



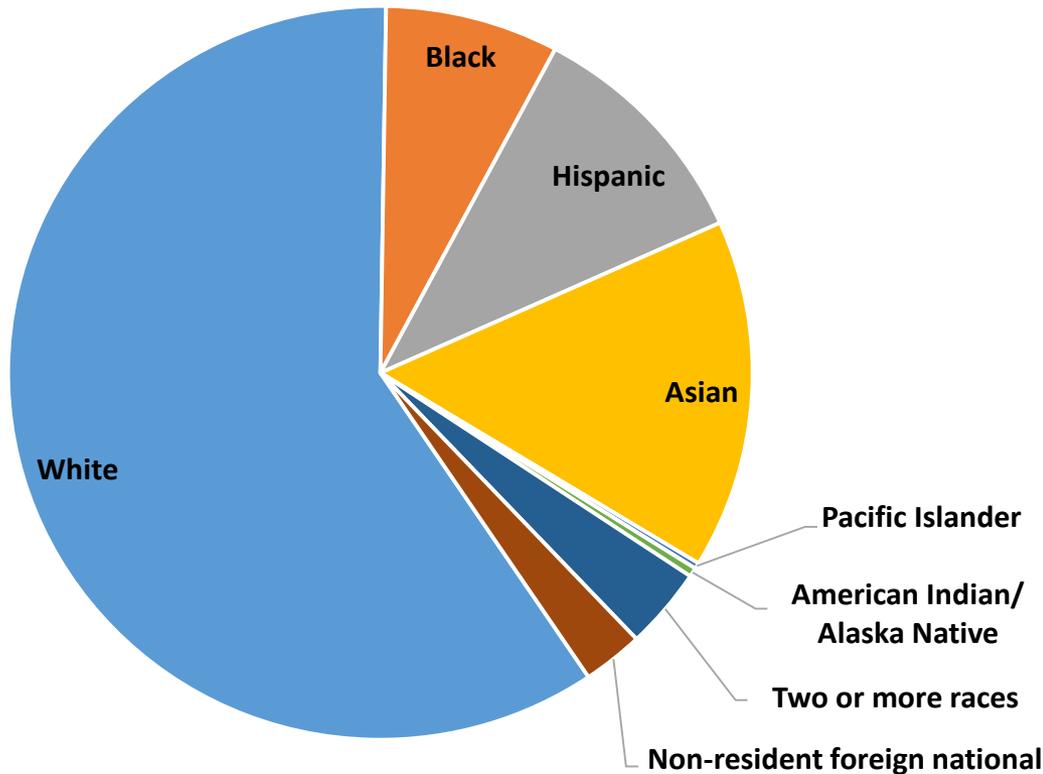
# *Panel I:* **Interconnected Nodes**

Where do I find the talent and how do I make connections?

