HHMI Gilliam graduate fellowships program:

....to increase the diversity among scientists who are prepared to assume leadership roles in science, particularly as college and university faculty.
Award to pair of student + adviser

(1) The student:
  • Career Statement
  • Research Plan
  • Letters of recommendation

(2) The training environment:
  • Nomination by the university
  • Adviser’s statement on the value of diversity and inclusion
  • Adviser’s mentoring plan
Mentoring skills development
2018-19 mentor development program for Gilliam advisers (approx. 30 hours)

October, 2018

4 Webinars (monthly)

Shared resources

Online Learning Modules (2)

Face-to-face workshop (2 days)

1 Webinar

Face-to-face workshop (1 day)

April, 2019

September, 2019

Facilitators: Angela Byars-Winston (U Wisconsin), Christine Pfund (U Wisconsin), Sherilynn Black (Duke), Bruce Birren (Broad Institute)
Retrospective Pre/Post Data Shows Increases In Cultural Awareness And Communication
(1= Not skilled at all, 7= Extremely skilled; Data reflects mean scores)

<table>
<thead>
<tr>
<th></th>
<th>Before</th>
<th>Now</th>
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<tbody>
<tr>
<td>Knowing when it is appropriate to raise the topic of race/ethnicity in my mentoring relationships</td>
<td>2.63</td>
<td>5.13</td>
</tr>
<tr>
<td>Intentionally creating opportunities for my mentees to bring up issues of race/ethnicity when they arise</td>
<td>2.72</td>
<td>5.37</td>
</tr>
<tr>
<td>Having strategies to address racial/ethnic diversity in my mentoring relationships</td>
<td>2.66</td>
<td>5.34</td>
</tr>
<tr>
<td>Putting myself in a vulnerable position when it comes to discussions of race/ethnicity</td>
<td>2.91</td>
<td>5.19</td>
</tr>
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</table>
Mentors Reporting Likelihood That They Will Make Changes In Their Mentoring (5 pt scale)

- Very Likely: 77%
- Likely: 23%
Self-reported Behavioral Changes After 1 Year Program

I created opportunities for my mentees to bring up issues of race/ethnicity as they arose.

I implemented specific strategies to address racial/ethnic diversity in my research mentoring relationships.

I was willing to discuss race and ethnicity with my mentee, even if it made me uncomfortable.
David Asai
asaid@hhmi.org
Outcomes

• Advisers report growth in cultural competencies
• Advisers report strong likelihood that they will change in their mentoring
• Advisers report behavioral changes in mentoring