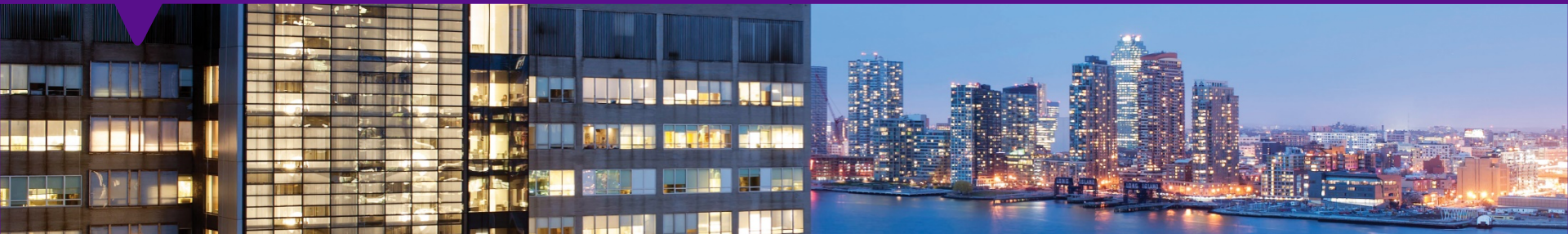




NYU School of Medicine

# DIVERSE NEUROSCIENTISTS: DOCTORAL TRAINING SERIES (DENDRITES)

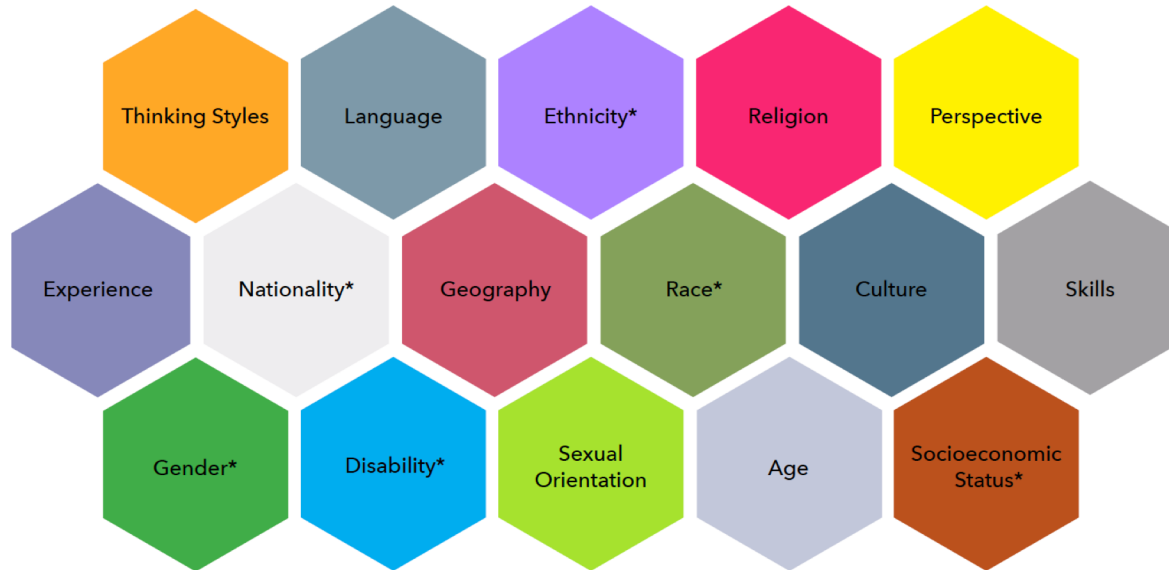
Moses Chao, PhD and Nina Gray, PhD



**Many Thanks to Heather  
and Rachel!**

