

# Fostering Diversity, Equity, and Inclusiveness Within the Research Workforce

## Introduction to HRA DEI working group

HRA members are working to identify practices that help increase applicants and awardees from groups underrepresented in biomedical research in competitive grant processes, ways to address bias in peer review, and how best to collect demographics about applicants. The working group is also offering opportunities to enhance our knowledge about inequities in biomedical research. Current focus areas: Learning Opportunities; Sharing Resources; Tools/Implementation Strategies. All are welcome!

Many resources on this topic are available on the HRA website, for example:

- Discussion with the authors of “Fund Black Scientists” editorial (March 2021)
- National Institute on Minority Health & Health Disparities director’s update (July 2020)
- Strategies for increasing diversity in the workforce (Members Meeting, Spring 2018)
- Links to notable articles on the intersection of mentorship & DEI

# **Fostering Diversity, Equity, and Inclusiveness Within the Research Workforce**

The session will focus on racial disparities and opportunities to foster and support diversity, equity, and inclusiveness within the research workforce, specifically at the postdoc and early career faculty level. Can foundations work with academic institutions, federal funders, and other stakeholders to address this through recruitment, retention, mentorship, and networking strategies? What are the key parameters and metrics of success to consider?

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