



Advancing Diversity, Equity, Inclusion, and Belonging in the Scientific Community through Grantmaking

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NYSCF

The New York
Stem Cell Foundation
Research Institute

Image: Marta Skowronska, PhD

DEIB is mission-critical for NYSCF

- Susan L. Solomon, Founding CEO

A diverse, inclusive, equitable workforce
where all individuals feel a sense of belonging
is a productive, collaborative, innovative workforce.

Diversity, Equity, Inclusion & Belonging Efforts at NYSCF

Research

Building an ethnic diversity biobank of iPSCs as community resource
Increasing diversity of lines in projects

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Student education & outreach
Session at annual conference
Webinars

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Grantmaking

Institutional Report Card: Gender Equity
Flexible Funding
Implicit Bias Statement/Training
New RFA elements & review process

NYSCF Ethnic Diversity Biobank

A community resource to help overcome racial health disparities

Healthy control and patient lines (MS, Alzheimer's, more)
Expanding in nationwide partnerships

Stem cells from ethnically diverse populations will help to
ensure that disease research benefits everyone



NYSCF Initiative on Women In Science and Engineering (IWISE)

Low-cost/no-cost actionable strategies

Direct financial support strategies

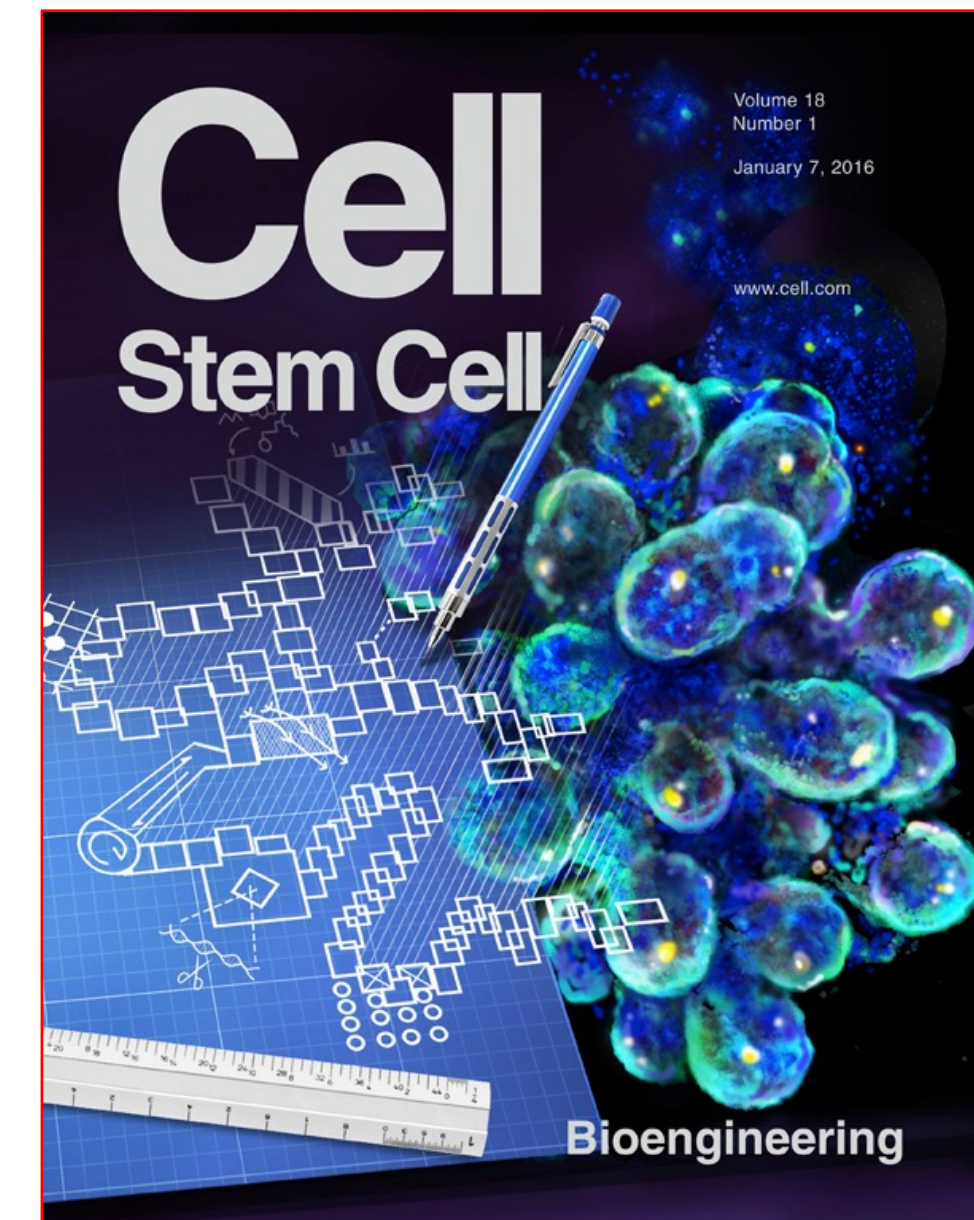
1. Implement flexible childcare spending
2. Provide “extra hands” awards

Psychological and cultural strategies

3. Recruit gender balanced external review committees
4. Incorporate implicit bias statements
5. Focus on education as tool

Major collaborative and international initiatives

6. *Create an institutional report card for gender equality*
7. Partner to expand upon existing searchable databases of women in science, medicine and engineering



2015: 7 Strategies for Advancing Women in SE&M

Smith KA *et al.*, *Cell Stem Cell* (2015)

Goals: Institutional Report Card for Gender Equity

- **Shine a light** on gender disparities
- **Encourage institutions** to combat underrepresentation of women
- **Recognize** institutional commitment and best practices
- Collect a **benchmarking** dataset from all grant applicants



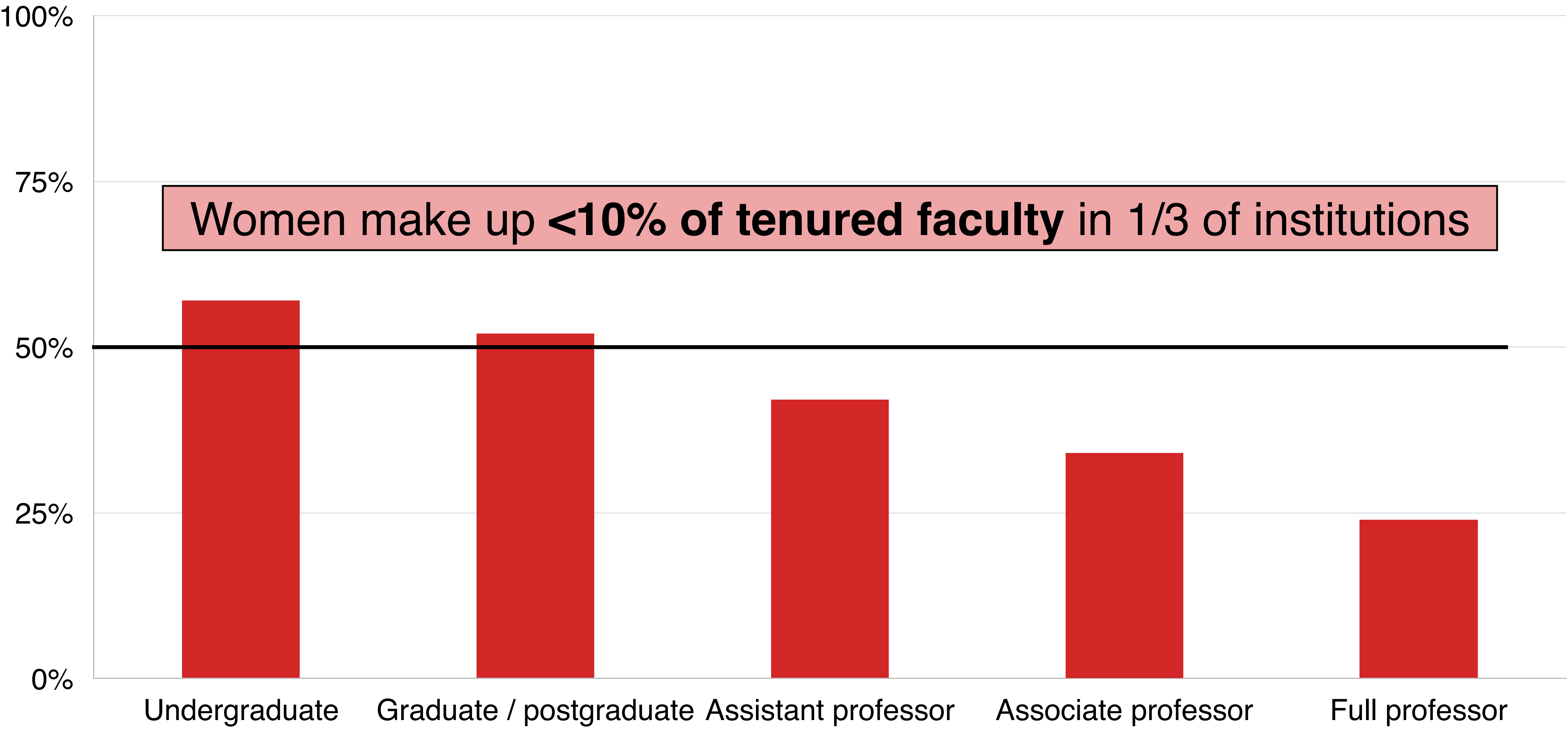
IWISE Working Group Meeting 2015

Data collected across 541 institutions in 38 countries over 4 years

Beeler, W., et al., Cell Stem Cell 2019

Gender Imbalance at the Top: The Leaky Pipeline Persists

541 institutions in 38 countries over 4 years



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- Goals:
 - Democratize access to science education; seed research pipeline
 - Career development for scientists
 - Enable public discussions and engagement on cutting-edge science
 - Signal organizational commitment

NYSCF Academy for Science and Society

Democratizing access to science education for students of all ages

Summer Internship Program

Work-study (long-term) Internship Program

Stem Cell Research Immersive Experience for High School Students

Young Student Education: virtual and in-person tours

Family Stem Cell Day

Partners:



NYSCF Education and Outreach

Through **34 events**, we reached **>4500 people** in **58 countries** during pandemic

Education for
students,
teachers,
parents

All About **Stem Cells**
& **Becoming a Scientist** K-6

Stem Cell 101

Electricity in the Body

Scientists!

