

National Deafness and Other Communication Disorders Advisory Council

Diversity in NIDCD Grant Awards

Debara L. Tucci
NIDCD Director

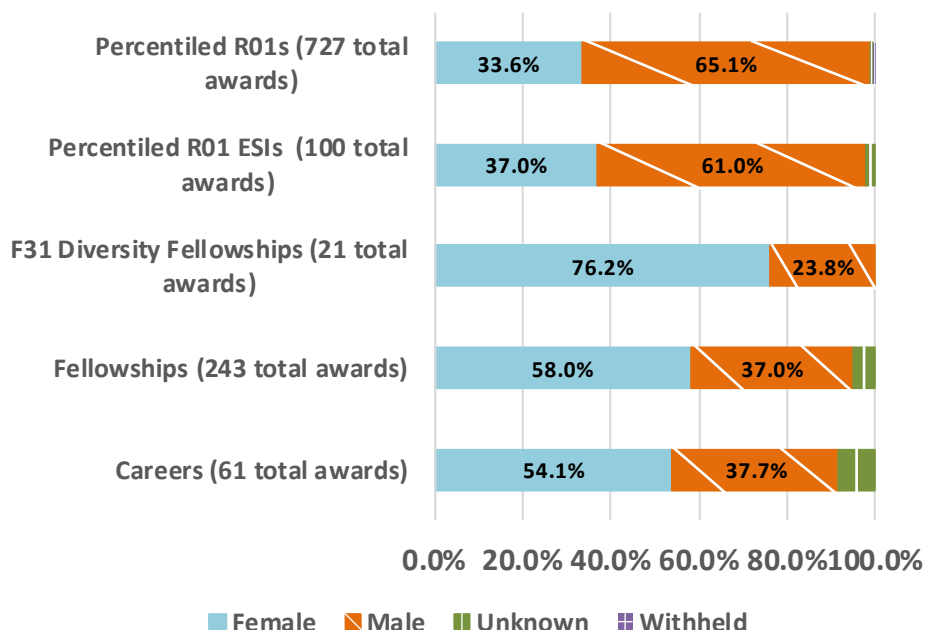
September 10, 2020



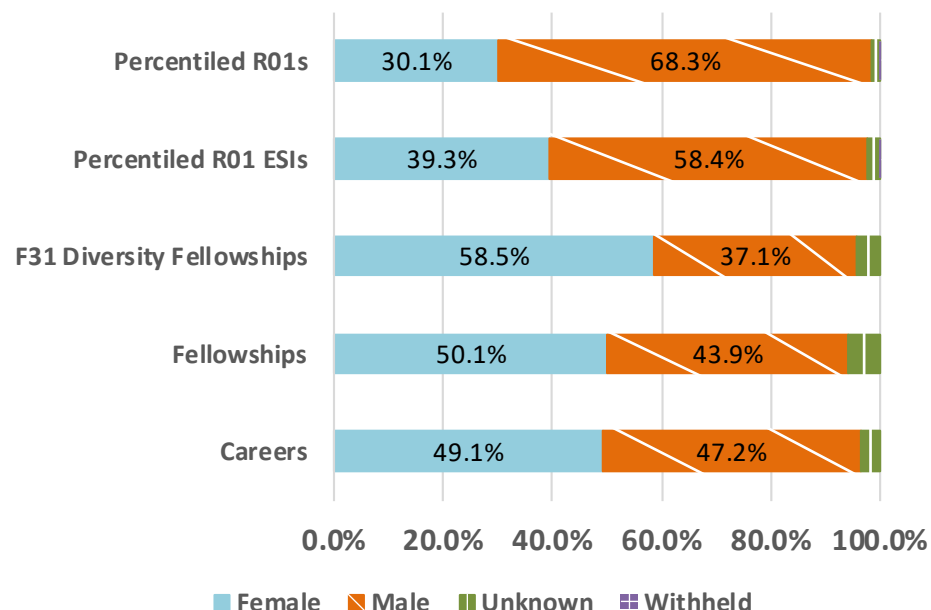
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Supporting Diversity in the Biomedical Workforce: Understanding Demographics of NIDCD Awardees

NIDCD Average Awards (FY15-FY19)



NIH Average Awards (FY15-FY19)



