Why Diversity matters to NINDS?

• Recruitment of the most talented researchers from all groups;
• Creates Improvement in the quality of the educational training environment;
• Balanced perspective in setting research priorities;
• Improves capacity to recruit subjects from diverse backgrounds into clinical research protocols;
• Improved capacity to address health disparities.
NIH Definition of “Diversity”

Individuals from **underrepresented racial and ethnic groups**

Individuals with **disabilities**, who are defined as those with a physical or mental impairment

Individuals from **disadvantaged** backgrounds (socially, culturally, economically, or educationally)

Only applicable to high school and undergraduate candidates
The **Office of Programs to Enhance Neuroscience Workforce Diversity (OPEN – WD)** coordinates NINDS’s diversity activities. Goals include:

- Increase applications from underrepresented groups
- Enhance outreach and attract investigators to neuroscience/NINDS
- Support training and capacity building
- Identify and root out **bias** in peer review and all other aspects of funding decisions
- Include contributions to a research environment of inclusive excellence in the mix of factors in the choosing high program priority grants for “select pay” decisions
- Develop and track metrics openly
NINDS Extramural Training and Career Development Programs

- **C-Clinician-scientist**
  - F30C
  - K08/K23C
  - K02C
  - NINDS K12sC
  - Postdoc K01G

- **G-General**
  - F32G
  - BRAIN F32G
  - JSPTP0 T32G
  - NINDS T32G

- **D-Diversity**
  - F31G
  - BRAIN K99/R00D
  - MOSAIC K99/R00D
  - F31D
  - BP F99/K00D
  - Faculty K01D

- **I-Institutional**
  - Residents & Fellows R25G
  - Loan Repayment ProgramG
  - Re-Entry SupplementsG
  - Summer Research R25G
  - General R25G
  - NINDS K12sC

- **Diversity Research Supplements (AD/ADRD, BRAIN, SBIR/STTR, HEAL)**
  - BP-ENDURE R25 DJ
  - Advancing Diversity R25 ProgramsG

- **Eligibility measured from date joined lab**

- **New Faculty**
  - Undergraduate Student
  - Graduate/ Medical Student
  - Postdoc

**Institutional**

- BP-ENDURE R25 DJ
- Advancing Diversity R25 ProgramsG

**New Faculty**

- Undergraduate Student
- Graduate/ Medical Student
- Postdoc

**Undergraduate Student**

- BP-ENDURE R25 DJ
- Advancing Diversity R25 ProgramsG

**Graduate/ Medical Student**

- Undergraduate Student
- Graduate/ Medical Student
- Postdoc

**Postdoc**

- Undergraduate Student
- Graduate/ Medical Student
- Postdoc

**High School Student**

- Undergraduate Student
- Graduate/ Medical Student
- Postdoc

**New Faculty**

- Undergraduate Student
- Graduate/ Medical Student
- Postdoc
Notice of Special Interest (NOSI): NIH Research Project Grant (R01) Applications from Individuals from Diverse Backgrounds, Including Under-Represented Minorities

NOSI encourages a more diverse pool of PIS to contribute to NINDS research areas via R01 applications.

Advance scientific discovery by enhancing the diversity of perspectives brought to advance in NIND’s mission.

Well-represented = White, Asian
Under-represented = Black, Hispanic, AI/AN, NH/PI
(More-than-one-race and Withheld groups not shown)
Blueprint Training and Diversity Activities

- NIH Blueprint Enhancing Neuroscience Diversity through Undergraduate Research Education Experiences (ENDURE) R25
- F31 Individual NRSA for Diverse PhD Students and Diverse MD/Phd Students from MSTP Institutions
- NIH Blueprint Diversity Specialized Predoctoral to Postdoctoral Advancement in Neuroscience (D-SPAN) Award (F99/K00)
- K99/R00 MOSAIC Postdoctoral Career Transition Award to Promote Diversity
- K01 NINDS Faculty Development Award to Promote Diversity in Neuroscience
- Faculty Institutional Recruitment for Sustainable Transformation (FIRST) program