# TRISH Diversity-Focused Survey Results

# Background and Plan of Action

- In 2019, TRISH performed an internal review of its **applicant demographics** and **solicitation outreach strategies**.
- Based on the internal review, the Institute saw **a gap** in underrepresented researchers and minority-serving institutions.
- Thus, TRISH decided to **more intentionally target researchers from these communities**. The first step was understanding their barriers from engaging and applying to TRISH.

# Survey Purpose and Goal

- Following receipt of six competitive proposals, TRISH selected an **external consultant**, the Commercializer, **to perform an online survey instrument** targeting people of color and the existing space health research community.
- The purpose was to **identify strategies to attract and retain** underrepresented science, technology, engineering, and math (STEM) researchers.
- Some **preliminary results** from the survey follow.

The primary objective was to describe standards to **identify, recruit, and retain emerging researchers from underserved communities.**

## Objective 1

Identify how TRISH can help diverse groups feel that they can be successful in obtaining TRISH funding

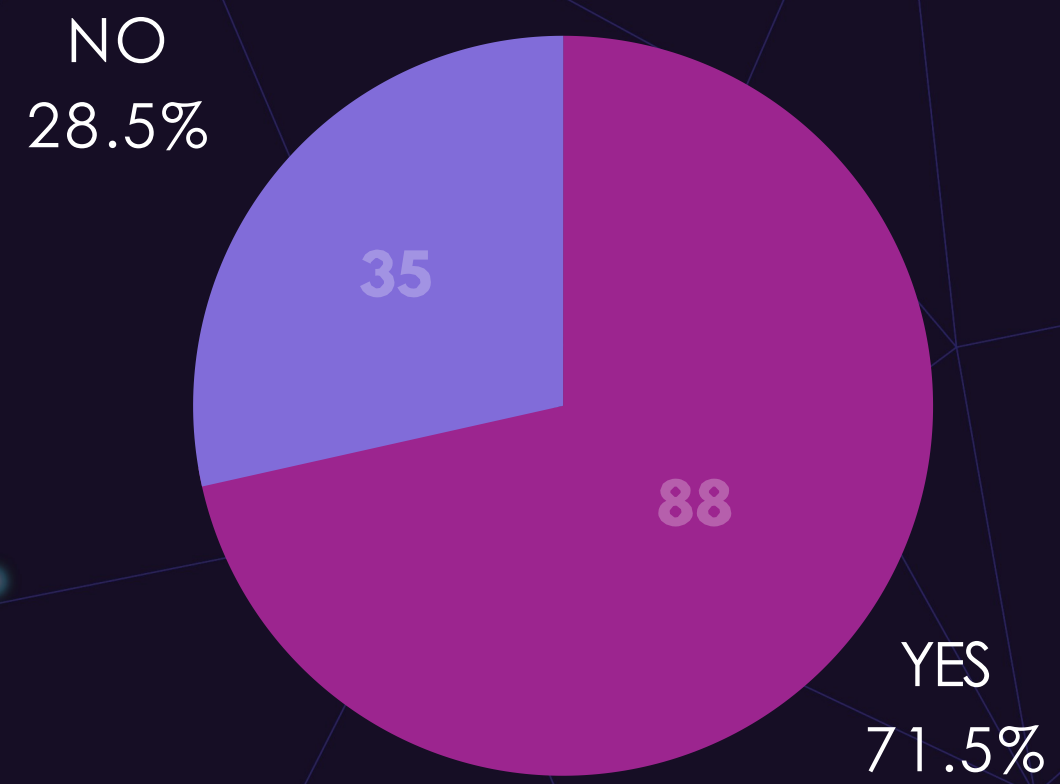
## Objective 2

Identify barriers to success for minority applicants

# Survey Respondents

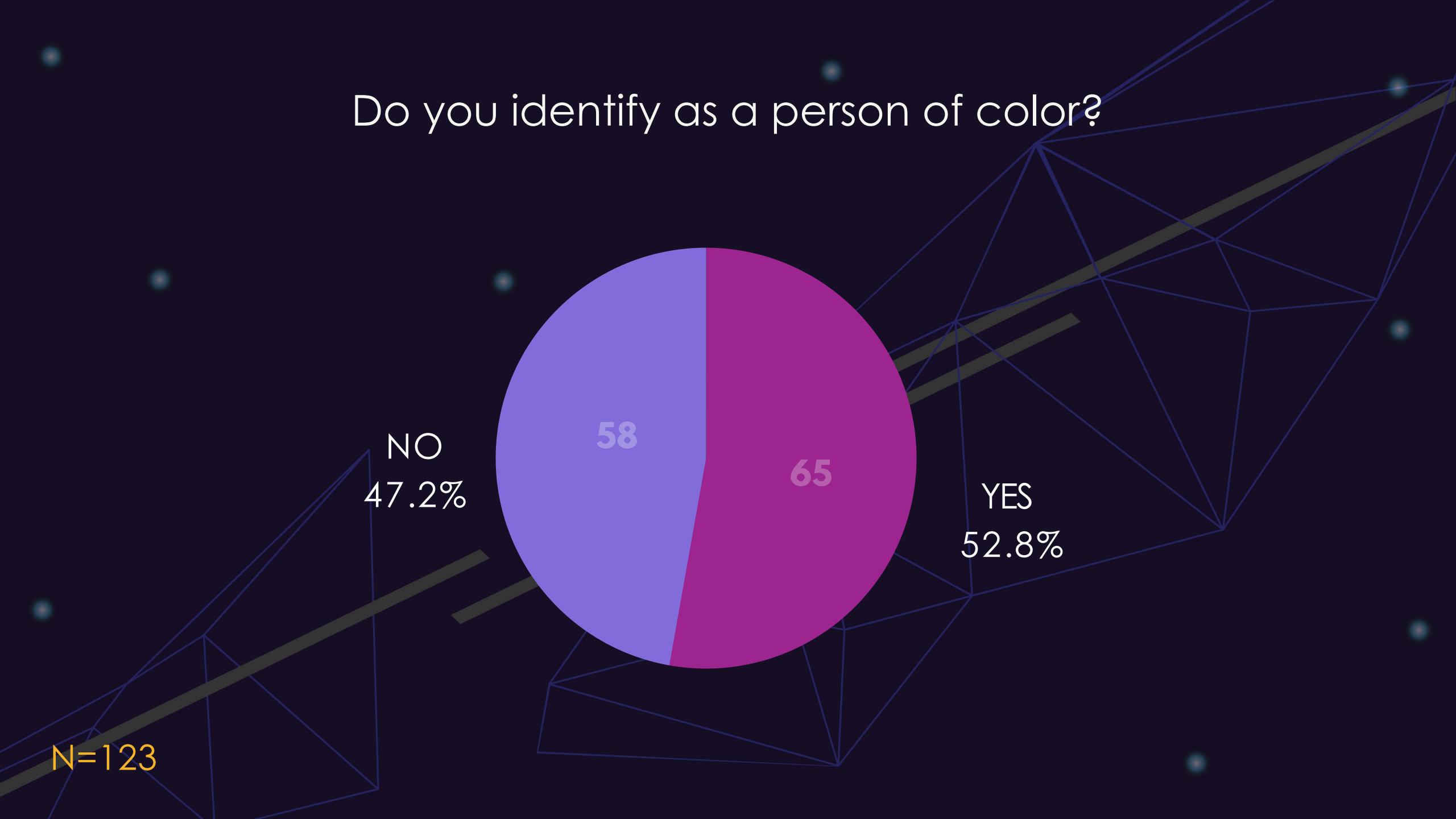
- Over 500 individuals engaged with the survey.
- Responses from **123 individuals** had a complete survey and met the requirement of identifying as a "STEM researcher."
- Based on the branching logic employed and individuals that did not answer all questions in the survey, **some responses may have n<123**.
- A short selection of data are provided in the next slides. A more detailed dive into the data and results will be provided in a forthcoming manuscript.