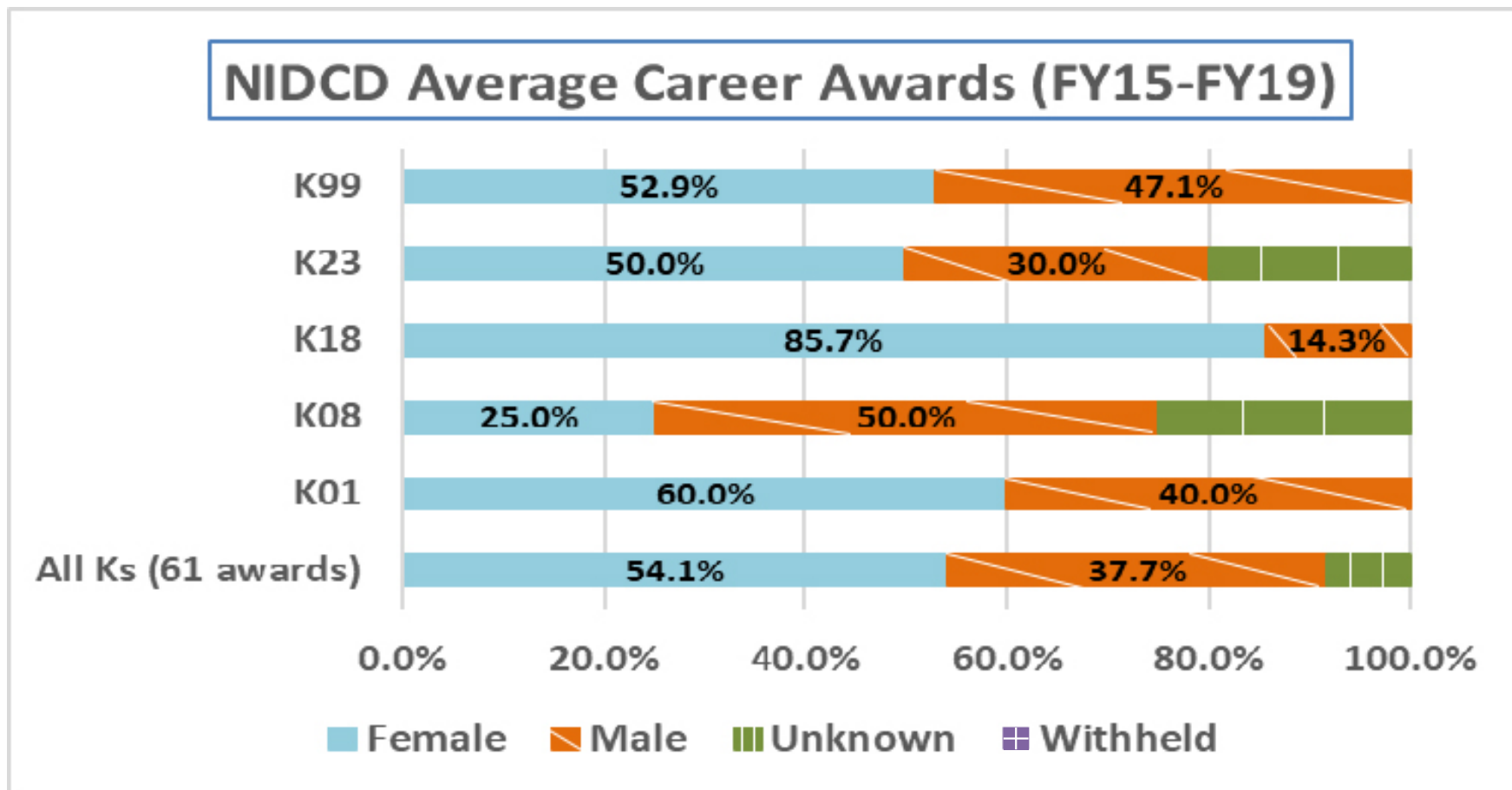
NIDCD Career activity codes: K01, K08, K18, K23, K24, K25 & K99

NIDCD Fellowship activity codes: F31, F32 & F33



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Examining Gender Differences in NIDCD Career Awardees



