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## Health Research Alliance Meeting

Session: Fostering Diversity, Equity, and  
Inclusiveness within the Research Workforce

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# About National Medical Fellowships (NMF)



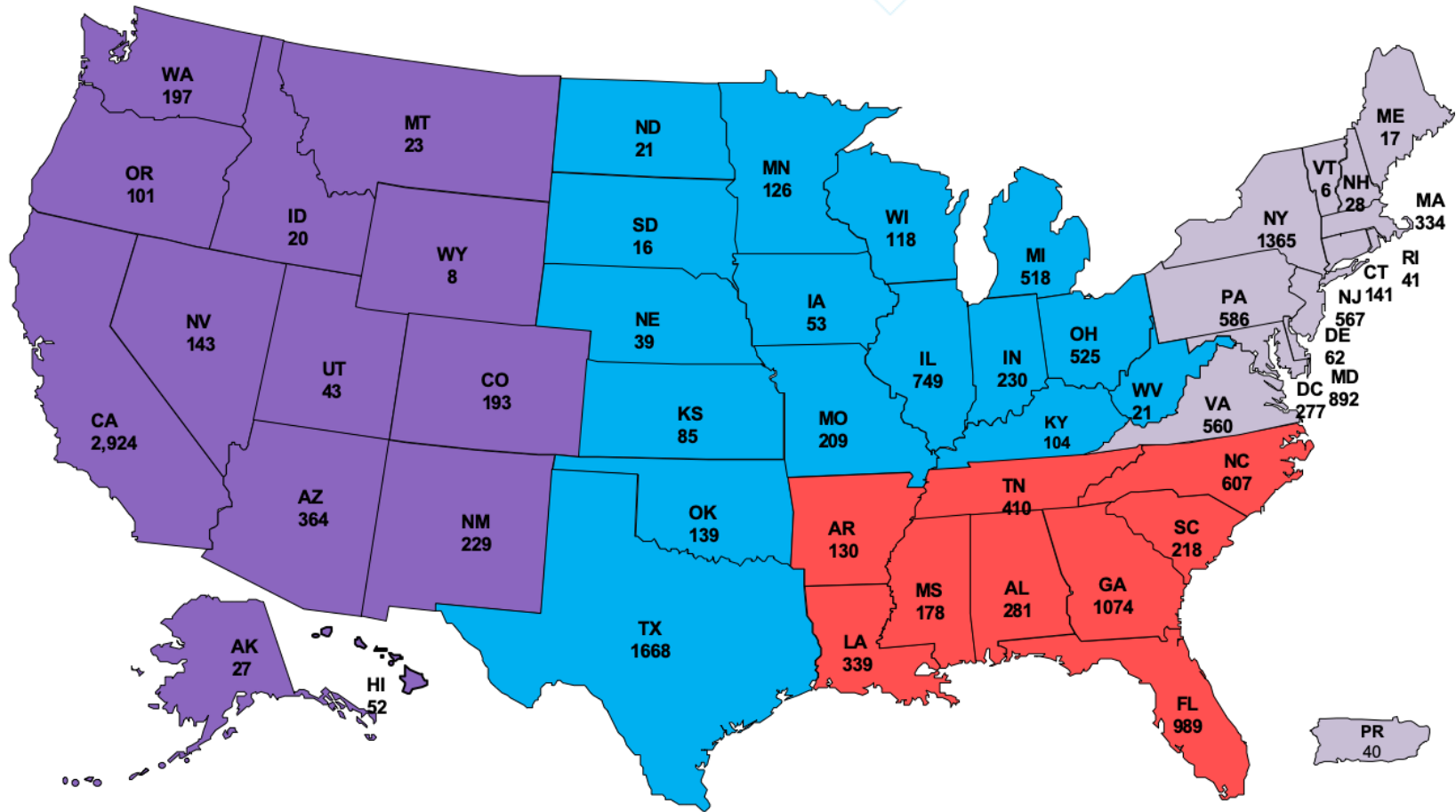
National Medical Fellowships, Inc. (NMF) is the only national organization **solely dedicated to providing scholarships and support** to medical and health professions students across all groups underrepresented in healthcare.