Dan **Cecile** **Camille**

Virtual Classroom: Gene Editing & The Future of Research

What happens after the DNA is broken?

MORE VIDEOS

NYSCF The New York Stem Cell Foundation Research Institute



Career
development
for scientific
community

CONTEXTUALIZE
Results: Make the interpretation ultra-clear

- What happened and what does it mean?
- For each result:
 Why did you do the experiment?
 What was the experiment?
 What was the outcome?
 How should the audience interpret it?
- **Goal:** Convince audience of your interpretations of the data
 Help them to arrive at the same conclusions
- **Don't include every result you've ever had:** pick those that support key findings

NYSCF The New York Stem Cell Foundation Research Institute

SLIDES PROPERTY OF NYSCF

10

Public
awareness via
lay-friendly
expert panels

Peter Marks, MD, PhD
Food & Drug Administration

Timothy Caulfield, LL.M., FRSC, FCAHS
University of Alberta

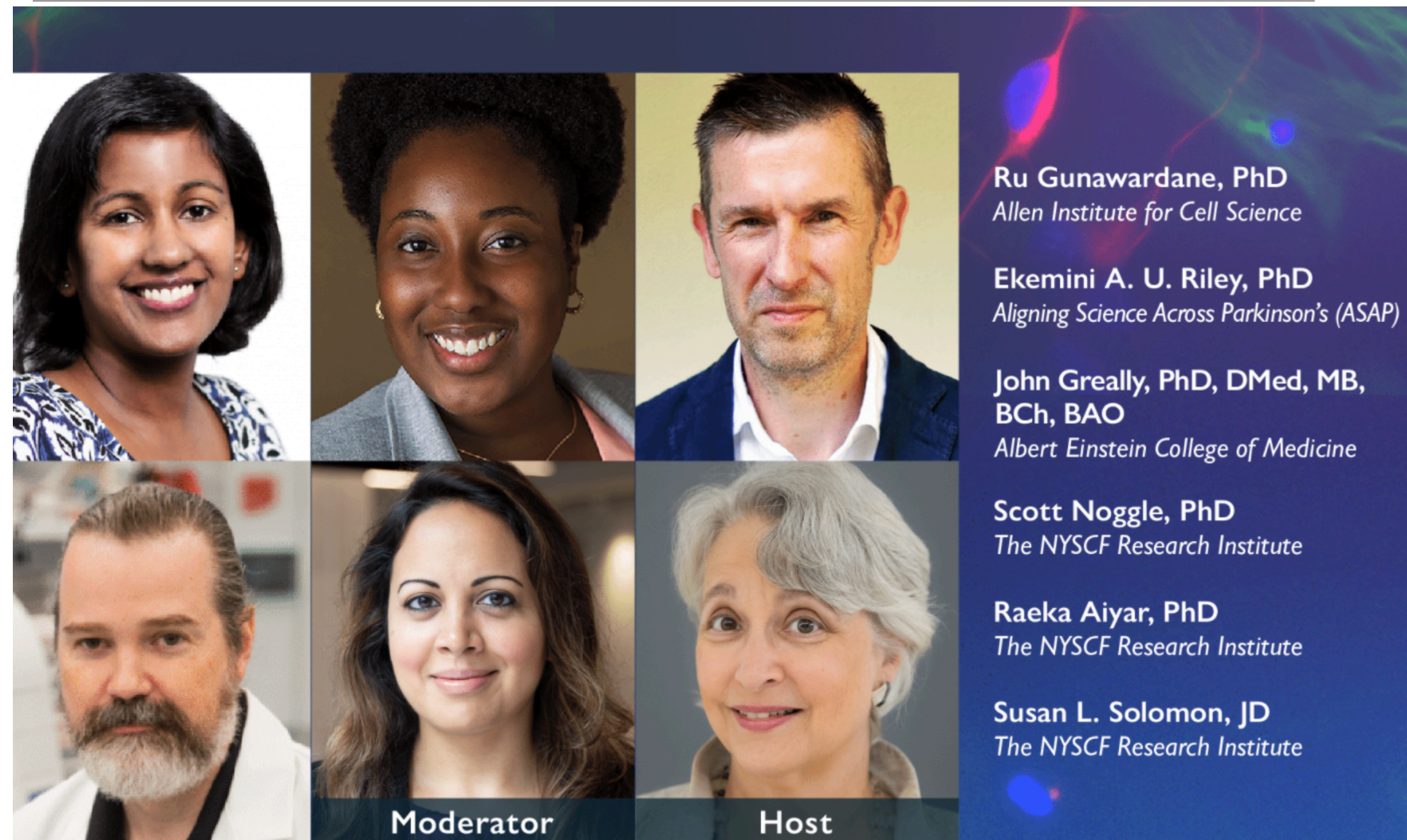
Valentina Fossati, PhD
The NYSCF Research Institute

Jeffrey Kahn, PhD, MPH
Johns Hopkins University

Susan L. Solomon, JD
The NYSCF Research Institute

Moderator

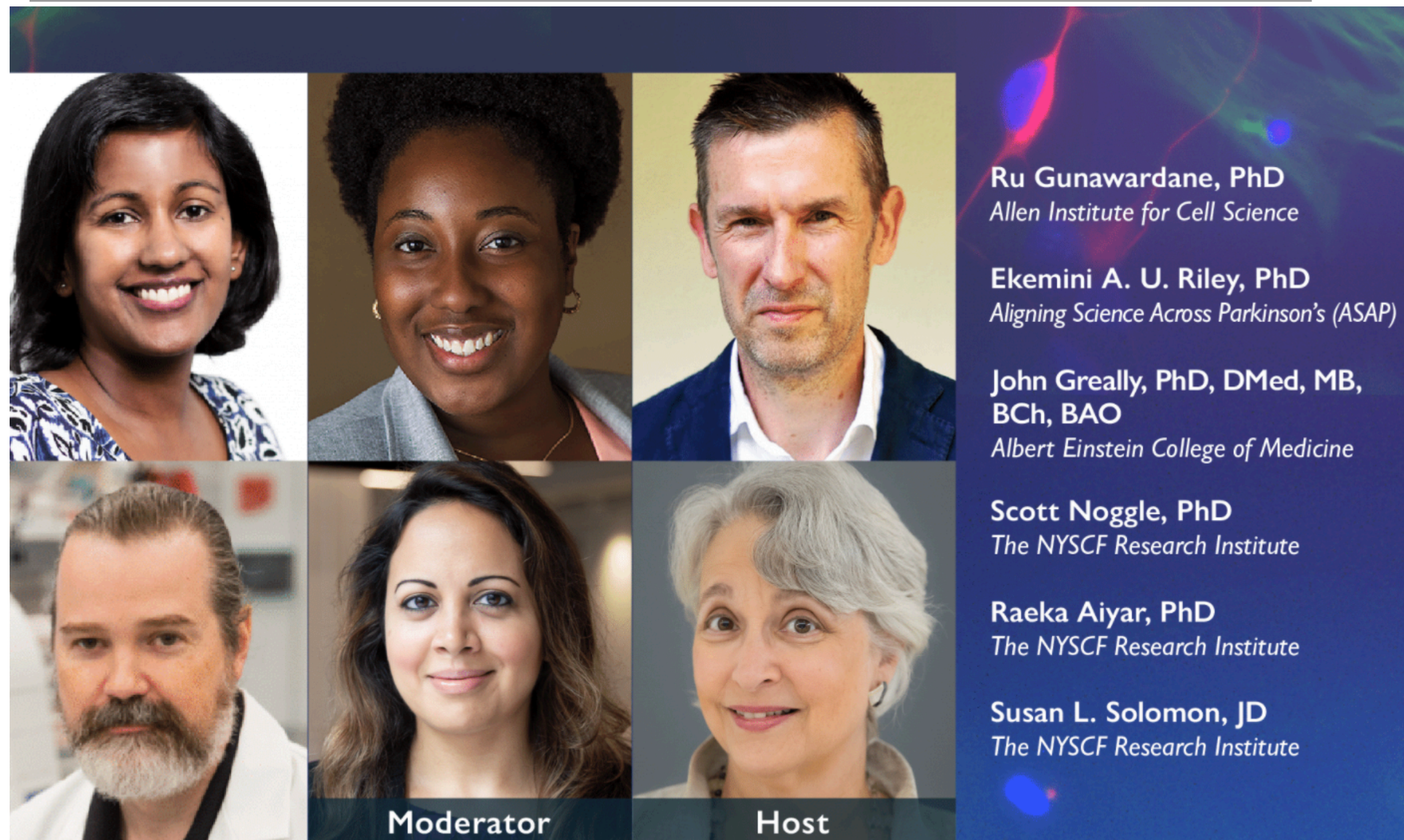
Fostering Discourse: Spotlighting DEIB in NYSCF Events



**Diversifying Stem Cell Biobanks: Towards Inclusive
Precision Medicine and Health Equity**
April 2022

nyscf.org/events
youtube.org/nyscf

Fostering Discourse: Spotlighting DEIB in NYSCF Events



Diversifying Stem Cell Biobanks: Towards Inclusive Precision Medicine and Health Equity