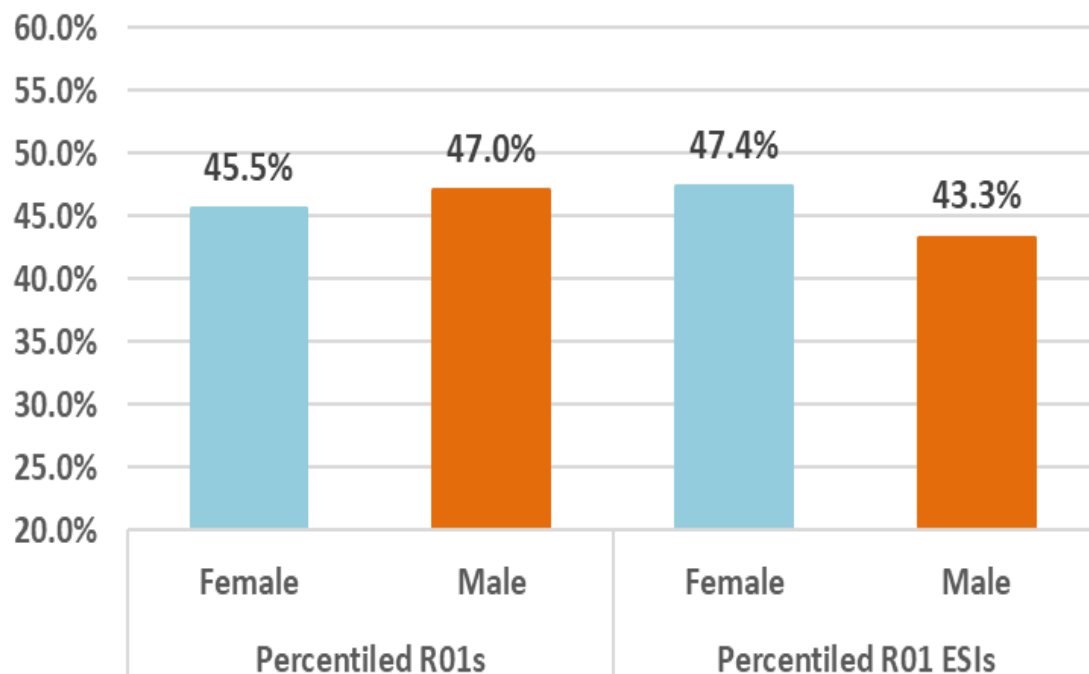
NIDCD Career activity codes: K01, K08, K18, K23, K24, K25 & K99



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Diversity and Inclusion: Moving Toward a Gender-Balanced NIH-Supported Biomedical Workforce