Our goal is to identify and nurture tomorrow's **diverse healthcare leaders**, who will have the knowledge, skills, cultural competency and commitment to achieve health equity.

- Founded in 1946 in Chicago, IL to combat racism in medical education
- NMF has distributed over \$40 million to more than 32,000 underrepresented minority health professions students



# National Alumni Network: 18,300+ Across the US



**Region 4**  
4,399 Alumni

**Region 3**  
4,660 Alumni

**Region 2**  
4,301 Alumni

**Region 1**  
4,993 Alumni

# NMF Supports Diversity



NMF seeks to build a diverse national health workforce by:

- Identifying promising URM students early in their careers,
- Developing a varied portfolio of scholarship and award opportunities,
- Providing multifaceted sources of support,
- Investing in students' professional and personal development, and
- Supporting them during their health education training and throughout their careers.

# NMF's Support



## **Scholarships & Awards**

- Includes merit-based and/or need-based financial support to URM medical students and health professions students that meet award-specific eligibility criteria

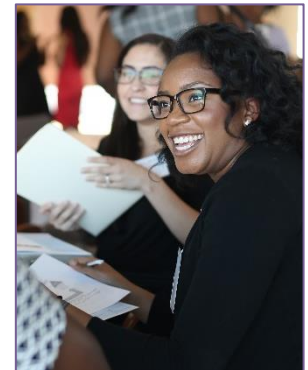
## **Service-learning Programs**

- Structured and semi-structured service-learning experiences in community-based settings
- Build leadership skills and other non-clinical professional skills
- Mentored learning experiences
- Opportunities to build social capital and expand professional networks

# Building the Pipeline



**Between 2010-2020**  
NMF distributed 1,620  
scholarships and awards,  
totaling \$9,639,433



- NMF Scholars include medical students and graduate-level healthcare professions students (nursing, dental, physician assistant, pharmacy)
- Gender: 70% Female, 30% Male
- Race/Ethnicity: 59% African American or Black, 26% Hispanic or LatinX, 4% Asian, 2% Native American, 9% Other

# Identifying Talent Early On



NMF scholarships and awards give URM students encouragement, mentoring, and moral support.

We let them know that someone believes in them.

Our Alumni tell us that this support is as important, or more important, than the monetary award.

“I was delighted to work under someone who could relate to my experience, both in the classroom and in the clinics. As a provider in training, this type of experience was critical to my development.”

– 2012 Scholar, NMF Primary Care Leadership Program (PCLP)

# Building Social Capital



Mentoring and networking opportunities provide role models for leadership and professional development:

- NMF's Pathway Mentor program pairs Scholars with alumni and/or local clinicians and healthcare leaders who provide professional and personal mentoring and advice
- Program Advisory Committees comprised of distinguished healthcare leaders connect Scholars to professional organizations and associations
- NMF Alumni gatherings and program culminating events (in-person and virtual) help NMF Scholars cultivate their professional networks



# NMF Programs Portfolio



## Scholarships & Programs

General Scholarships  
& Awards

Service-learning Programs

Students

## Diversity in Research

NMF Diversity in Research  
(NMF Dr) Training  
Institute

BMSF Diversity in Clinical  
Trials Career Development  
Program (DCTCDP)

Post-graduate & Students

# NMF Diversity in Research (NMF Dr) Training Institute



## Objectives

- Train URM physicians to become independent clinical investigators
- Build a national network of diverse clinical investigators with a commitment to increasing diversity of clinical trial participants

## Description

- Clinical investigator training for URM physicians
- Foundational clinical research curriculum
- Multi-session virtual training (e.g., 5 sessions spanning consecutive Saturdays)
- Post-training support and network building

# BMSF Diversity in Clinical Trials Career Development Program



Bristol Myers Squibb Foundation \$100 MM Commitment over 5 years

*Comprehensive and integrated approach to increase diversity in clinical trials through workforce **development AND clinical trial site development** in underserved communities where underrepresented patients receive care.*

## **Do better in urban areas:**

Support established clinical trials sites/centers of excellence to engage with nearby community and safety net healthcare delivery institutions to enhance their clinical trial capacity and to collaborate on research.