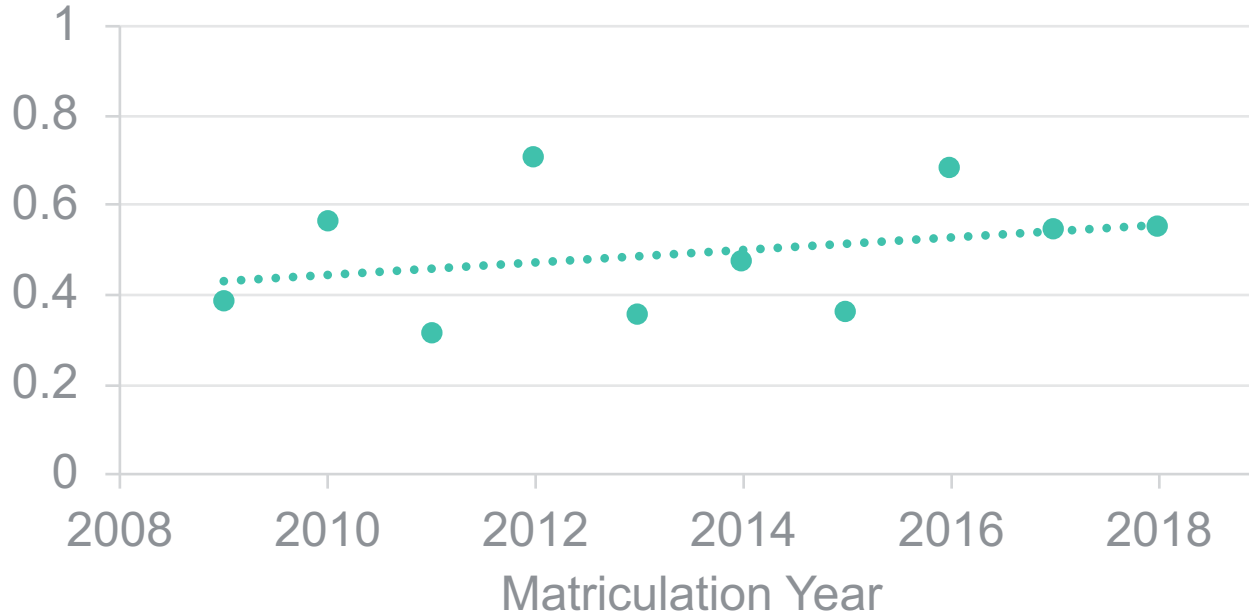
# Diversity and Inclusion / Recruitment and Retention

## Many Types of Diversity



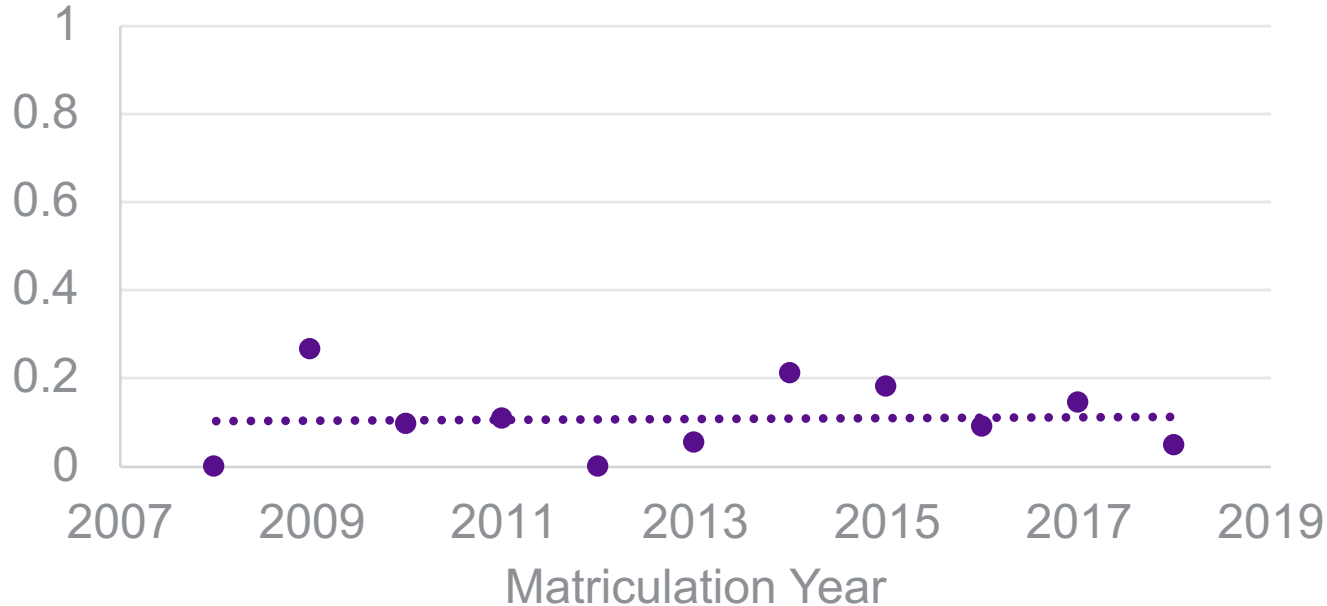
\* Underrepresented Populations in U.S. Biomedical, Clinical, Behavioral and Social Science Research