NIDCD FY2019 Success Rates



NIH Success Rates - Percentiled R01s

Fiscal Year	Female	Male
2017	33.4%	36.6%
2018	36.7%	37.6%
2019	36.5%	37.2%

NIH Success Rates - Percentiled R01 ESIs

Fiscal Year	Female	Male
2017	36.2%	40.0%
2018	40.8%	39.3%
2019	39.4%	39.4%

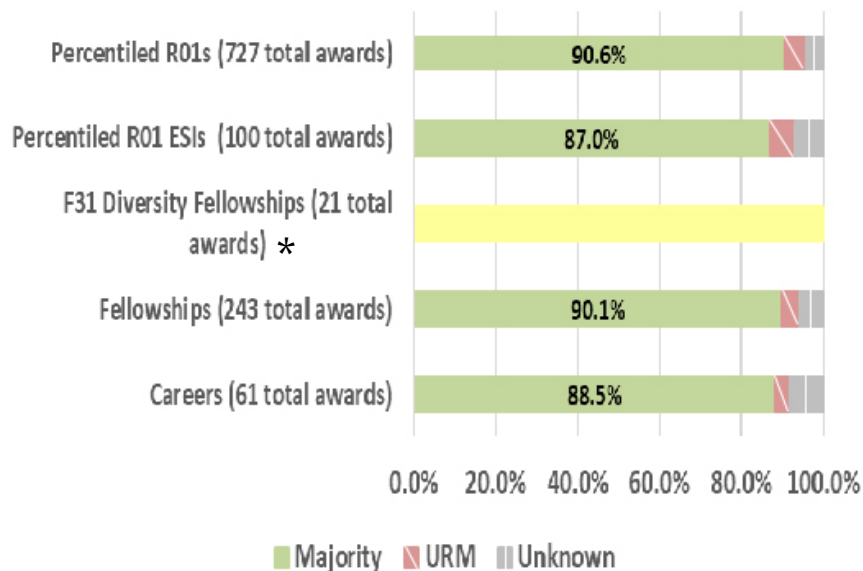


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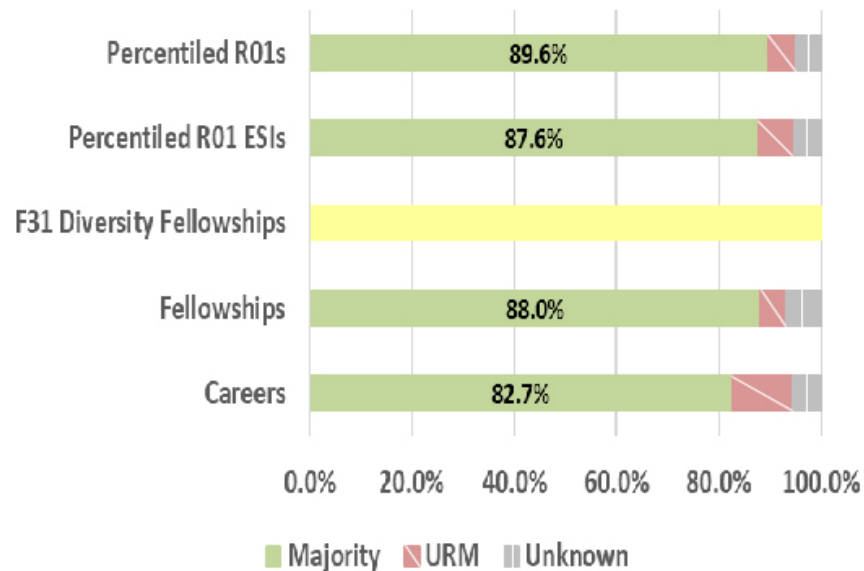
Diversifying the Biomedical Workforce

Race/Ethnicity Demographics of NIDCD Awardees

NIDCD Average Awards (FY15-FY19)



NIH Average Awards (FY15-FY19)