April 2022

The Road to Equity in Science: Reflections for Women's History Month

March 17, 2023

Upcoming EDI in action webinars with ISSCR (March 28,30):

www.isscr.org/upcoming-programs/edi

nyscf.org/events
youtube.org/nyscf

Annual DEIB-focused discussions at conference

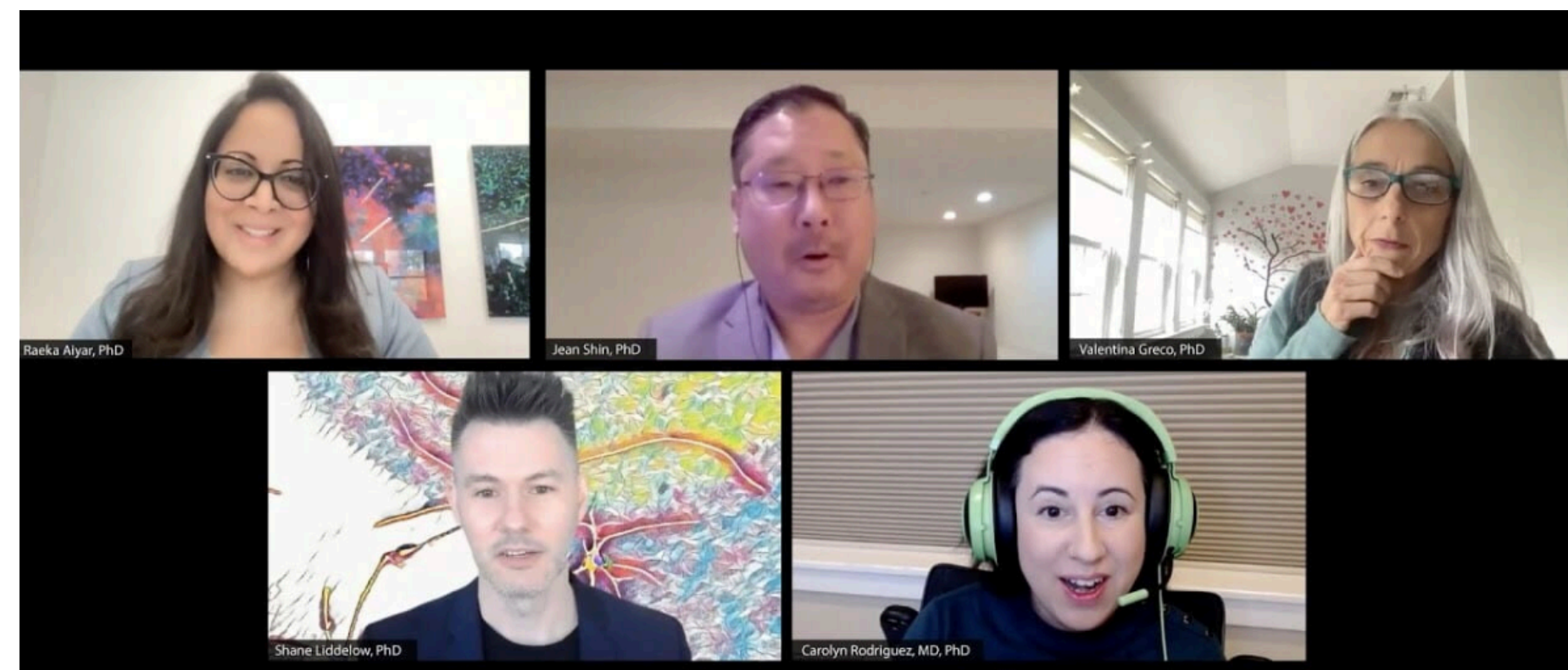
2020: Overcoming racial health disparities



2022: Mentorship, Inclusive Environments



2021: Fostering DEIB in the STEM community



youtube.org/nyscf

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- Goals:
 - Diversify applicant & awardee pools
 - Generate benchmarking data
 - Elevate minoritized candidates
 - Reward DEIB advocacy
 - Reduce bias & integrate DEIB values into review process
 - Advance values of DEIB in community we are building

NYSCF Extramural Grant Programs

NYSCF – Druckenmiller Fellowships

- 3-year fellowships for postdocs in NY/NJ/CT
- Stipend plus computer/travel

NYSCF – Robertson Investigator Awards

- \$1.5M in flexible funding over 5 years
- Junior PIs worldwide in stem cells / neuroscience



Global community of >200 collaborating 'best-in-class' scientists

Strategies for advancing DEIB in grantmaking

- Established
 - Institutional Report Card for Gender Equality
 - Diverse review committees
 - Implicit bias statement
 - Flexible funding

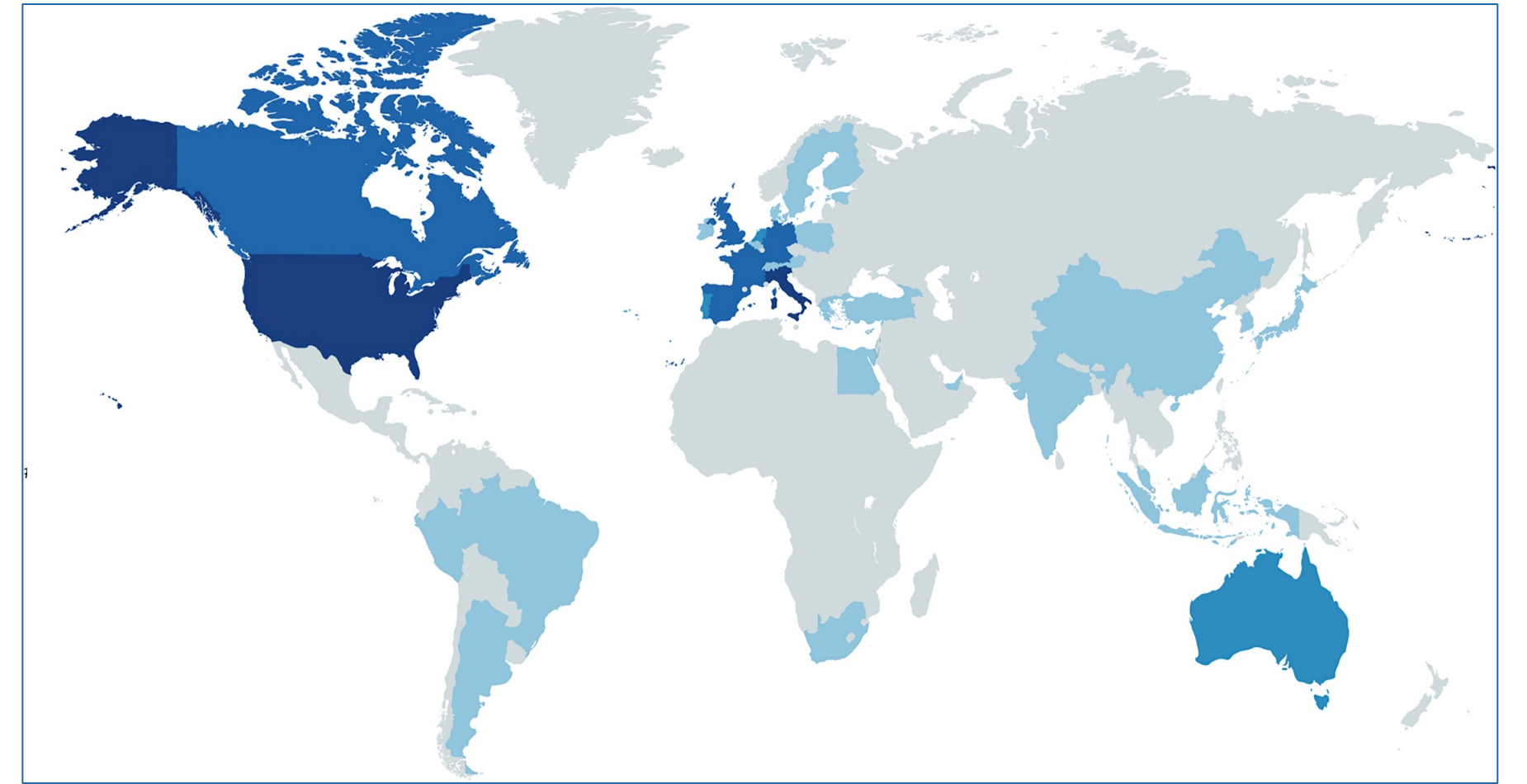
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- Recent
 - **Increased geographic outreach**
 - **Applicant self-identification**
 - **Mandatory commitment to DEIB statement**
 - Implicit bias training of reviewers
 - Eliminating PI reference letters

