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Concept Clearance: Grants for New Investigators to Promote Diversity in Genomics Research (R01)

Jyoti Dayal and Mike Pazin

Diversity R01 Working Group: Laurie Findley, Tina Gatlin, Dave Kaufman, Nicole Lockhart; Katrina Serrano (NIDDK)

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National Human Genome
Research Institute

—
The **Forefront**
of **Genomics**[®]
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Outline

Goal: Increase the number of investigators in genomics from diverse backgrounds including underrepresented demographic groups

- Background
- Concept scope and objectives
- Comparison to ongoing activities
- Council discussion



Background

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Benefits to fostering a diverse workforce

- Promote diversity of scientific ideas
- Understand different perspectives from researchers
- Maintain cultures of inclusive excellence



Synergize with efforts to increase diversity of individuals included in genomics research

NHGRI Strategic Vision

Perspective


Strategic vision for improving human health at The Forefront of Genomics

<https://doi.org/10.1038/s41586-020-2817-4>

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 Check for updates

Eric D. Green¹✉, Chris Gunter¹, Leslie G. Biesecker¹, Valentina Di Francesco¹, Carla L. Easter¹, Elise A. Feingold¹, Adam L. Felsenfeld¹, David J. Kaufman¹, Elaine A. Ostrander¹, William J. Pavan¹, Adam M. Phillippy¹, Anastasia L. Wise¹, Jyoti Gupta Dayal¹, Britny J. Kish¹, Allison Mandich¹, Christopher R. Wellington¹, Kris A. Wetterstrand¹, Sarah A. Bates¹, Darryl Leja¹, Susan Vasquez¹, William A. Gahl¹, Bettie J. Graham¹, Daniel L. Kastner¹, Paul Liu¹, Laura Lyman Rodriguez¹, Benjamin D. Solomon¹, Vence L. Bonham¹, Lawrence C. Brody¹, Carolyn M. Hutter¹ & Teri A. Manolio¹

• **Champion a diverse genomics workforce** — the promise of genomics cannot be fully achieved without attracting, developing, and retaining a diverse workforce, which includes individuals from groups that are currently underrepresented in the genomics enterprise.

