2022 Fall Health Research Alliance (HRA) Member’s Meeting - DEI Session: Strategies To Increase Diversity And Representation In Research And Medical Careers

Welcome!
1:15 – 2:30 PM (ET).
Eugene Manley, Jr., Ph.D.

Oct 7, 2022
New York, NY
Interested in learning/doing more?

Diversity, Equity and Inclusion Learning Community

https://www.healthra.org/communities/diversity-equity-inclusion/
DEI SESSION PLANNING COMMITTEE

- Eugene Manley Jr., PhD, LUNGevity, *Co-Chair and Moderator
  - Director, STEM Workforce Initiatives

- Priya Malhotra, PhD, Breast Cancer Research Foundation (BRCF), *Co-Chair
  - Associate Director, Research Programs

- Amy Laster, PhD, Foundation Fighting Blindness
  - VP, Science and Award Programs

- Joseph Cotter, American Cancer Society (ACS)
  - Research Engagement Manager
 NIH GRANT SCORING BIAS

• NIH R01 grants establish you as an expert and allows you to sit on review committees.
• Black applicants are 1.7 times less likely to receive NIH R01 funding than white applicants\(^1,2\), and less likely to have R phases of the prestigious K99/K01s activated).\(^2\)
• Black applicants are also likely to receive lower impact and criterion scores due to scoring bias\(^2,4-5\).
• While white applicants have been funding with grants in the 35\(^{th}\)-59\(^{th}\) percentile, the lowest range for grants by black applicants was in the 30-34\(^{th}\) percentile\(^2\).
• Underrepresented groups also are significantly underfunded by the NSF\(^6\).

3.  Pickett C, 2018
   http://rescuingbiomedicalresearch.org/blog/examining-distribution-k99r00-awards-race/
4.  Eblen MK et al., 2016. Plos One 11: e0155060
   doi: 10.31219/osf.io.xb57u
2022 HRA MEMBERS MEETING

- **DEI (SPRING)**
  - Creation of programs that mentor and advance minority scholars
    - Academia
    - Non-profit
    - Government

- **DEI (FALL)**
  - Implementation of programs that mentor and advance minority scholars
    - Academia
      - Postdoc/Faculty
    - Non-profit
      - Graduate/Medical School
      - High School/Undergraduate
SESSION SPEAKERS

• Donathan L. Brown, PhD, Rochester Institute of Technology (RIT)
  ▪ Assistant Provost and Assistant VP for Faculty Diversity & Recruitment
  ▪ “Placing Faculty Diversity at the Center: An Integrative Approach”

• Sindy Escobar Alvarez, PhD, Doris Duke Charitable Foundation
  ▪ Medical Research Director
  ▪ “Doris Duke Charitable Foundation Clinical Research Continuum: High School to College”

• Natalie Holloway, American Society for Clinical Oncology (ASCO)
  ▪ Senior Program Manager, Professional Development
  ▪ “The Oncology Summer Internship (OSI)”
IMPACT OF THESE BARRIERS

• Minority researchers
  ▪ spend more time doing resubmissions
  ▪ timing out of career eligibility awards
  ▪ leaving academia

• While some direct interventions/solutions have been proposed, they were met with fierce resistance and ultimately not implemented.\textsuperscript{7,8}

• Though roughly 13\% and 18\% of the U.S. population is black and hispanic, respectively.

• Black patients represented less than 3\% of pharma sponsored clinical trial participants for FDA approved immunotherapies\textsuperscript{9}, and black men have the highest lung cancer mortality rates.\textsuperscript{10}

• Only 3\% and 5.8\% of medical oncologists in the US are black or Hispanic, respectively. \textsuperscript{11,12}

• Mentoring, Workforce representation, and belonging are minimal.

9. Nazha B et al., 2019, ASCO Education Book 39:3-10
12. ASCO Facts &Figures: Diversity in Oncology (2019)