#NINDSDiversityWorkshop



## Bachelor's degrees conferred in biological and biomedical sciences by race and ethnicity, 2014-15

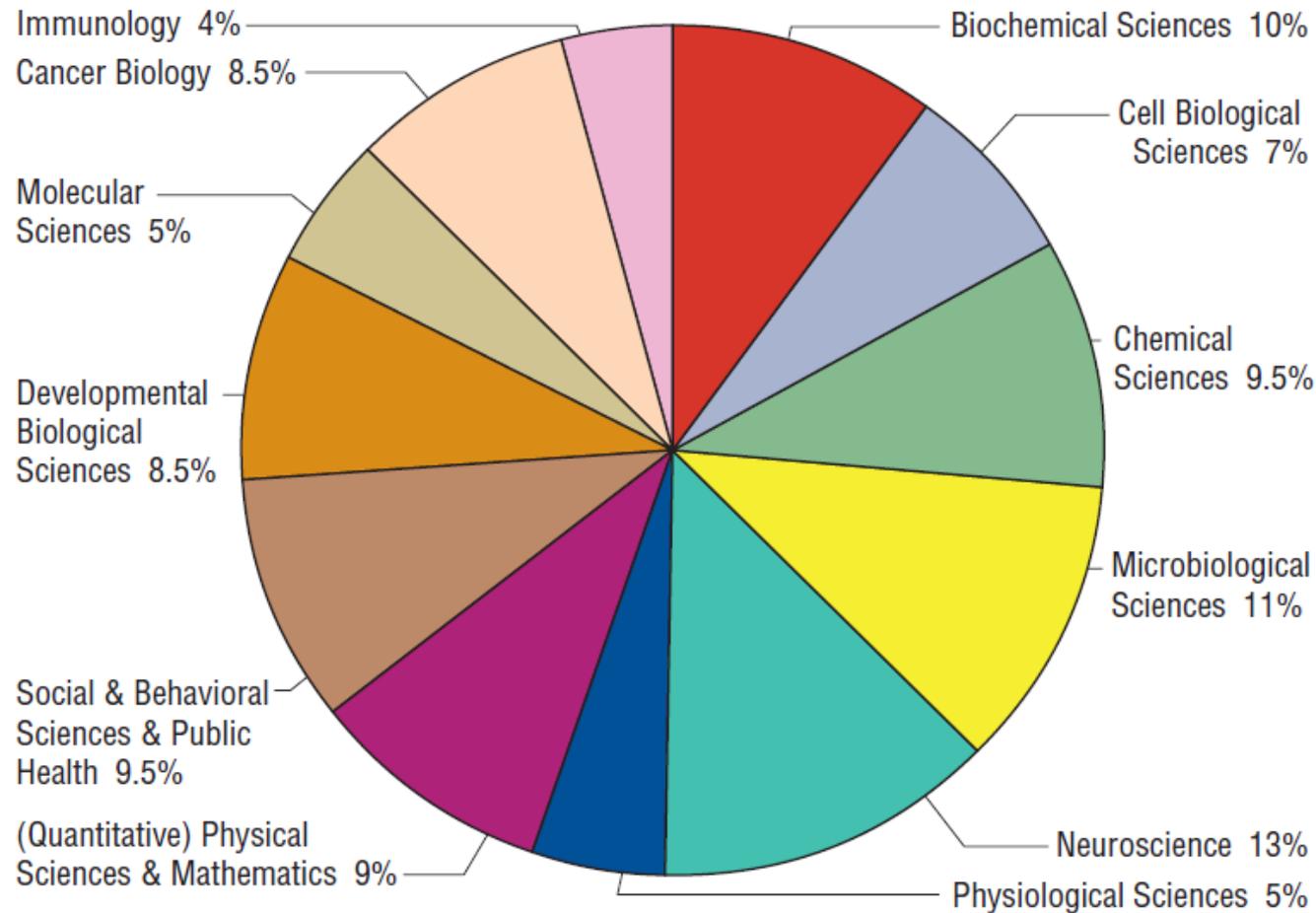


Race/Ethnicity	Number
White	65,596
Black	8,284
Hispanic	11,548
Asian	16,922
Pacific Islander	288
American Indian/Alaska Native	439
Two or more races	3,924
Non-resident foreign national	2,895
<b>Total</b>	<b>109,896</b>



## Abstracts submitted to ABRCMS 2015

### 2015 Distribution of Scientific Disciplines



**Total = 2,035**

**NS = 266**



- Passive vs. Personalized Outreach
- Conference Outreach
  - Offer application fee waivers
  - Bring graduate students to meetings (ABRCMS, SACNAS)
  - Attend or be a judge at poster sessions; Diversity Poster Session at SfN
  - Connect with established groups
    - *CienciaPR, The Leadership Alliance, NRMN, NSP, SPINES*
- Institutional Outreach
  - Connect with other institutions in the area with umbrella programs
    - *BUILD, IMSD, RISE, MARC U-STAR, LSAMP*
    - *Send URM students to their UG institutions (or other) with a faculty representative for a recruitment visit*
    - *Provide campus visits*
- “Students are not impressed by the interaction with faculty; they are impressed by a positive interaction with friendly faculty.” (Lei and Chuang, 2010)



## Build connections between institutions

- Understanding from both institutions (UG and Grad) that the programs and institutions are committed to the development of students
  - Students are prepared to achieve educational and professional goals
- Strategies to consider:
  - *Use personal and professional networks*
  - *Invite professors from host (graduate) institutions*
  - *Encourage students to apply to visitor's programs as appropriate*
  - *Stay in contact with people at host institutions (update on student's progress)*
- What has worked? What has been challenging?
  - Hunter College CUNY
  - Brown University
  - Washington University in St. Louis



## Pay attention to institutional environment

- How are students making their choices? (*Lei and Chuang, 2010; Pooch and Love, 2001*)
  - Reputation of the school or of a particular program
  - Geographic region/location
  - Opportunity for financial support
  - Diversity of course offerings
  - Input from alumni
  - Spouse or partner educational/professional plans
  - Cost of living/affordability of housing
  - ***Sensitivity to the needs and interests of minorities and women\****
    - *How welcoming is the environment during the recruiting process?*
- Step back and consider ***why*** you want diverse students in your program.
  - Create a diversity statement and then take concrete actions to fulfill that commitment.



# *Panel I:*

# **Interconnected Nodes**

Where do I find the talent and how do I make connections?

- How can R25s connect with graduate programs?
- What are successful recruitment strategies for T32s? Where can they find resources or make connections with diverse students and programs?
- How do students choose graduate programs to apply and attend?