



Ensuring Diversity of Thought and Background in the Cancer Research Workforce

**WORKING GROUP
CO-CHAIRS**

LeeAnn Bailey, CRCHD - Presenter
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*NCI Equity and Inclusion Program
Working Group 2*

Working Group Charter

The Working Group on **Ensuring Diversity of Thought and Background in the Cancer Research Workforce** focuses on enhancing NCI's efforts to **develop a diverse and balanced cancer workforce** that is fully reflective of the people we serve.

Efforts will focus on:

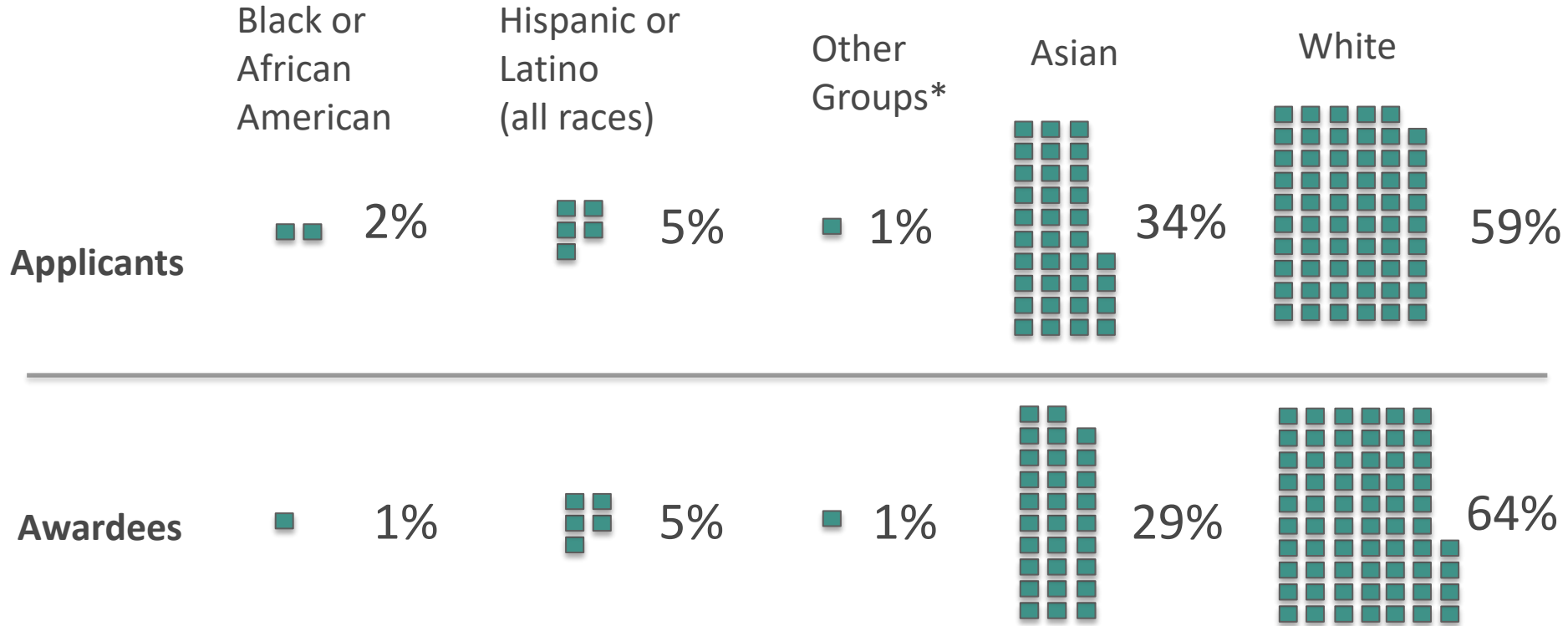
- Enhancing current research training efforts at all levels to retain and sustain a viable diverse workforce
- Identifying new approaches to support and sustain equal representation of underrepresented groups in the research training pipeline

