

**National Advisory Council for Human Genome Research**  
**February 13, 2023**  
**Concept Clearance for PAR**

**Diversity Action Plan (R25)**

**Purpose:** The NIH Research Education Program (R25) supports research education activities in the mission areas of the NIH. The over-arching goal of this NHGRI R25 program is to support educational activities that enhance the diversity of the biomedical, behavioral and clinical research workforce in genomics. This reissue of the Diversity Action Plan (DAP) seeks to expose students at the undergraduate and post-baccalaureate levels who are from diverse backgrounds, including those from underrepresented groups, to research opportunities in genomics. These opportunities will enable them to pursue careers that span all areas of interest to NHGRI - genome sciences, genomic medicine, genomics and society, genomic data science, and genomics and health equity.

To accomplish the stated over-arching goal, this FOA will support creative educational activities with a primary focus on **Research Experiences** and a secondary focus on **Courses for Skills Development**. The proposed research education programs will be based on one or more scientific areas relevant to NHGRI's research mission: the structure and biology of genomes; the genomics of disease; the implementation and effectiveness of genomic medicine; computational genomics and data science; the impact of genomic technology, advances, and implementation on health disparities and health equity; and ethical, legal, and social issues related to genomic advances. Complementary didactic activities are encouraged, especially those academic courses that have the potential to increase opportunities for success at the next career level. Courses are limited to those that are an integral part of the academic preparedness for a formal academic program and foundational courses in the relevant science areas mentioned above. Evidence-informed approaches to career development, mentoring, and program evaluation will also be crucial in ensuring that the research education program will prepare trainees for a range of genomics-related research careers.

Programs should fall under the following categories:

- 1) Summer, semester or academic year programs for undergraduate trainees
- 2) Year-long program (duration of at least 12 months) for post-baccalaureate trainees

In general, opportunities for research experiences for graduate students should be directed toward Funding Opportunity Announcements that support individual fellowships ([F30](#), [F31](#), [F31-Diversity](#), [F99/K00](#)) or institutional training grants ([T32](#)).

**New or renewal/modified initiative:** [PAR-19-380](#)

**Mechanism of Support:** R25