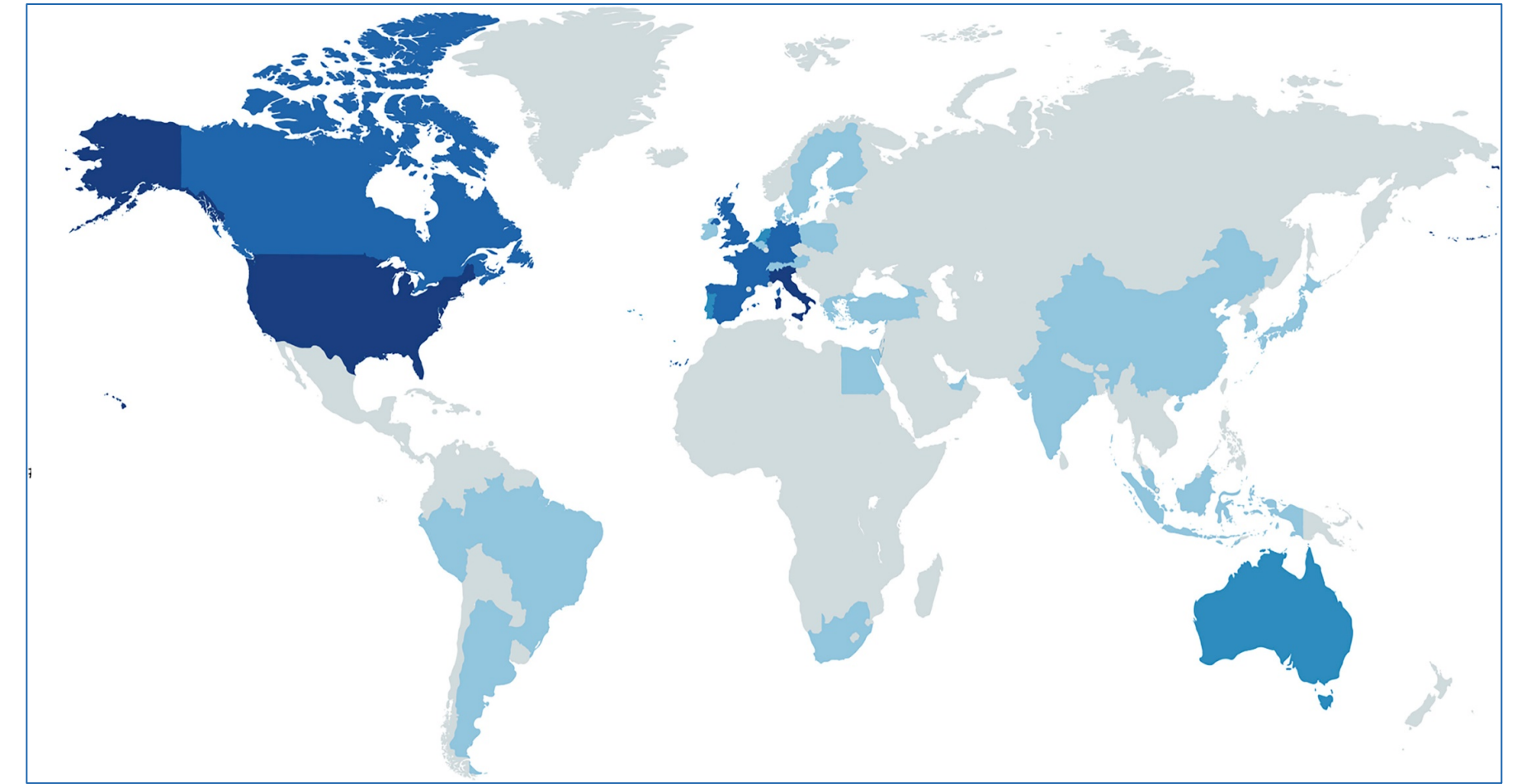
Geographically diversifying applicants



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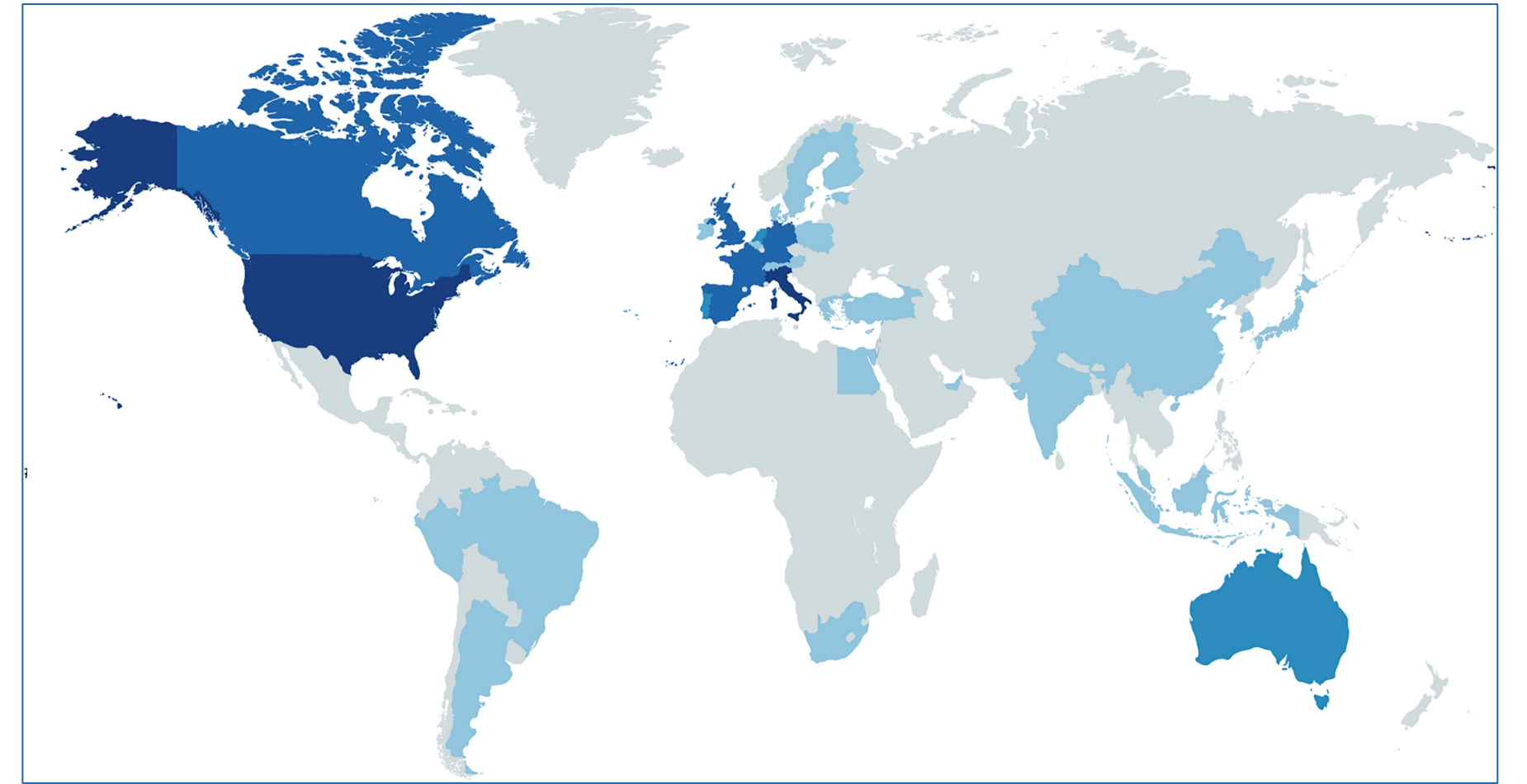
- **Methods:**

- Increased social media outreach
- Dedicated outreach to:
 - Stem cell / regenerative medicine institutes, organizations, departments
 - Stem cell / regenerative medicine focused events and conferences (attendee lists or event coordinators and asked to share to attendee lists)



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- **New countries reached since outreach began:** Malaysia, Hungary, Belgium, Norway



Recent Application Elements to Advance DEI/B

Accounting for Hardship

Self-Identification statement (optional)

Applicants may identify as part of (any) minoritized group, explain how identity may have affected their careers

Reviewers use this information when evaluating track record

Yes/No + Text Box

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Rewarding Advocacy

Commitment to DEIB Statement (mandatory)

Applicants detail past, present, planned* activities to advance DEIB in labs/institutes/community

Used to tier applicants and their progression through review process

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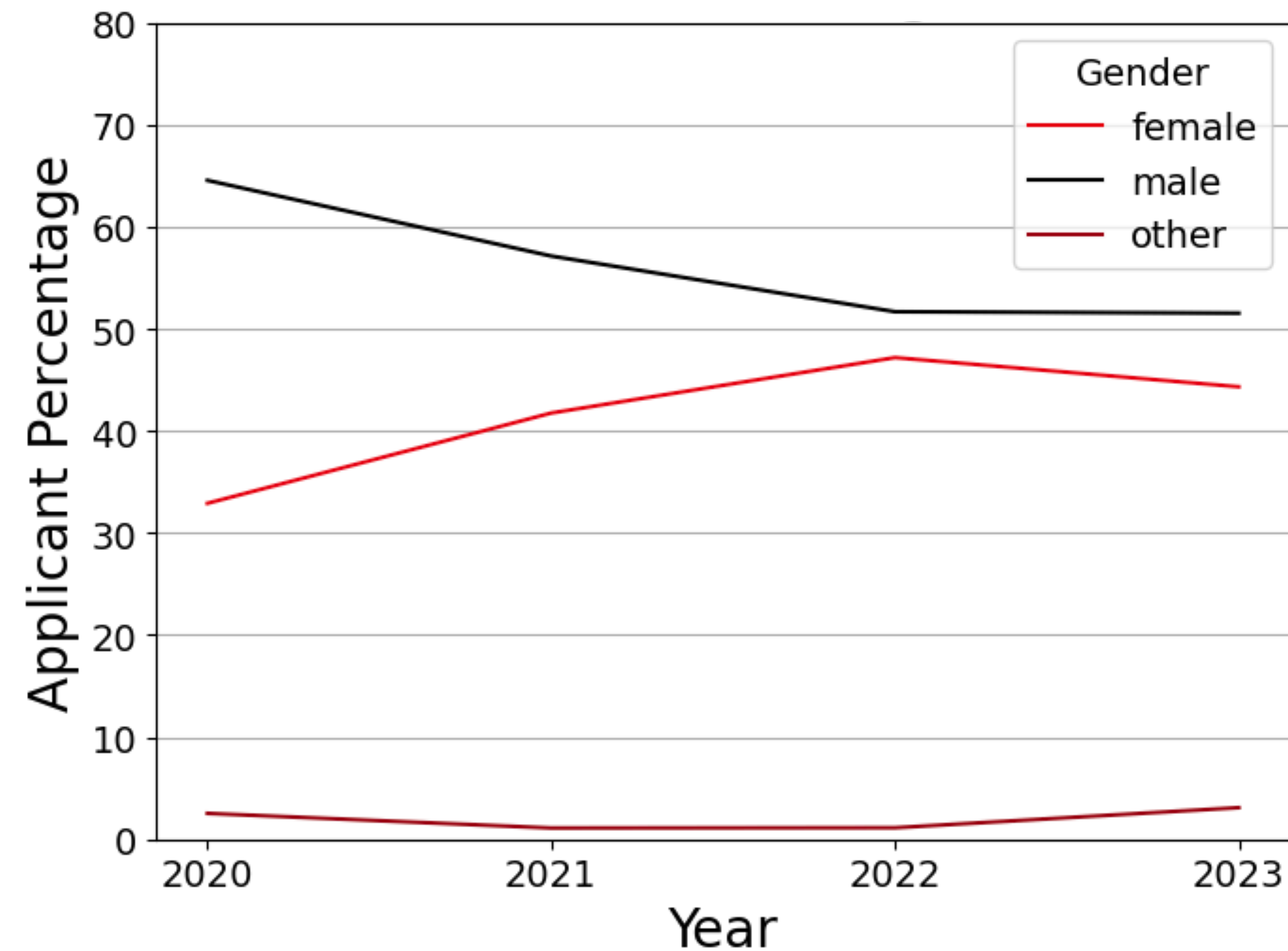
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Tier A: Advocate
Tier B: Sympathizer
Tier C: Non-participant