## **Build capacity in areas with high disease burden:**

Train a network of people who can help stand up a clinical trial in underserved areas that connect with community due to community outreach and engagement training, and with funding from an infrastructure fund.



## Goals

- To transform the clinical research landscape by building and strengthening partnerships between clinical investigators and the communities where their patients reside.
- To facilitate an approach to clinical and translational research that is community-informed, designed and conducted.

## Approach

- Provide training and resources to build a network of URM clinical investigators with community engagement and research skills.
- Expand the number of community-based sites with the capacity to conduct clinical and translational research.

## Outcome

Increased participation of diverse patients in clinical and translational research.

## Impact

Improved public health through an increase in the development of new drugs, vaccines and therapeutic products that are effective in all populations.

# Key Program Elements



<b>Commitment</b>	<ul style="list-style-type: none"> <li>• Train and develop 250 new clinical investigators dedicated to increasing diversity in clinical trials (~50/year)</li> <li>• Provide immersive community-based experiences in clinical trial research to 250 underrepresented minority medical students (Note: The Pipeline program will launch in the summer of 2022. Applications will open in Oct/Nov 2021).</li> </ul>
<b>Award</b>	<p>\$120K/year for 2 years; require at least 40% of Scholar's time (Note: Awards will be given to organizations, not to individuals.)</p> <p><b>Guidance for the award:</b> It is expected that the award will cover a percentage of the Scholar's salary to garner 40% of his/her time. Additionally, funds can be used toward a portion of a research assistant/coordinator salary. If funds are used for indirect costs, the amount cannot exceed \$10,000 or 10% of the recommended salary offset.</p>
<b>Mentoring</b>	<p>Scholar will be mentored by a Principal Investigator at an established clinical trial site, and will substantively participate in the PI's active clinical trial (it is not expected that the scholar will have his/her own clinical trial).  <b>Note: The clinical trial must be a drug interventional study.*</b></p>
<b>Training</b>	<p>Scholars will be trained in investigator-initiated and industry-sponsored clinical trials, as well as in community outreach and engagement processes and methods.</p>
<b>Pipeline program</b>	<p>Scholar will serve as a mentor to an URM medical student during the 2<sup>nd</sup> program year. 250 URM medical students (50/year) will participate in a 6- to 8-week summer immersion program learning the basics of clinical trials and working in underserved community clinics and federally qualified health centers to provide outreach, education and engagement on clinical trials. The Pipeline program will launch in the summer of 2022. Applications will open in Oct/Nov 2021.</p>
<b>Clinical research focus areas</b>	<p>Cancer (Hematology and Oncology), Cardiovascular Disease and Immunologic Disorders</p>
<b>Site diversity</b>	<p>Scholars may be practicing in urban centers / known clinical trial sites, and rural and/or trial naïve sites .</p>
<b>Annual convening</b>	<p>An annual event will bring key stakeholder groups together to inspire, educate, amplify and celebrate. Scholars will present their investigator-initiated clinical trial protocols in their second program year.</p>

# What Can HRA Do?



- Build partnerships with nonprofit organizations that are already doing some of this work & who are in the space of supporting to URM health professionals
- Provide opportunities for exposure to different career paths/pathways in research
- Provide opportunities to build social capital that is so critical for success throughout their careers (e.g., opportunities for mentoring and network building)



QUESTIONS?