# Proportion of Women Entering Our Graduate Programs



- Recruitment of women at the graduate program level and gender diversity is balanced.
- BUT we know retention of women in academic careers remains a major issue.

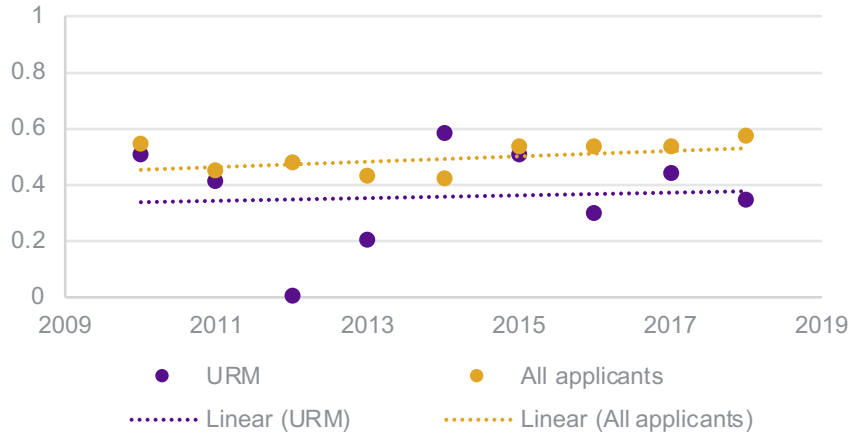
# Proportion of Racial/Ethnic Underrepresented Minorities



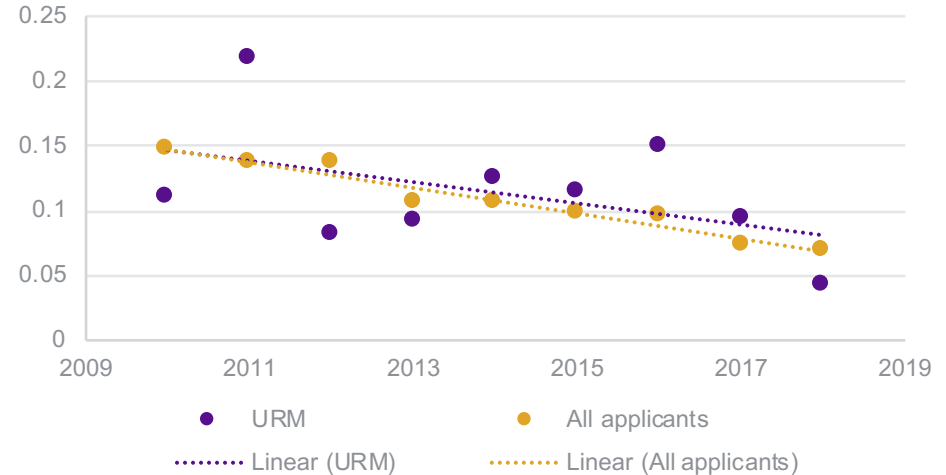
- Nationally, underrepresented minorities make up 32% of the US population.
- According to SFN, ~20% of neuro grad students are from underrepresented minorities.
- Why are we only matriculating an average of 12%?

