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**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).
- 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 35th-59th percentile, the lowest range for grants by black applicants was in the 30-34th percentile².
- Underrepresented groups also are significantly underfunded by the NSF ⁶.

1. Ginther DK et al., 2011. Science 333:1015-9

2. Hoppe TA et al., 2019. Sci Adv 5: eaaw7238

3. Pickett C, 2018

<http://rescuingbiomedicalresearch.org/blog/examining-distribution-k99r00-awards-race/>

4. Eblen MK et al., 2016. Plos One 11: e0155060

5. Erosheva EA et al., 2020. Sci Adv 6: aaz4868

6. Chen CY et al., 2022. OSF Preprints. July 1.

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.^{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 immunotherapies⁹, and black men have the highest lung cancer mortality rates.¹⁰**
- **Only 3% and 5.8% of medical oncologists in the US are black or Hispanic, respectively. ^{11,12}**
- **Mentoring, Workforce representation, and belonging are minimal.**

7. Dzirasa K, 2020. Cell 183:576=9.

8. Kaiser J, 2017. Sci. <https://doi.org/10.1126/science.aan6947>

9. Nazha B et al., 2019, ASCO Education Book 39:3-10

10. ACS Facts and Figures for African American 2019-2021.

11. Winkfield K et. Al., 2021, JCO Oncology Practice 17: 224-6.

12. ASCO Facts &Figures: Diversity in Oncology (2019)