Working Group Goals

The Working Group will strive to achieve a range of goals, including:

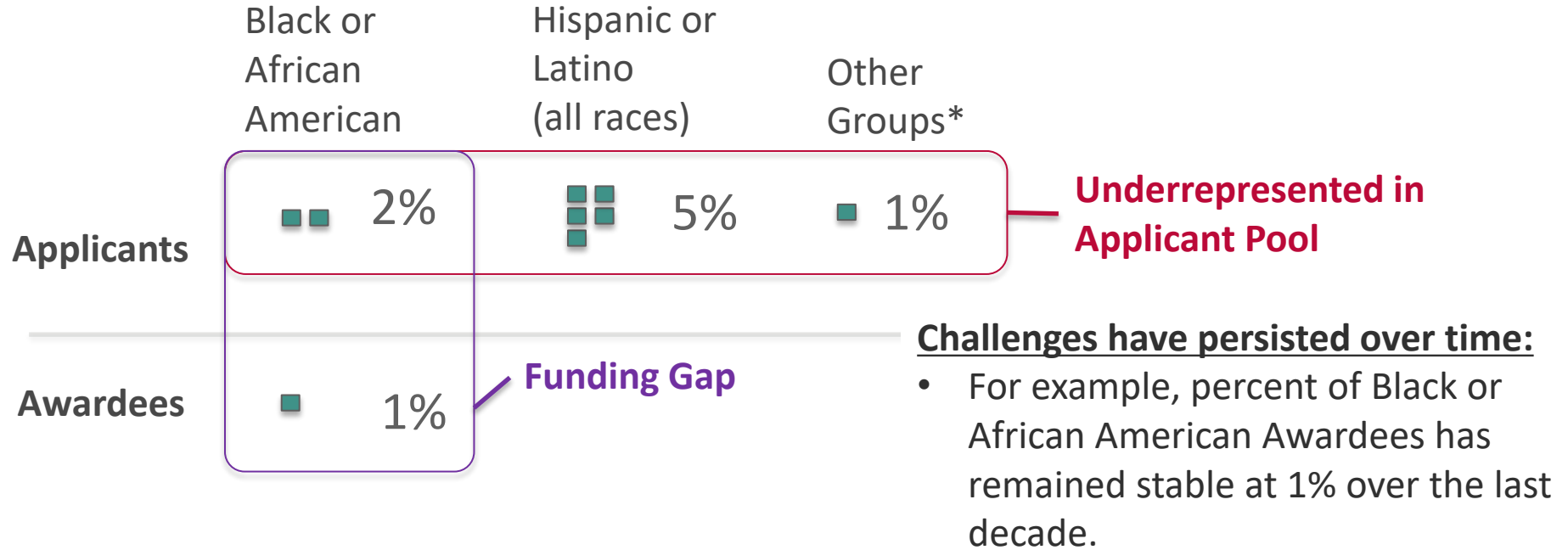
- To devise and implement strategies to sustain gains made through increasing diversity within the NCI cancer research workforce at all levels
- To increase the number of investigators from underrepresented groups engaged in cancer research at all levels, from early training to leadership positions
- **To increase the number of R01 applications submitted from, and awarded to, investigators from underrepresented groups**

Demographics of NCI R01 Equivalent PIs (FY 2020)



