to do a PhD and not go to Med school, right?

And the same thing I mentioned.
The Tony Mallard, who's a patent attorney, right? So it wasn’t clear how he fits in initially, but he opened up. We spoke about it and then we developed a plan that included actually a diversity supplement and also some additional training. I think it does require a little bit of thinking, and because of these, our relationship is much older, much more established. Much more everything than the Mattie you have to be a
little bit quiet to be honest.

Like allow them and so but but it is

an iterative process and and I will

come and say these are the things you need.

Like if you want to go to school you

need to shop to shutter somebody right?

If you need to do PG maybe you do

also a little bit of a coursework,

something minimal so so it is

an iterative process. But the.

You have to allow these few

mouths of thinking about it.

Initially.

Yeah, great points,

definitely appreciate that
we actually have.

I think now that I think about we have one of our faculty that was on a diversity supplement that I completely forgot about and. This was a different thing, so this was an assistant professor immediately after fellowship, so. For him, he knew what he wanted to do. It was identifying the parent grants while he was writing his cake. So this was actually, I think, death mentor, together with me was. The other thing is actually opening the spice, just allowing the person to do his thing.
Yeah yeah, yeah yeah, yeah.
Excellen, thanks so much.
So I could add my bits, Nigel wrote.
Read the parent grant and wrote the first draft,
and then I facilitated all the letters so the letters from all the people he shadowed and Dean neuron.
And then we revised it.
And you know. So that's just the process.
Yeah, we like to see that the PI's usually indicate that exactly what you said in the application.
That's like a really.
Super strong application.

Well, time is short Nigel.

I’m going to give you the last word.

Absolutely I would in regards to what we’re talking about.

I think the writing of the application is a great learning opportunity for the mentee.

I don’t think I ever have the opportunity to sit down and not only look at the science I was doing in depth in the way that I needed to write this, but it also forced me to think about my career.

I would encourage you know any API’s and you’re wondering how much.

Responsibility and how much freedom you want to give to your mentees.
at the end of the day, you know definitely you’re going to be the one checking over everything and making sure that you know these are crossed is about it, but giving them the freedom to learn and maybe make mistakes in the beginning, hopefully plan is out for a long time. It’s a great way to.

Excellent, really well said. Well, I know there are lots of other questions that were coming in. Again, definitely feel free to e-mail those OSD at yale.edu. We’ll also put the website.
in the chat again as well, but just wanted to thank all of the panelists who joined. I wanted to thank the working group who helped us set this up and just know that we will continue to have resources available that people can reach out to, and again appreciate people being available. Even some who are on the panel to provide feedback as well. So thanks again to all the panelists for being here. Thank you all. You’re welcome bye.