Minoritized applicants increasing over time

NYSCF – Robertson Stem Cell Investigators

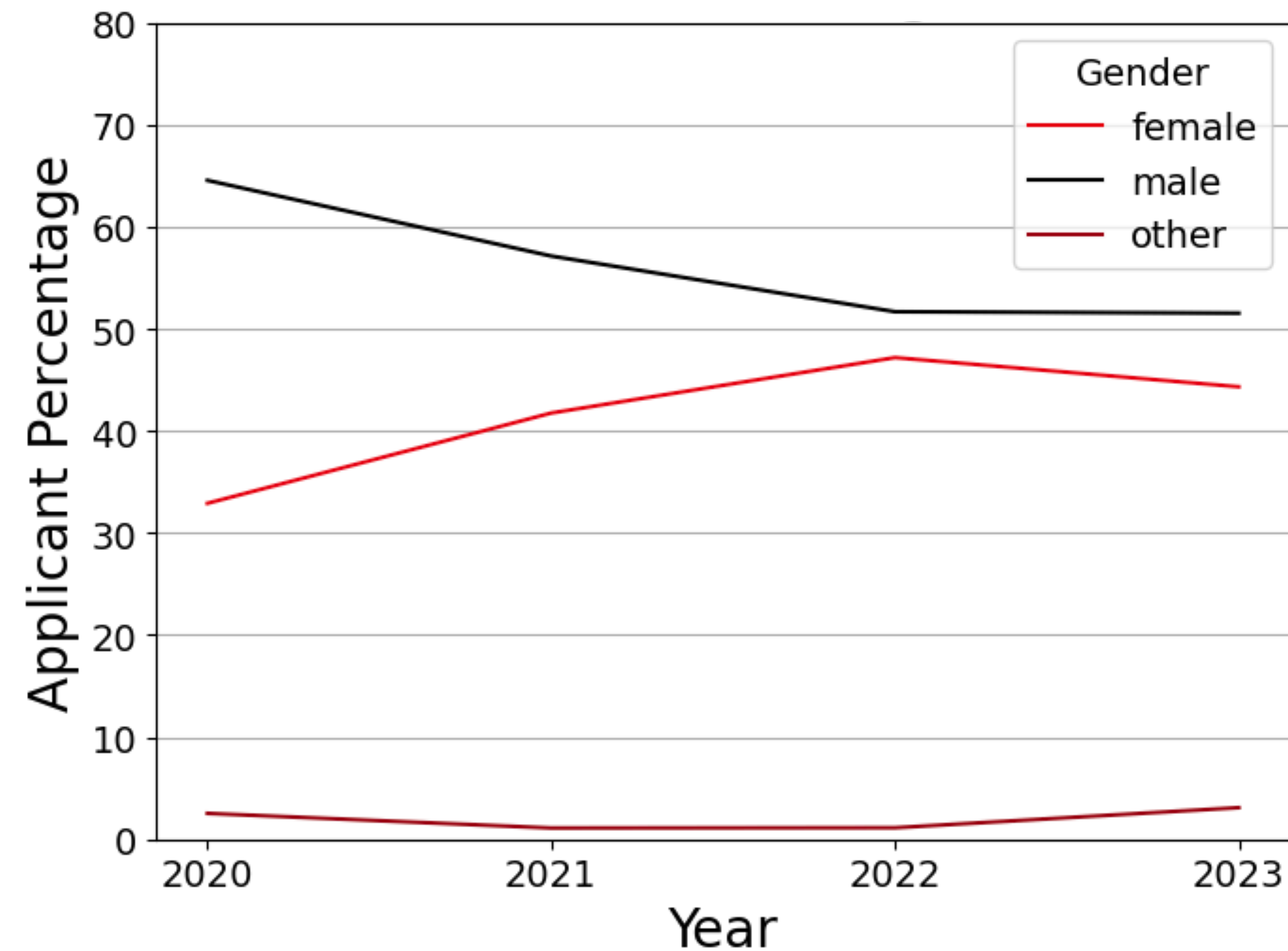
Gender Identity:



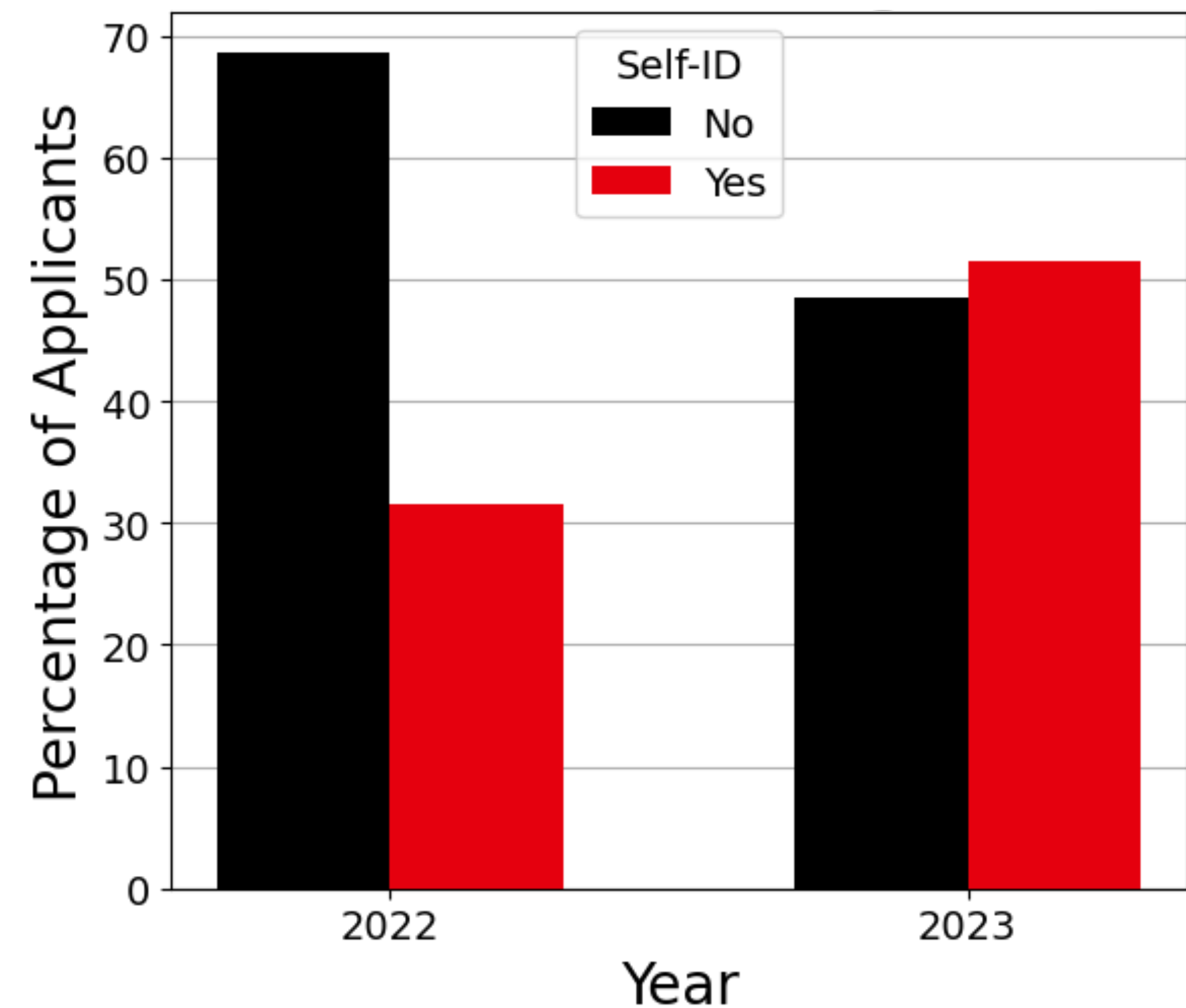
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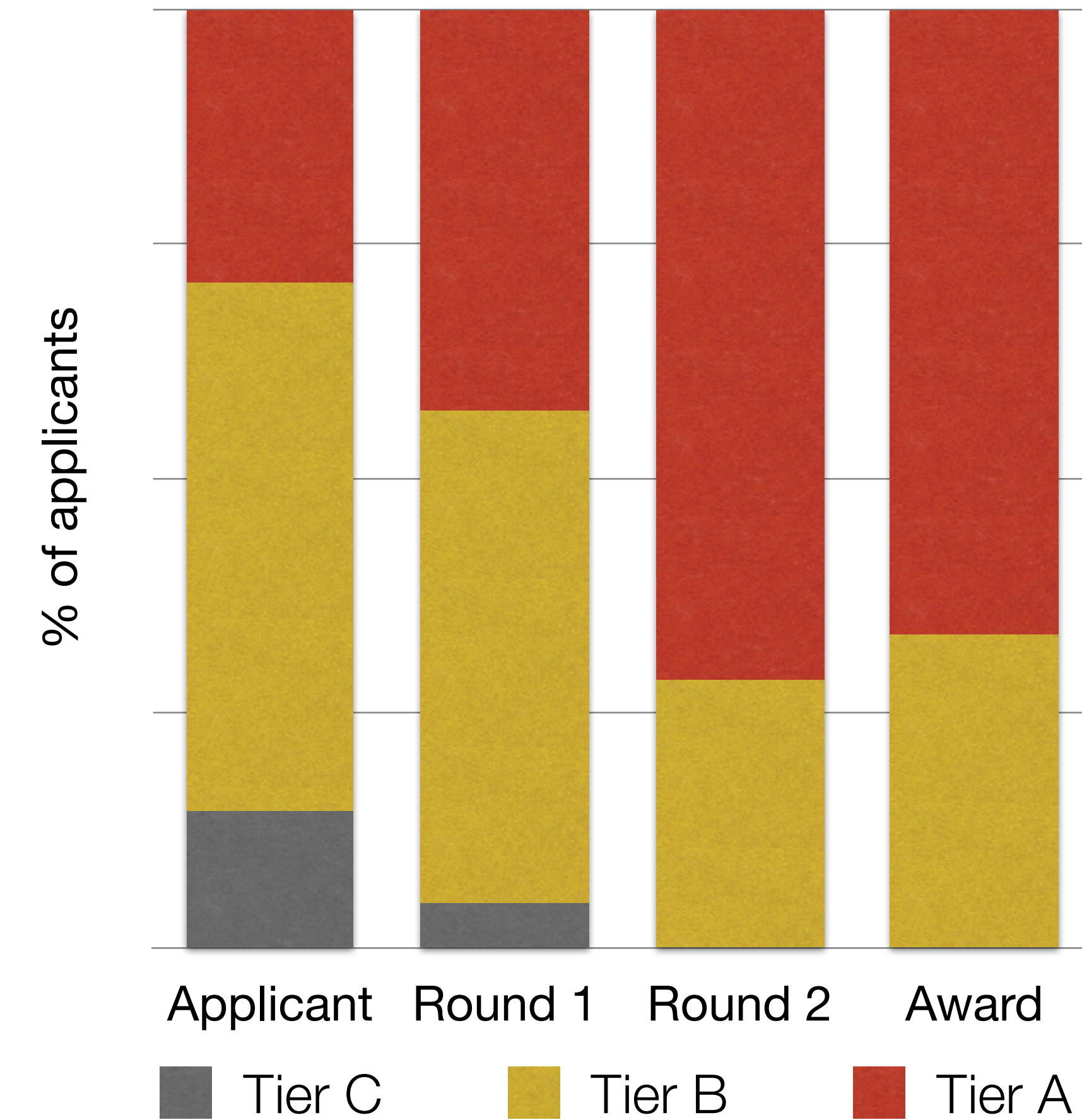
Self-Identification:



