

NIH Diversity Supplement

GOAL: To encourage DOHG faculty utilization of NIH diversity supplements to recruit and maintain training diversity in our department. Full RFA can be found here <https://grants.nih.gov/grants/guide/pa-files/pa-20-222.html>. Below is a summary of questions that highlight the most relevant components of the mechanism.

Question 1: Am I eligible for supplemental NIH funds to increase diversity in science?

Yes: Eligible candidates include:

- PIs with an active: R01, R21, R35, R00, P-level and/or U-level grant
- For complete list of eligible grants see: <https://grants.nih.gov/grants/guide/pa-files/pa-20-222.html>; Part 1

Question 2: Do I have eligible candidate(s) currently in my lab?

Yes: Eligible candidates include (NIH definition):

- High school, undergraduates, baccalaureate, masters, graduate, health professional students, postdocs, and investigators developing independent research
- Individuals from an underrepresented background: Black, African American, Hispanic/Latino, American Indians, Native Hawaiian or other Pacific Islander.
- Individuals with physical or mental disabilities
- Individuals from a disadvantaged background: First generation scholar, low socioeconomic status, currently or formerly homeless or in foster care, etc. (Must meet at least of these criteria)
 - For complete list see: <https://grants.nih.gov/grants/guide/pa-files/pa-20-222.html>; Part 2
- **IMPORTANT! THE TRAINEE CANNOT BE CURRENTLY LISTED IN ANY CAPACITY ON AN NIH GRANT FROM THE LAB**
 - This mechanism is intended more to recruit new diversity rather than pay for already funded individuals.

Not yet: There are students already waiting!

- Recruit an UNDERGRADUATE:
 - IMSD: contact Anita Corbett (acorbe2@emory.edu)
- We are partnered with two programs who have pre-identified talented undergraduates looking for 1-year commitments. They are waiting to be paired with willing faculty in our department:
 - HealthPREP: La Toya Rolle (latoya.rolle@emory.edu)
 - Program website: <https://www.med.emory.edu/education/multicultural-med-student-affairs/healthprep/index.html>
 - EmPREP: Phylicia Fair (phylicia.elanine.fair@emory.edu)
 - Program website: <https://med.emory.edu/education/multicultural-med-student-affairs/emprep/index.html>
- Recruit a HIGH SCHOOL Student:
 - EPIC contact Allen Lee (allen.lee@emory.edu)
 - Prestigious program; pre-selected HS students from SW Atlanta schools
 - Program website: <https://med.emory.edu/education/multicultural-med-student-affairs/epic/index.html>

Question 3: How do I apply for a diversity supplement?

Primary documents include:

- Research Plan (adapted from parent grant)
- Biosketches (PI and candidate)
- Candidate eligibility statement

It is imperative to contact your PO before applying. Each institute has slightly varying review criteria. Furthermore, each PO may have their own criteria. It is highly recommended that you speak with the PO *before* developing the proposal to ensure success. Of note, one of the most common reasons for rejected proposals are insufficient details provided by the trainee and PI. The proposed plan should be

detailed and specifically outline the roles in which the trainee will be involved and justification for their qualifications.

We have several example proposals from successful applicants within the lab. These are available by request (contact Steven Sloan).

Common FAQs:

- 1. *How much money does a diversity supplement supply?***
The award budget can range from \$5,000-\$100,000+ and is based on the career level of the candidate.
- 2. *When should I apply?***
It is suggested to apply at least 12 weeks in advance to the candidate start date. It is important to also reach out to the reviewing PO several weeks in advance.
- 3. *How long does the supplement last?***
Typically, funding last for 1 year, but can be extended if the candidate is attempting to enter a higher education position (graduate, postdoc, professorship, etc.).
- 4. *Does our department have successful applications?***
Yes! Please reach out to Steven Sloan for example documents.
- 5. *Is there a minimum age requirement for the candidate?***
Yes, per Emory University policy, the candidate must be 16 years old to work in a lab and 18 years old to handle hazardous chemicals.

DEI Contacts:

- Steven Sloan: steven.sloan@emory.edu
- Janise Kuehner: janise.nichole.unger@emory.edu