# URM applicants and accepted candidates matriculate at the same rate as others

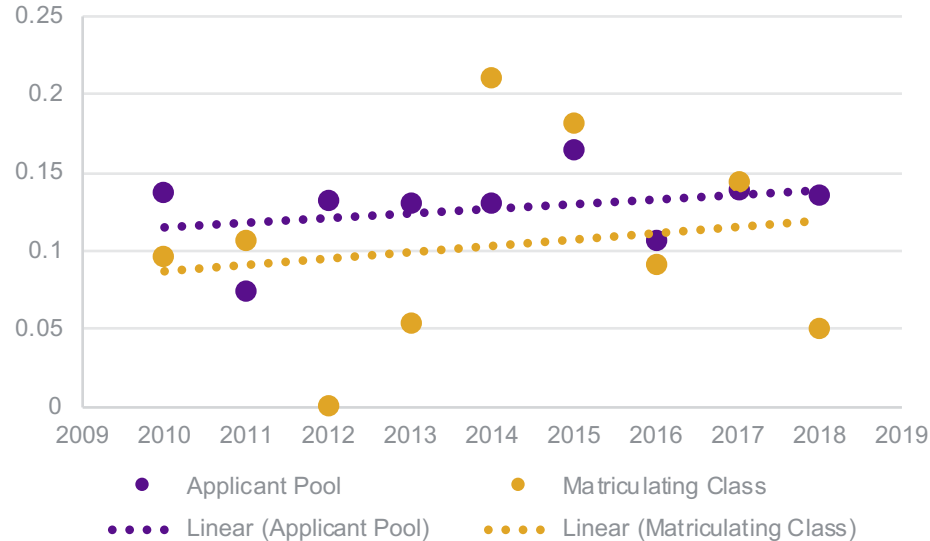
## Proportion of Accepted Candidates Who Matriculated



## Proportion of Applicants Who Matriculate



# But URMs comprise only ~12% of our Applicant Pool



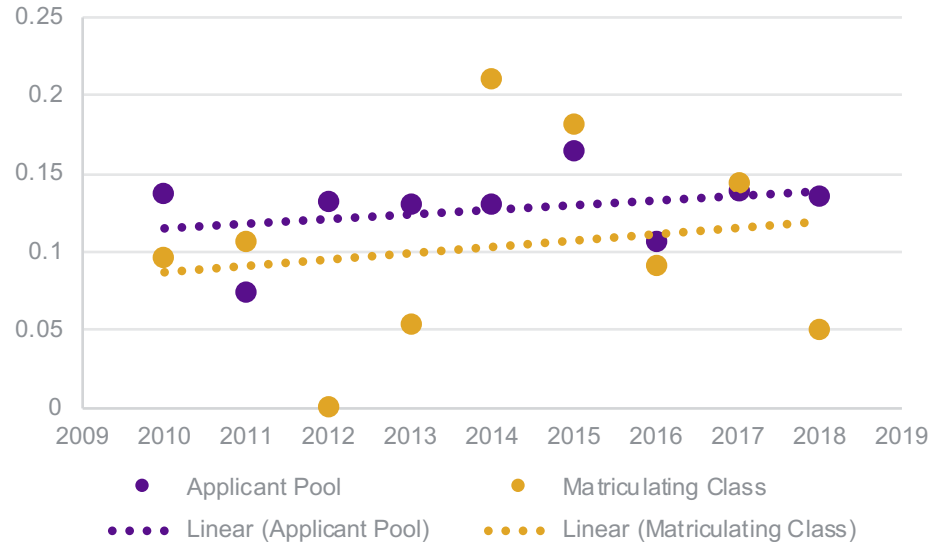
- This led us to focus on increasing the pool of underrepresented minority applicants.

# Underrepresented Minority Recruitment

- Faculty, students, and staff host booths at scientific conferences such as SACNAS, ABRCMS, and Society for Neuroscience.
- Faculty and staff attend events at local universities, such as Fordham and Macaulay Honors College, to advertise the graduate program (and SURP).
- SURP programs and collaboration with the Leadership Alliance provide opportunities for students from smaller institutions to do summer research and create a pipeline for applicants with research experience.
- BP-ENDURE program with Hunter College also provides structured research opportunities and mentorship.
- Engagement of current students of Puerto Rican descent through webinars with and campus visits to the University of Puerto Rico to discuss science, graduate studies, community, and training opportunities.



# But URMs comprise only ~12% of our Applicant Pool



- Despite these efforts over the years, the proportion of URMs has not really changed.
- Perhaps addressing inclusion would attract more URMs to the program.