Elevating minoritized & DEIB-committed applicants

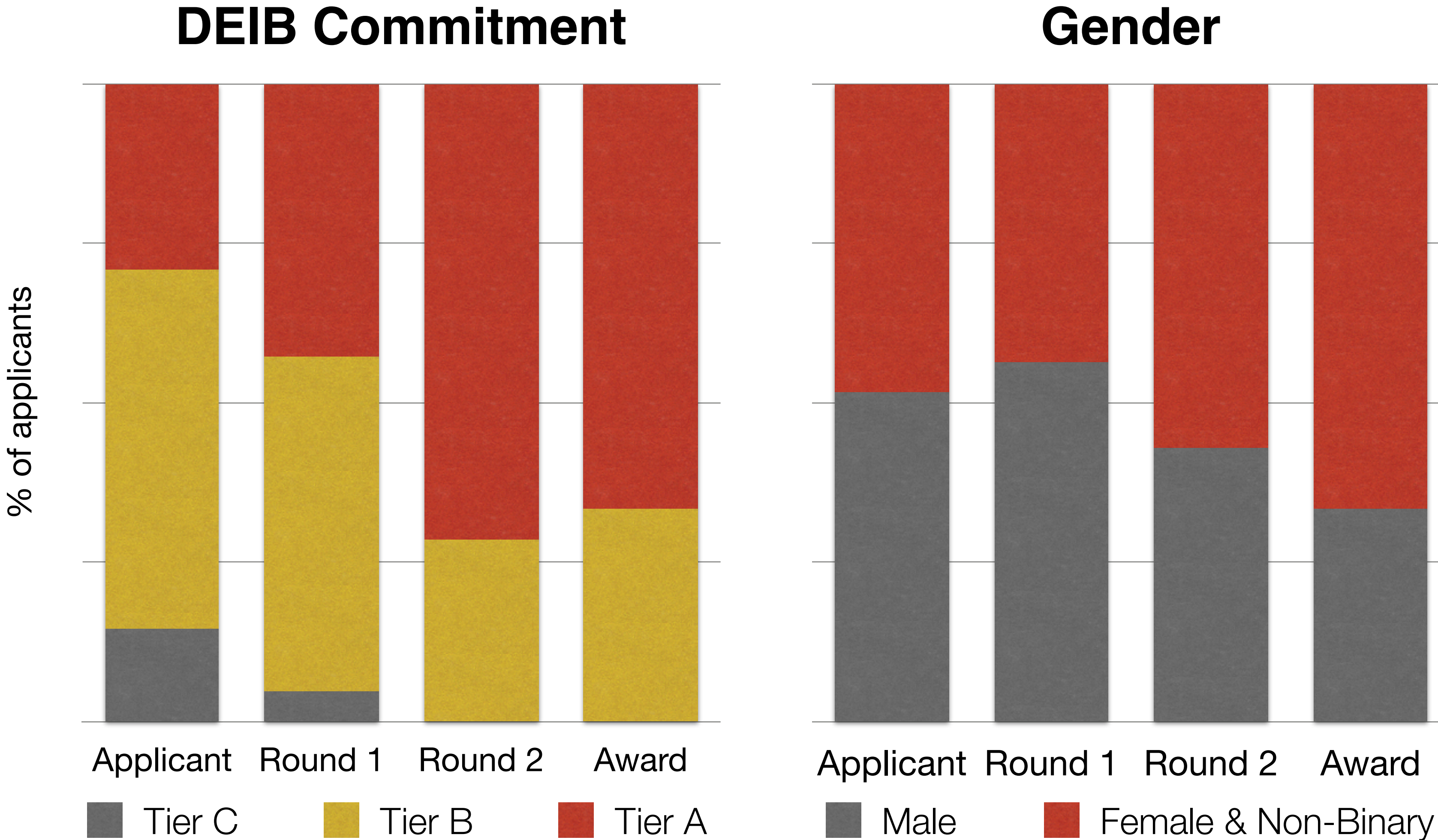
2022 NYSCF – Robertson Stem Cell Investigators

