NCAA Working Group on Diversity and Health Disparities in the Biomedical Workforce

Daniel Calac, MD, Chair
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To support programs that guide young people into the alcohol research field and help retain them; while recognizing differences across settings

- George Koob, Ph.D.
Role of the NIAAA and NCAA Work Group

Background Information
- Facilitate a productive effort for Biomedical Workforce Diversity
- Conceptualize ideas around an out-facing website
- Summarize and review the literature
- Linking existing funding mechanisms and training programs
Facilitate a productive effort for Biomedical Workforce Diversity

- Focusing on mentoring, rather than mentees
- Promote mentoring groups
- Identify and garner support from individual mentors

https://report.nih.gov/investigators_and_trainees/acd_bwf/
Conceptualize ideas around an out-facing website

- Identify and share data with high visibility partners like NSF and BUILD programs
- Provide an online tool kit for mentors and mentees
- Promote an acceptable mentor brand

https://bmcproc.biomedcentral.com/articles/10.166/s12919-017-0083-8
Summarize and review the literature

- Track the outcome data of NIH diversity supplements
- Identify and share data (NSF/BUILD programs)
- Promote exposure to Distinguished Lecturer(s) or talks for networking
- Establish models to incentivize mentors
- Promote NIAAA activities at research conferences

https://commonfund.nih.gov/bd2k
## Exemplary Existing Programs

### Undergraduate
- *NARCH - Native American Research Centers for Health*
- Meyerhoff Scholars Program – UMBC

### Graduate
- SPINES - Summer Program in Neuroscience, Excellence and Success
- *Diversity Supplements*

### Postdoctoral
- *K99/R00 - *BRAIN Initiative Advanced Postdoctoral Career Transition Award to Promote Diversity*

### Investigator
- *IPERT - Innovative Programs to Enhance Research Training*

### Institutional
- BUILD - Building Infrastructure Leading to Diversity Initiative
- *U54 Collaborative Partnership, Mechanisms of Alcohol Pathology*

*NIAlAA participation*
Initial Recommendations:

- Focus on mentoring, rather than mentees
- Track the outcome data of NIH diversity supplements
- Identify and share data with high visibility partners like NSF and BUILD programs
- Brand mentoring initiatives
- Use social media to disseminate information about what a good mentor is and how to mentor
- Distinguished lecture concept model
- Establish models to incentivize mentors
- Promote NIAAA activities at ABRCMS, SACNAS or other minority undergraduate research conferences to grantees and their students
NCAA Working Group Roster

Chair
- Daniel J. Calac, M.D., Chief Medical Officer, Indian Health Council Inc., Valley Center CA

Members
- Carmen E. Albizu-Garcia, M.D., Professor, Center for Sociomedical Research, University of Puerto Rico, PR
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- Seth J. Schwartz, Ph.D., Professor of Public Health Sciences, University of Miami FL
- Kenneth J. Sher, Ph.D., Curator’s Distinguished Professor of Psychological Sciences, University of Missouri, MO
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