# Are you familiar with the Translational Research Institute for Space Health (TRISH)?



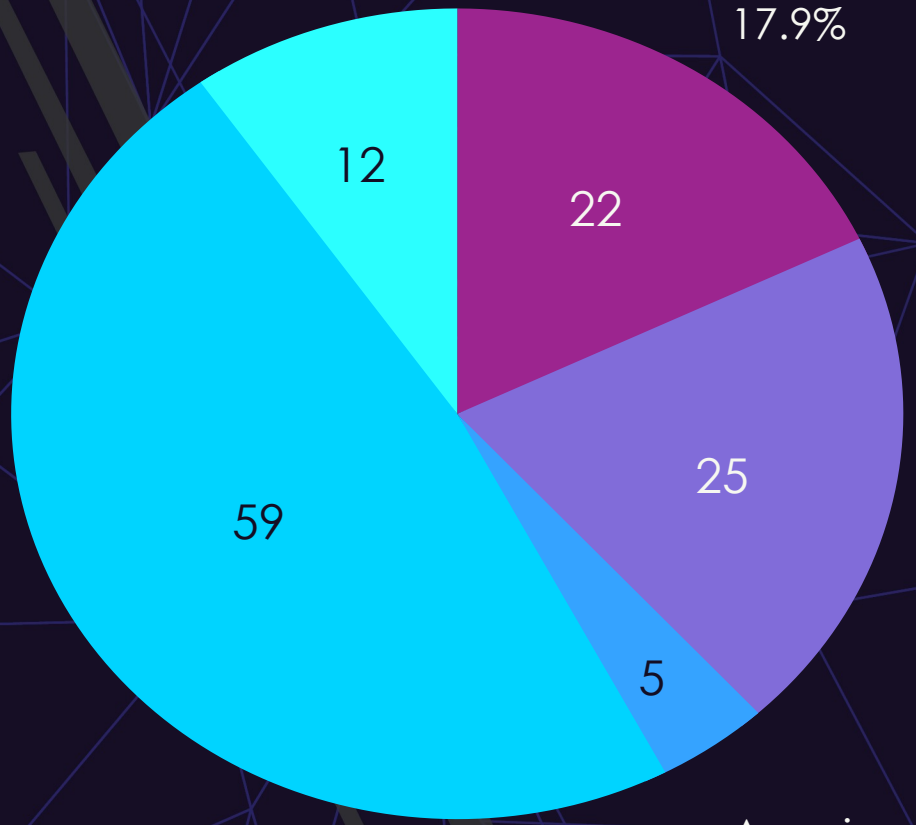

N=123

# Do you identify as a person of color?




N=123

# Ethnic/Racial Affiliation




Other
9.8%

Asian
17.9%

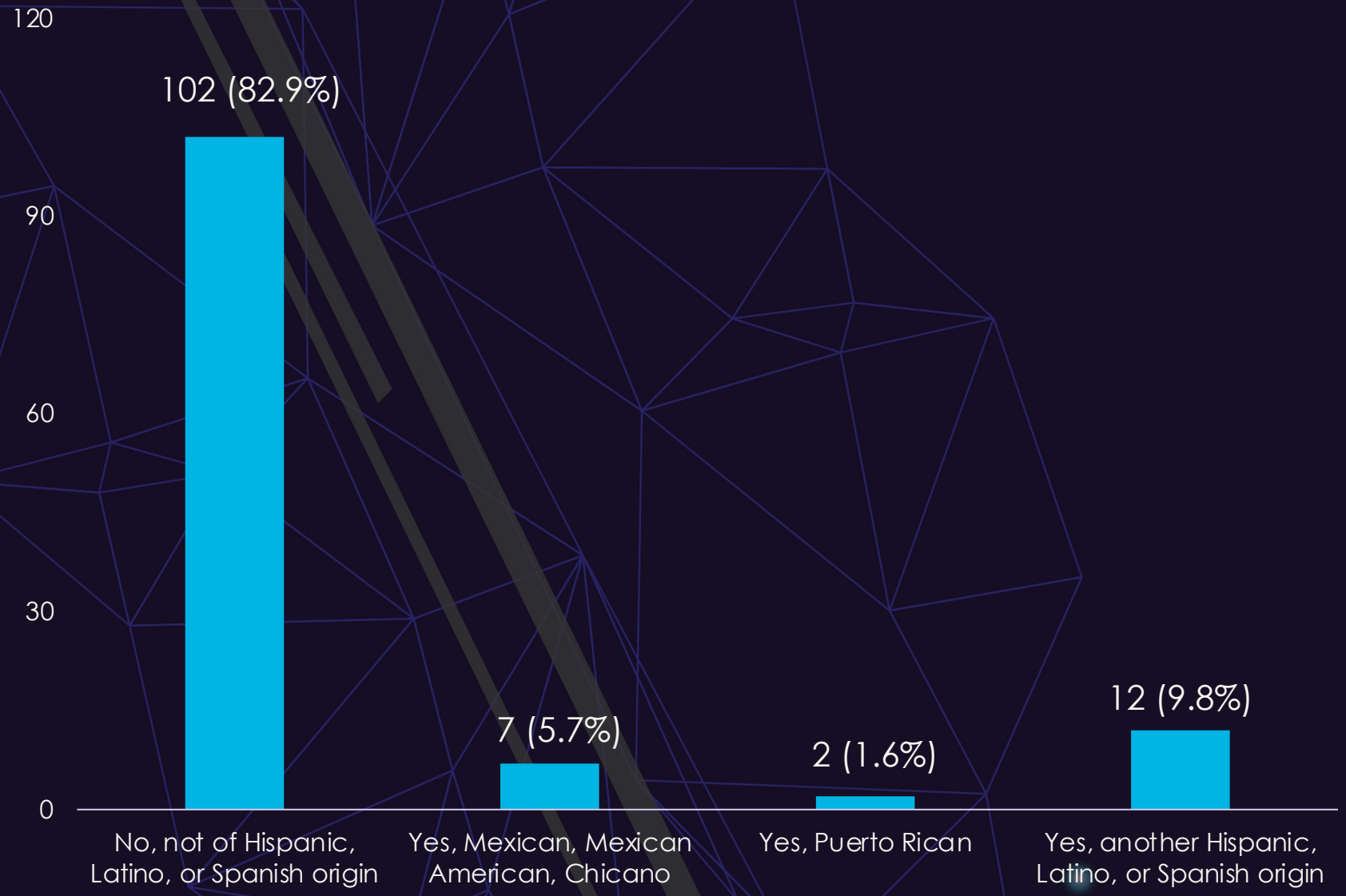
Black or African American
20.3%

White
48%