DEIB Commitment



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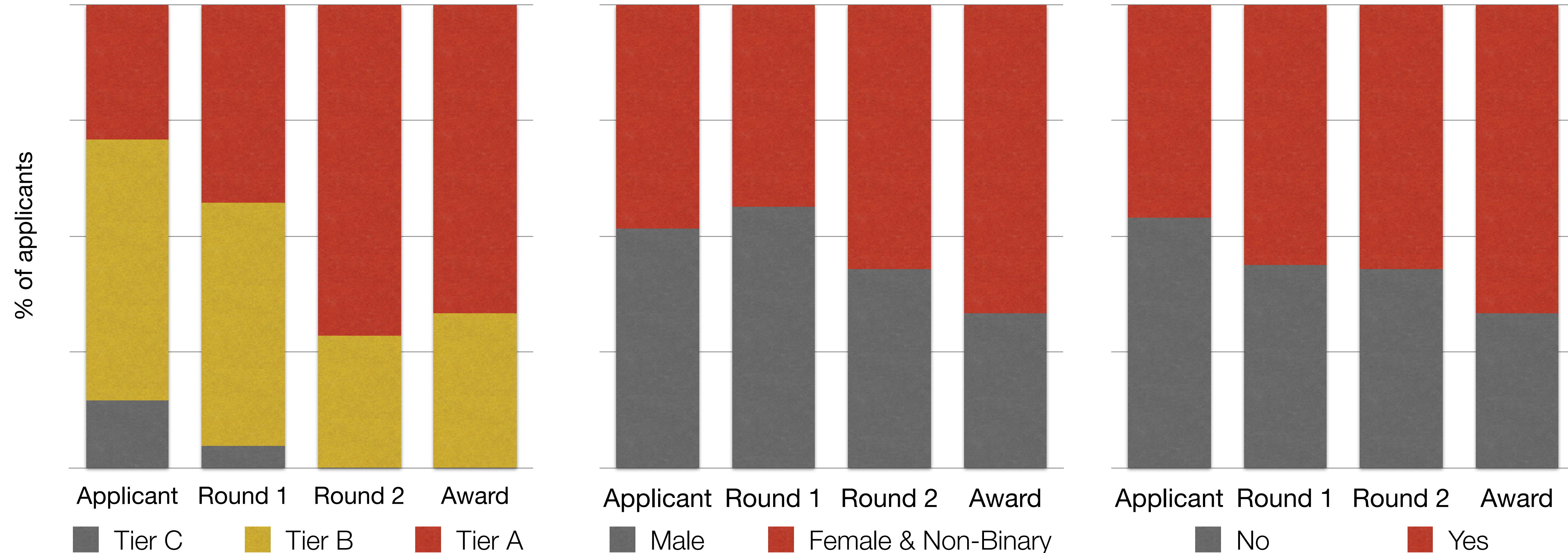
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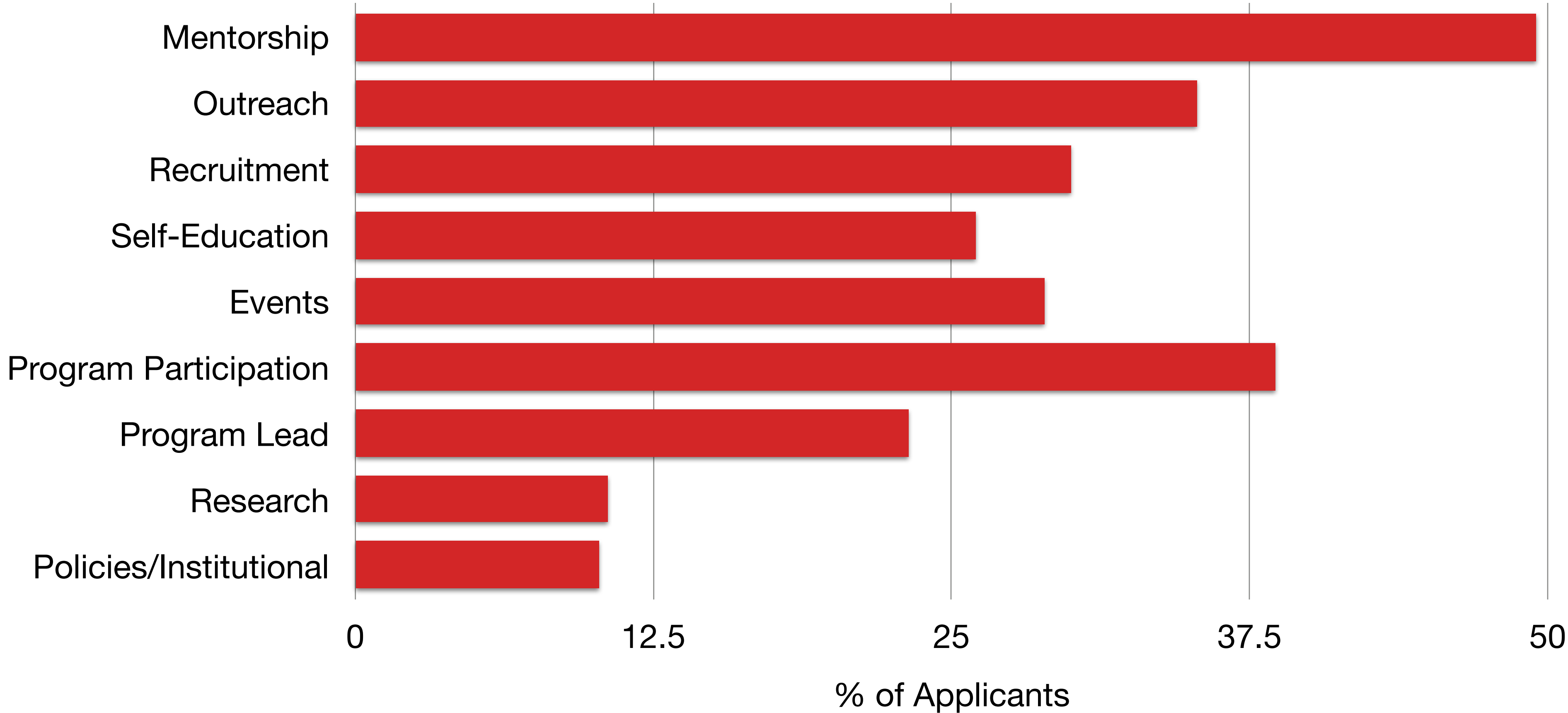
DEIB Commitment

Gender

Minoritized (self-ID)