# DeNDriTeS: Diverse Neuroscientists Doctoral Training Series

- The overall objective of DeNDriTeS is to create a campus-wide program that enhances the support of neuroscience graduate students from underrepresented backgrounds or with disabilities as they prepare for a transition to the next phase of their career by providing:
  - Enhanced mentoring
  - Community building and networking opportunities
  - Skills training
- We aim to build on existing resources at both campuses to create a culturally-aware and supportive community where the importance of inclusion, mentorship, and career planning are promoted to students and faculty.

# DeNDriTeS: Specific Aims

- Specific Aim 1: To implement training for program faculty to become culturally aware mentors and assist faculty in articulating a mentoring philosophy.
- Specific Aim 2: To provide mentoring opportunities to help graduate students identify and apply for post-graduate school positions and prepare for independent careers.
- Specific Aim 3: To strengthen the diverse student community through a peer mentoring network.
- Specific Aim 4: To provide diverse graduate students with intensive training in quantitative, communication, and leadership skills.

# DeNDriTeS: Training the trainers

- National Research Mentoring Network training session - <https://nrmnet.net>
  - Foundational mentoring workshops to help faculty be more effective communicators, set expectations, and deal with difficult situations.
  - Training in conscious and unconscious bias and increase awareness of cultural values, beliefs, and perceptions.
- Mentorship champions
  - Current faculty leaders will be chosen to become certified to train others and serve as representatives for university wide diversity initiatives.

# DeNDriTeS: Advanced career-focused mentoring

- Provide mentoring outside of the traditional mechanisms available from most graduate programs.
  - Career-focused group mentoring meetings
  - Faculty mentor from program faculty and outside immediate research area. Will use IDP to discuss career goals and needed training
  - Interdisciplinary networking events to emphasize collaborative, translational, and cross-disciplinary neuroscience research
  - Short courses in new technologies
  - Research opportunities in industry through NYC biotech hub

# DeNDriTeS: Building a community

- Strengthen the peer network through initiatives that emphasize community and provide leadership and networking opportunities
  - New seminar series that invites alumni to present science and discuss careers. Will be organized by current students and based on SPiNES
  - Alumni and NYC networking events at NYU and SfN
  - Mentoring younger students through SURP, BP-ENDURE, and other programs
  - Virtual network to engage students, alumni, and faculty in topics such as career development, and inclusivity. Students will be encouraged to curate content to make it useful.

# DeNDriTeS: Intensive summer skills training

- A summer workshop that focuses on concrete skill development
  - Presentation skills
  - Grantsmanship
  - Academic writing
  - Programming and data analysis
- Initially this workshop will be open to NYU students, but in later years graduate students from local institutions will be encouraged to attend in order to build a larger network

# DeNDriTeS: Desired outcomes

- Assess student and faculty perceptions of mentorship and training quality during graduate school
- Increase interactions between current students and alumni to improve sense of community and networking
- Track student accomplishments and career trajectories
- Increase pool of diverse applicants to the program
- Publish program design and results to share with the broader scientific community
- Pipeline for our postdoctoral program (~5% URM) from NYC-area graduate programs?
- Scalable to other graduate programs?



# DeNDriTeS - Timeline

<u>Year</u>	<u>Academic Year</u> <u>September 1- May 31</u>	<u>Summer</u> <u>June 1- August 31</u>
<u>1</u> <u>(this</u> <u>year)</u>	Mentor Training/Facilitator Training, Collect baseline data for Evaluation Plan	Summer Workshop, Networking Reception
<u>2</u>	New Mentor Training, Bimonthly Meetings, Seminar Series, SFN Networking Reception, Collect Data for Evaluation Plan	Summer Workshop, Networking Reception
<u>3-5</u>	New Mentor Training, Bimonthly Meetings, Seminar Series, SFN Networking Reception, Partnership Building, Collect Data and Evaluate Success	Summer Workshop, Networking Reception

# DeNDriTeS - Resources

- NRMN: <https://nrmnet.net>
- Leadership alliance: <https://leadershipallianceresources.blog>
- SfN Next Generation Scholars: <https://www.sfn.org/Initiatives/Diversity-Programs/Neuroscience-Scholars-Program>
- NYU Henry and Lucy Moses Center for Students with Disabilities: <https://www.nyu.edu/students/communities-and-groups/students-with-disabilities.html>
- NYU Center for Multicultural Education and Programs: <https://www.nyu.edu/students/communities-and-groups/student-diversity/multicultural-education-and-programs.html>