



Future of Bioscience Graduate and Postdoctoral Training

How to Correct Gender and Diversity Imbalances

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Objective

To identify policy and practice models that might better empower participation and success by all members of the scientific community.



Challenges/Barriers

Lack of Awareness of the Value of Diversity and Inclusion

Disconnect Between Diversity and Excellence

Lack of Incentives to Diversify

Misperception of Depth and Quality of Pool



Solutions

Reframe Diversity as Excellence

Create and Maintain an Inclusive Workplace

Link Diversity Training to Federal Funding and Accreditation



Implementation

Make the case for diversity

- Utilize research data
- Conduct and analyze individual and institutional satisfaction survey data

Develop and disseminate diversity and inclusion strategic plan

- Engage in targeted recruitment efforts
- Mandate supervisor accountability; compensation tied to outcomes

Require annual education and training at all levels

- Unconscious Bias (potentially included with RCR)
- Mandated by funding and accreditation agencies