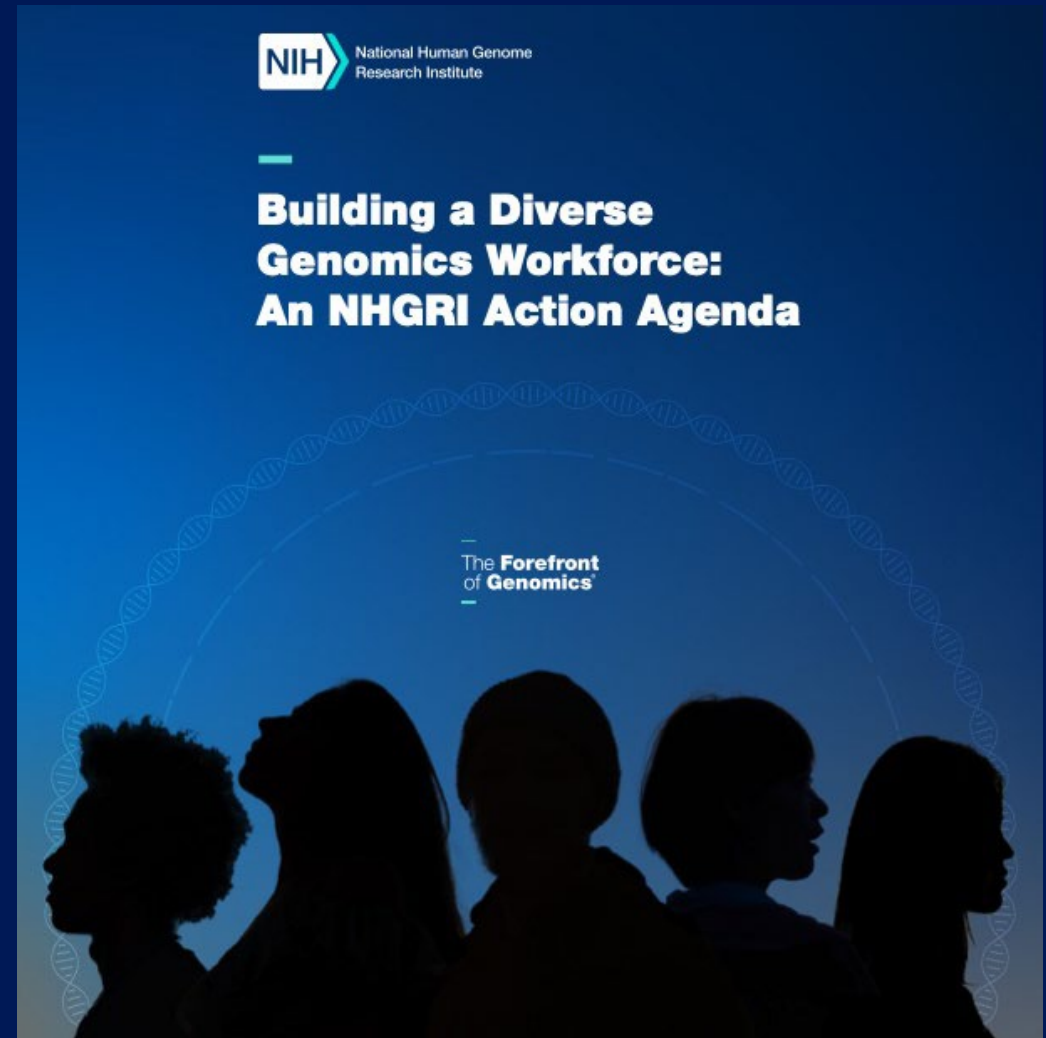
NHGRI Diversity Task Force

AJHG Commentary

The genomics workforce must become more diverse: a strategic imperative

Vence L. Bonham^{1,*} and Eric D. Green^{1,*}

Am J Hum Genet. 2021 PMID: 33417888



Action Agenda

NIH Notice of Interest in Diversity

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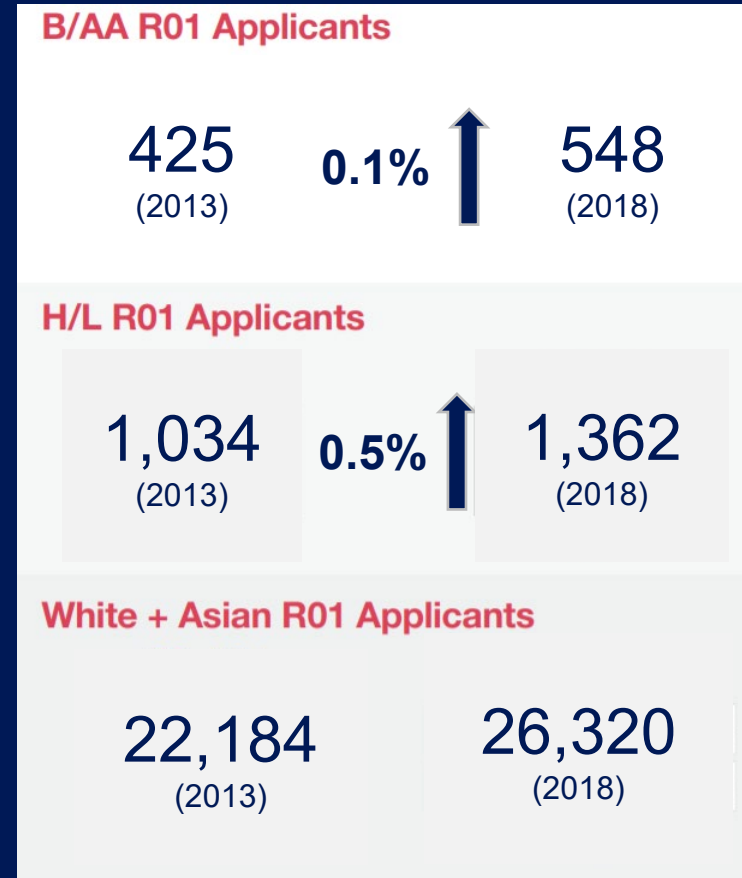
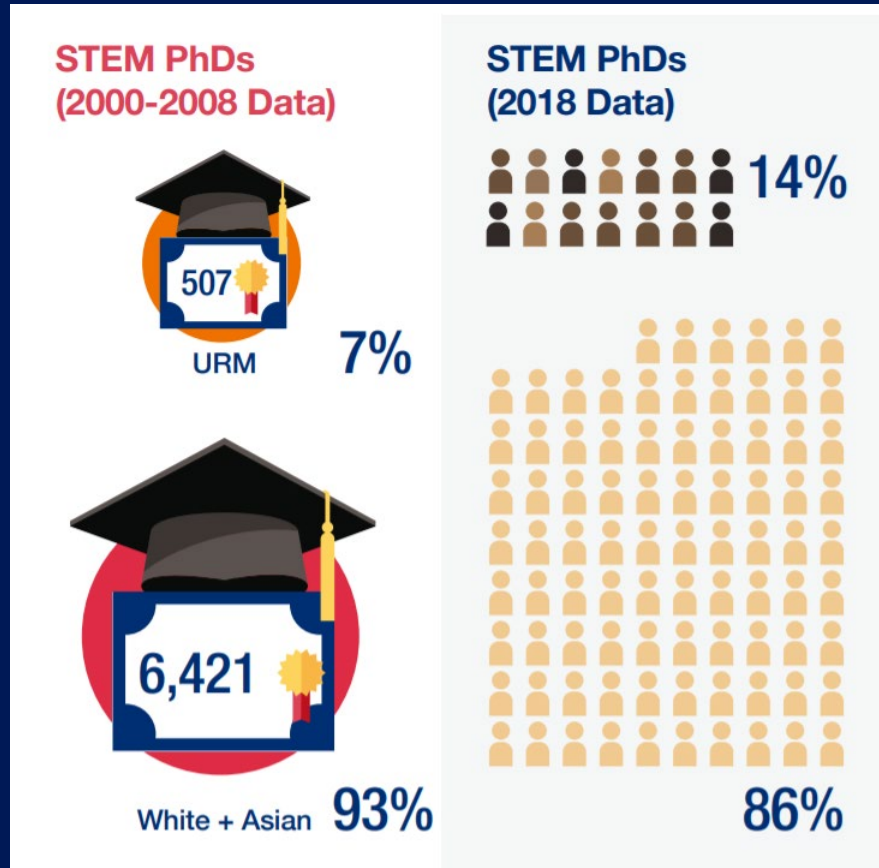
[NOT-OD-20-031](#) documented four categories of individuals who are underrepresented in the U.S. biomedical research enterprise:

- Individuals from certain racial and ethnic groups
- Individuals with disabilities
- Individuals from certain disadvantaged backgrounds
- Women under certain circumstances



NIH Progress To Date

Data from underrepresented racial and ethnic groups



NIH Progress

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> [Elife](#). 2021 Jan 18;10:e65697. doi: 10.7554/eLife.65697. Online ahead of print.

Equity, Diversity and Inclusion: Racial inequity in grant funding from the US National Institutes of Health

Michael A Taffe ¹, Nicholas W Gilpin ²

Affiliations + expand

PMID: 33459595 DOI: [10.7554/eLife.65697](#)

[Free article](#)

Cell Stevens et al., Fund Black scientists, *Cell* (2021), <https://doi.org/10.1016/j.cell.2021.01.011>

Leading Edge

Commentary
Fund Black scientists



Concept Scope and Objectives

Concept addresses NHGRI Action Agenda goal - develop and support research transition programs to independent genomic research careers

- New Investigators/Early-Stage Investigators
- Implement similar to other diversity announcements
- Any research topic suitable for an R01 within the NHGRI mission
 - Division of Genomic Medicine
 - Division of Genome Sciences
 - Division of Genomics and Society

Mechanism of Support

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Support

- NHGRI is considering 5-7 new awards/year for 3 years
- NHGRI is considering a set aside of \$5.25 M total cost in the first fiscal year
- Applications limited to \$500K direct cost/year
- Application project period limited to 5 years



Comparison To Ongoing Activities

R21 (PAR-19-222)

- NIDDK diversity PAR
- Career stage: NI
- Up to 3 years
- \$125K direct cost/year limit

Increase workforce diversity

R01 (PA-20-185)

- NIH parent R01
- Career stage: all
- Up to 5 years
- \$500K direct cost/year limit

R01 Diversity RFA

- ★ NHGRI diversity RFA
- ★ Career stage: NI/ESI
- ★ Set aside funds and HG review

Increase workforce diversity

Council Discussion

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1) Career stage:

- New Investigators/Early-Stage Investigators
- Investigators new to NHGRI
- Investigators without an active R01 equivalent award
- Established Investigators (Cap?)

2) Yearly DC limit?

3) Number of 5-7 awards/year appropriate?

4) Other points to consider?