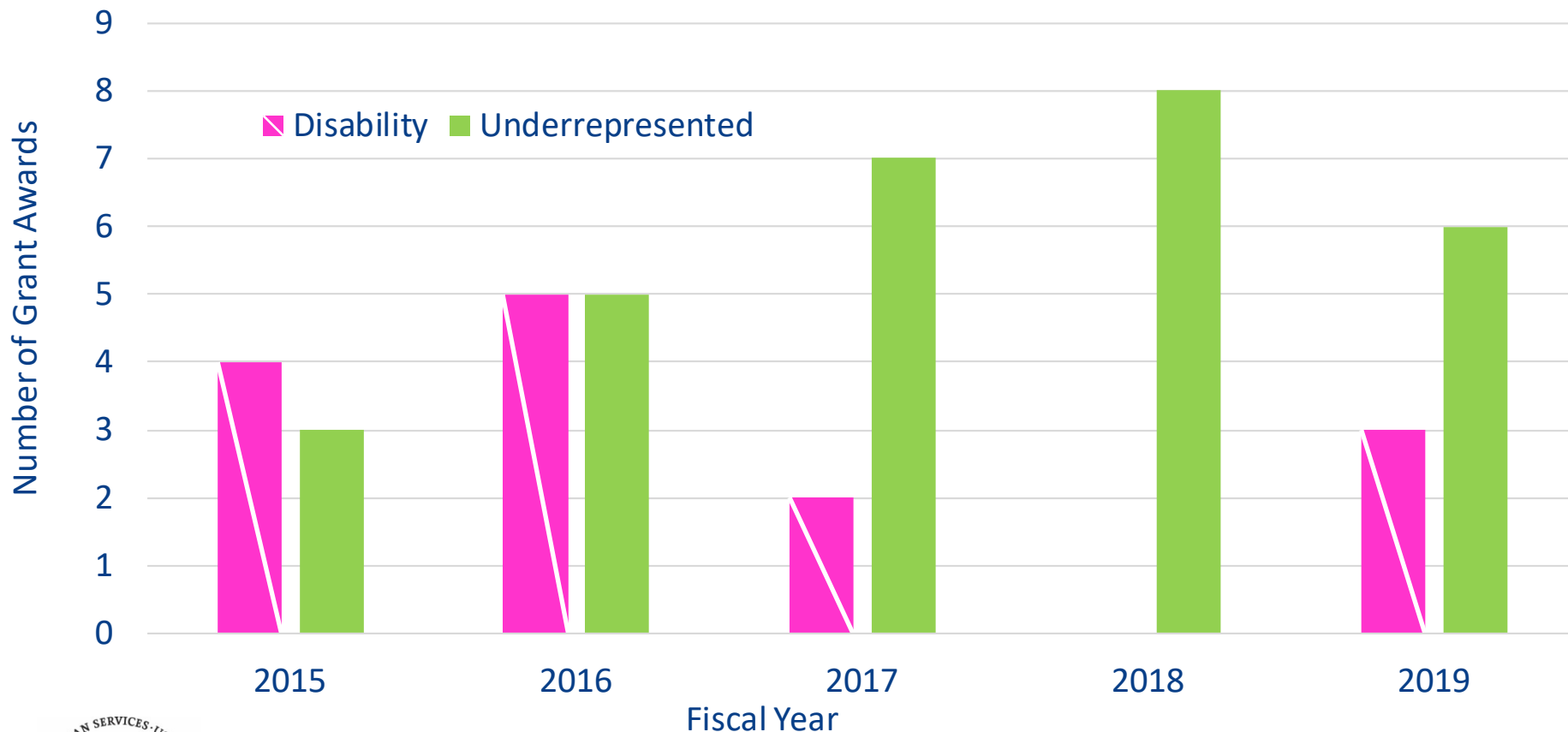


Underrepresented Minorities (URM) in biomedical research, as defined by NOT-OD-18-129, includes Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians and other Pacific Islanders.



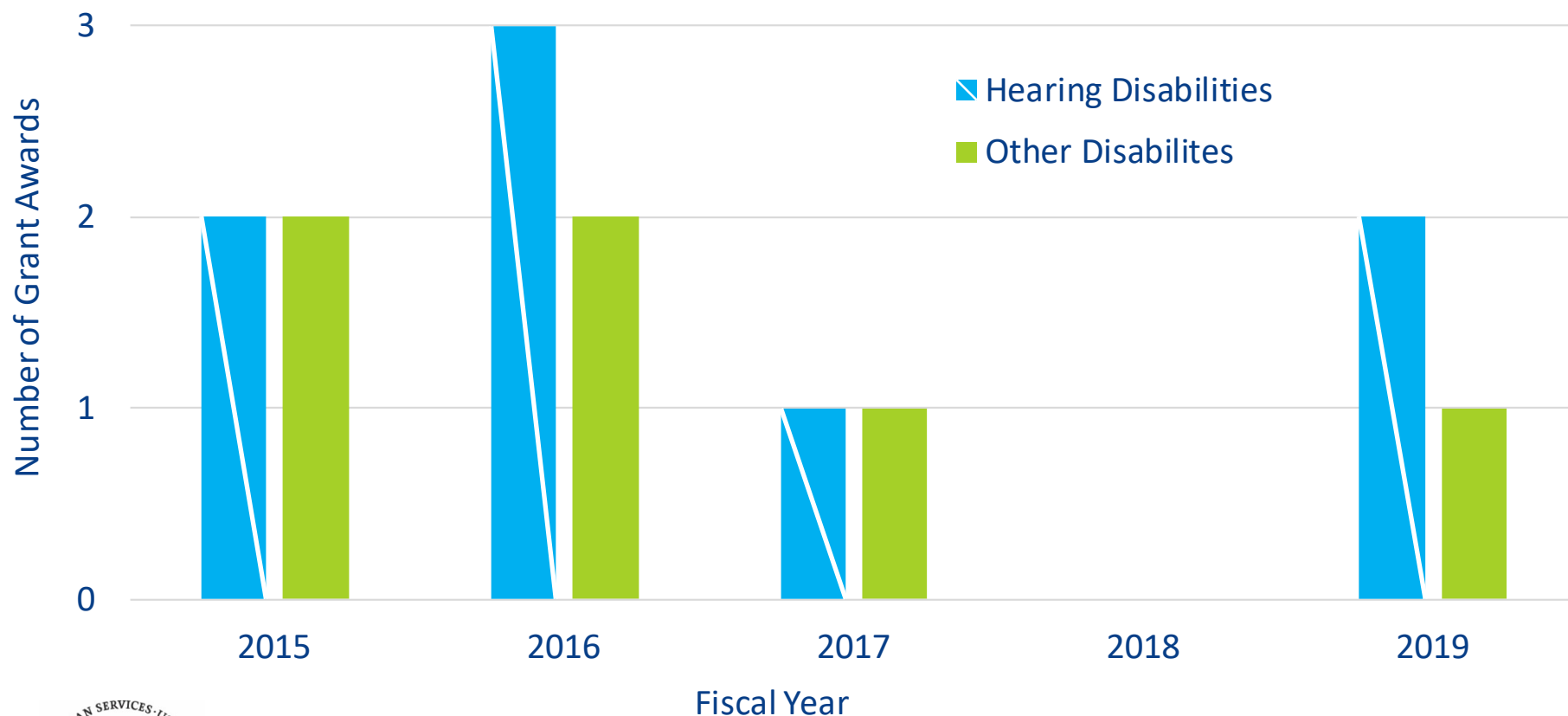
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NIDCD F31 Diversity Fellowships: Disability vs. Underrepresented