*More than one race, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander

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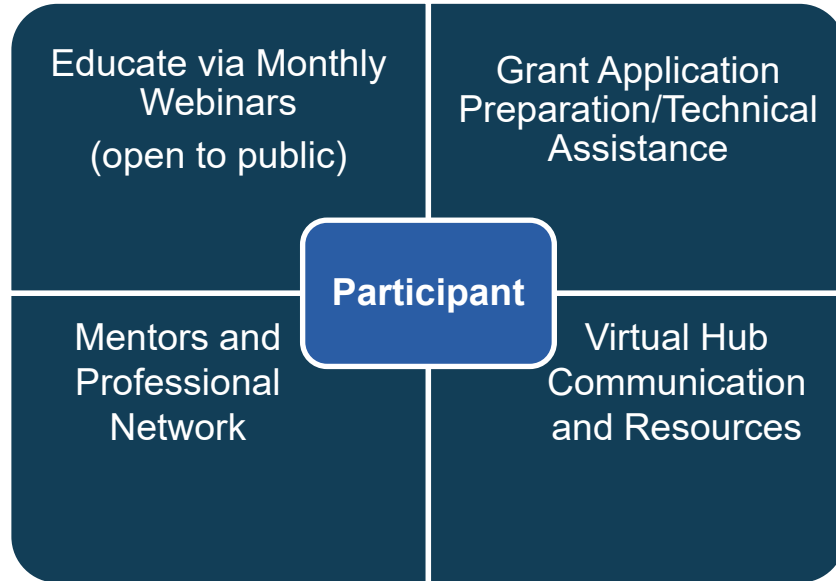
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Data Source: Data from NIH OER with analysis by NCI Center for Research Strategy. Method: Percents rounded to nearest 1%. Percentages are calculated using the number of PIs that have self-reported their race or ethnicity (92% of all PIs). Hispanic may be any race; race categories exclude Hispanic origin.

Immediate Action: Early Investigator Advancement Program

Goal: To promote the transition of extramural and intramural early career investigators to independent investigators

Program Components



Outcomes for Each Participant

- Complete an R01 grant proposal
 - Become part of a group of peers with similar career goals
 - Engage with mentors who are established investigators
 - Become familiar with job and funding opportunities
 - Develop professional and management skills critical to growing a research group
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- *20 participants per cohort*
 - *1 cohort per year*

Future/Other Activities

- Coordinating with **NIH UNITE** to discuss current efforts to increase diversity
- Connecting with the **Tracking & Evaluation Working Group** to begin establishing metrics, a baseline, and landscape analysis
- Initiating an evaluation of other efforts to **increase the participation of underrepresented groups in the R01 pipeline**, with a focus on Historically Black Colleges and Universities
- Actively **soliciting new and innovative ideas** across NCI for consideration by the Equity and Inclusion Program Working Groups

Faculty Institutional Recruitment for Sustainable Transformation (FIRST) Program



Transform culture at NIH-funded extramural institutions

Support institutions to:

- Implement and sustain cultures of inclusive excellence to be transformational for biomedical research at the awardee institutions and beyond
- Build a biomedical research community by recruiting a diverse cohort of early-career faculty who:
 - Have demonstrated strong commitment to promoting diversity and inclusive excellence
 - Are competitive for an advertised research tenure-track or equivalent faculty position

Promotion of Diversity in Major Mechanisms

- Exploratory Grant Award to Promote Workforce Diversity in Basic Cancer Research (R21 Clinical Trial Not Allowed) [PAR-21-061](#)
- Select Pay
- SPORE Program
- Cancer Center Support Grants



Working Group Members



Terri Armstrong	Center for Cancer Research
Abha Arora	Center for Strategic Scientific Initiatives
*LeeAnn Bailey	Center to Reduce Cancer Health Disparities
Anil Chaturvedi	Division of Cancer Epidemiology and Genetics
Yvonne Douglas-Tabor	Division of Cancer Biology
Sabrina Islam-Rahman	Office of Communications and Public Liaison
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*Susan McCarthy	Division of Cancer Biology
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Richard (Rick) Moser	Division of Cancer Control and Population Sciences
Ofelia Olivero	Center for Cancer Research
JoyAnn Phillips Rohan	Division of Cancer Treatment and Diagnosis
Sonya Roberson	Office of Cancer Centers
Shamala K. Srinivas	Division of Extramural Activities
Shellie Wilburn	Office of Grants Administration
Howard Young	Center for Cancer Research

**Denotes Co-Chair*

Thank you!

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