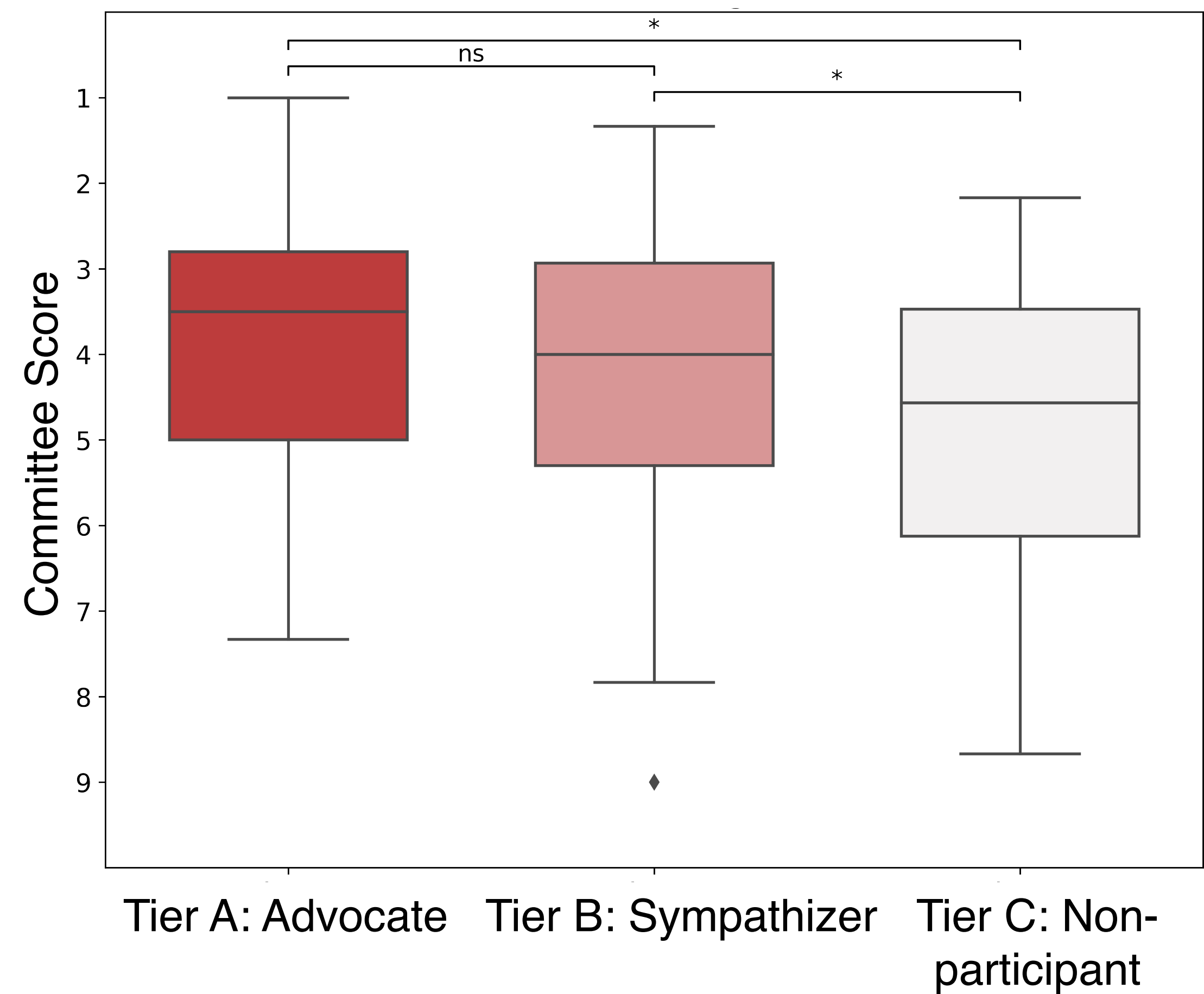


Commitment to DEIB: Activity Types

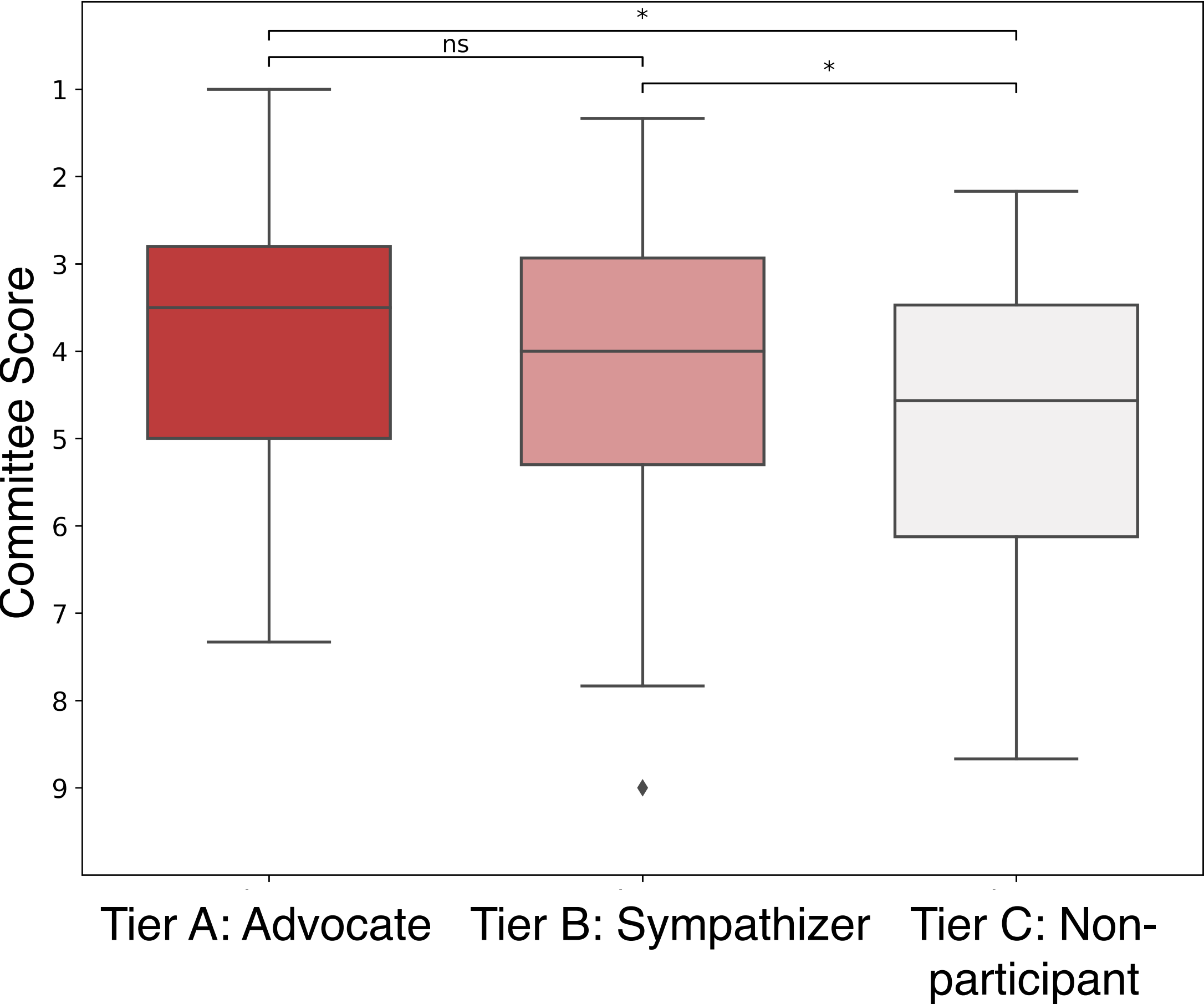


Across 2022 Investigator & Fellowship Applicants

Scientific merit scores correlate with DEIB contributions

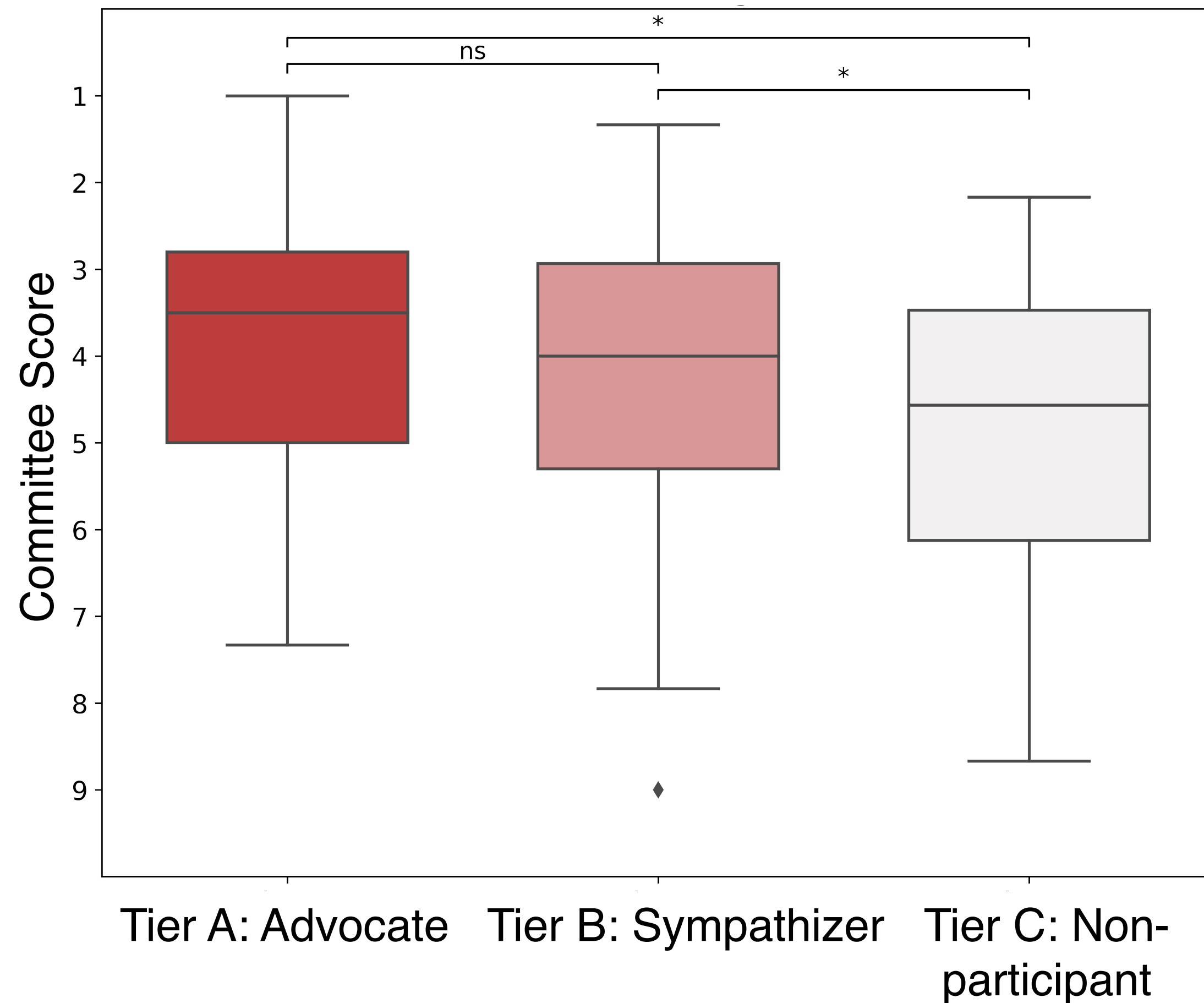


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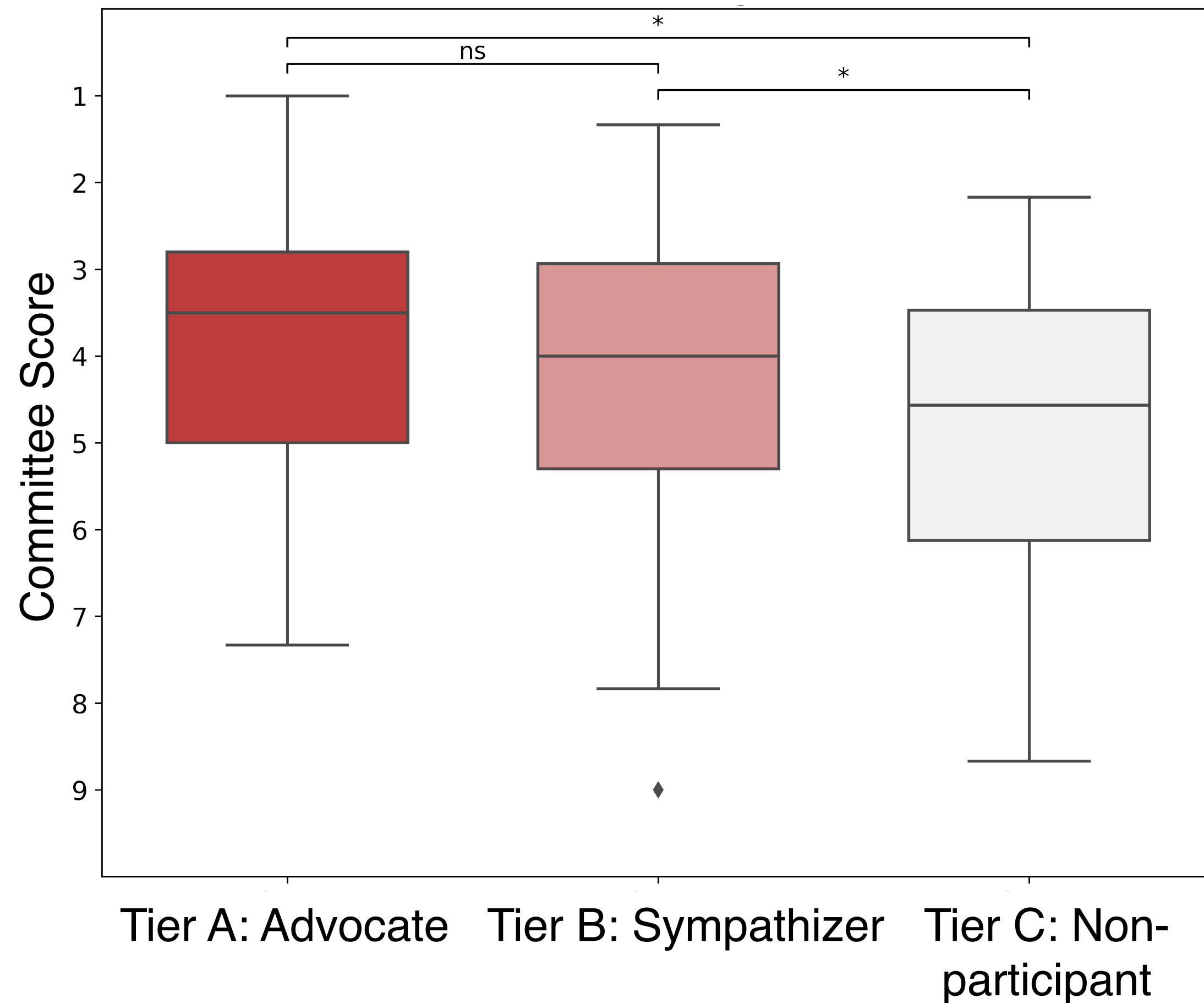
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“The best scientists are those who value diversity.”
- Leslie Vosshall (HHMI / Rockefeller)

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- Advancing DEIB is part of scientists' responsibility & contribution -> working towards a best practices manuscript to help scientists get started
- Advancing DEIB in the community means supporting all minoritized scientists who face discrimination and undue hardships

Acknowledgements

NYSCF Leadership

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Programs

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IT
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Project Management

External Partners

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Investigator & Fellowship Selection Committees

Valentina Greco (Yale)
John Greally & lab (Einstein)

Philanthropy New York Racial Equity Working Group
Health Research Alliance

Lab

ProTeam & QC
LabOps & Admin
Project Management
Electrophysiology
Facilities
FACS
Clinical Research
Engineers
Software Engineers
Computational Biology
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Functional Genomics
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MS & Alzheimer's
Oncology
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Parkinson's
GMP & Cell Therapy