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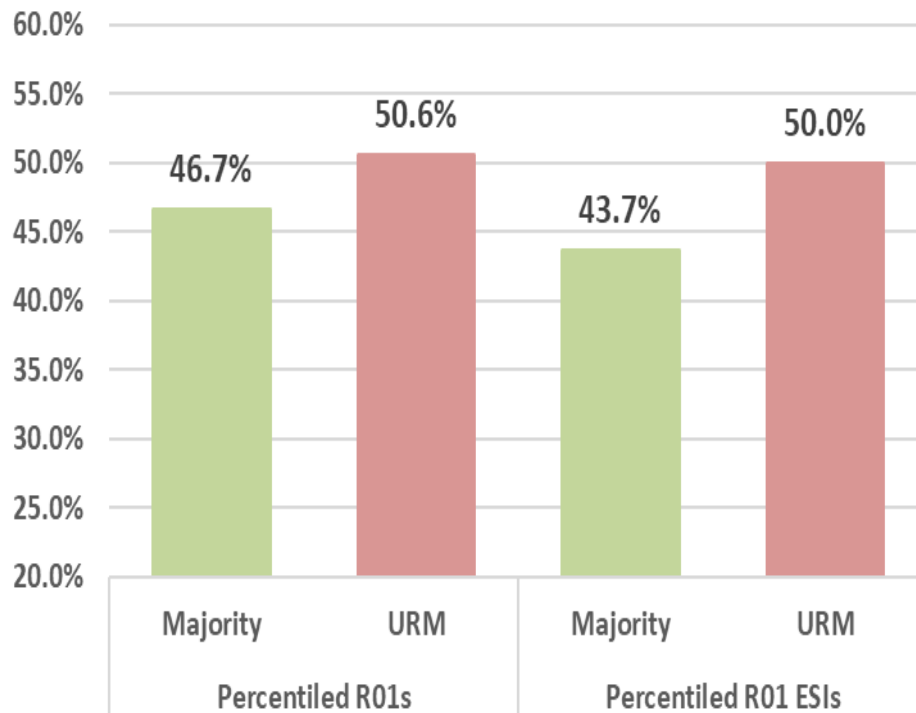
NIDCD F31 Diversity Fellowships: Hearing Disabilities vs. Other Disabilities



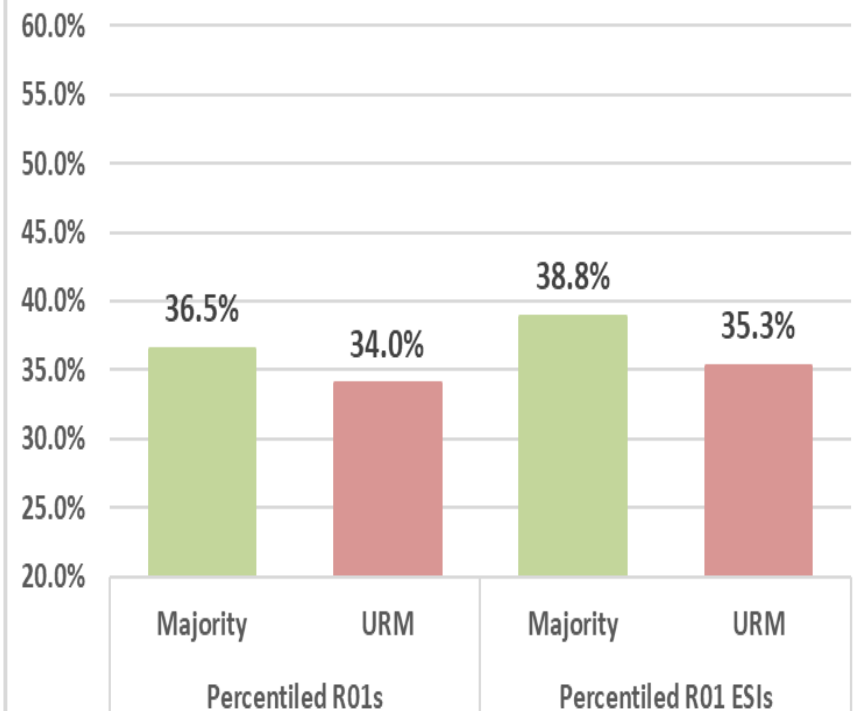
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Changing the Diversity Landscape of NIDCD-Awardees at All Career Stages

NIDCD FY15-FY19 Average Success Rate



NIH FY15-FY19 Average Success Rate



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Three Factors Underlie Funding Gap to African-American/Black Scientists

- Applications less likely to be discussed in peer review.
- Assignment of poorer impact scores.
- Topic choice - topics preferred by AA/B researchers are more likely to align with ICs with lower award rates.

Open Mike

Helping connect you with the NIH perspective, and helping connect us with yours

Institute and Center Award Rates and Funding Disparities

Posted on **August 12, 2020** by **Mike Lauer**



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SHARE RESEARCH ARTICLE | SCIENTIFIC COMMUNITY

Topic choice contributes to the lower rate of NIH awards to African-American/black scientists

Travis A. Hoppe^{1,2}, Aviva Litovitz^{1,2}, Kristine A. Willis^{3,4}, Rebecca A. Meseroll^{1,2}, Matthew J. Perkins^{1,2}, B. Ian Hutchins^{1,2}, ...
+ See all authors and affiliations

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Abstract

Despite efforts to promote diversity in the biomedical workforce, there remains a lower rate of funding of National Institutes of Health R01 applications submitted by African-American/black (AA/B) scientists relative to white scientists. To identify underlying causes of this funding gap, we analyzed six stages of the application process from 2011 to 2015 and found that disparate outcomes arise at three of the six: decision to discuss, impact score assignment, and a previously unstudied stage, topic choice. Notably, AA/B applicants tend to propose research on topics with lower award rates. These topics include research at the community and population level, as opposed to more fundamental and mechanistic investigations; the latter tend to have higher award rates. Topic choice alone accounts for over 20% of the funding gap after controlling for multiple variables, including the applicant's prior achievements. Our findings can be used to inform interventions designed to close the funding gap.

Action Steps Under Consideration (for Discussion)

- Aggressively disseminate information about Diversity Supplement Program and prioritize supplements for eligible faculty and post-docs.
- Develop two-day mentoring experience for candidates (at various career stages) from diverse backgrounds who have submitted unsuccessful applications.
- Develop new approaches/mechanisms to better support the training, mentoring, leadership, and engagement of underrepresented minority scientists.



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Action Steps Under Consideration (for Discussion)

- Identify ways to engage more effectively underrepresented minority populations in clinical research in our mission areas.
- Analyze NIDCD-funded research (and previous/current funding) to identify areas associated with health disparities and inequities within NIDCD Mission areas.
- Ensure that our own workplace is diverse, respectful, and inclusive (partner with NIH leadership and the scientists and staff within the NIDCD; Internal workforce group to address racism, diversity and equity).
- Hire a Chief Diversity Officer.



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Discussion of Questions by Council

Moderated by:

Drs. Fan-Gang Zeng and Lisa Goffman

- How can training opportunities be expanded to increase pipeline of interested and qualified URM and gender diverse workforce (include hearing impaired scientists)?
- How can we support transition from training to faculty (fellowships to K, K to R)?
- How can we best support faculty through mid-career?
- Issues related to mentoring, peer-mentoring, sponsorship, cohort hiring
- What do you find to be the challenges in your own institutional environments? What works?



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