American Indian/ Alaska Native
4.1%

N=123

# Are you of Hispanic, Latino, or Spanish origin?



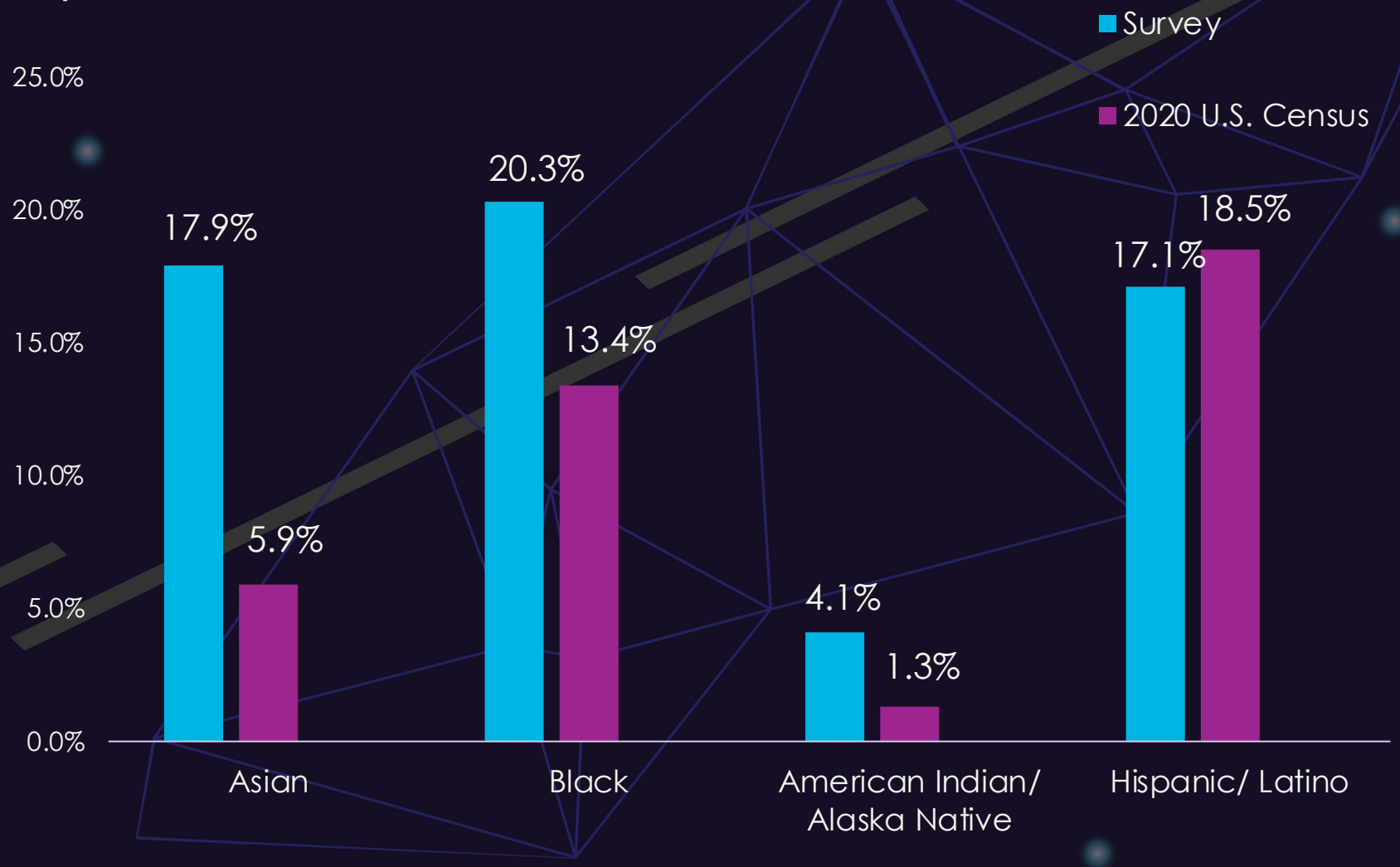

N=123

# Ethnic/Racial Affiliation of Survey Instrument Respondents Compared to the 2020 U.S. Census*

This chart examines the racial/ethnic diversity of the survey respondents in comparison to the U.S. Census.

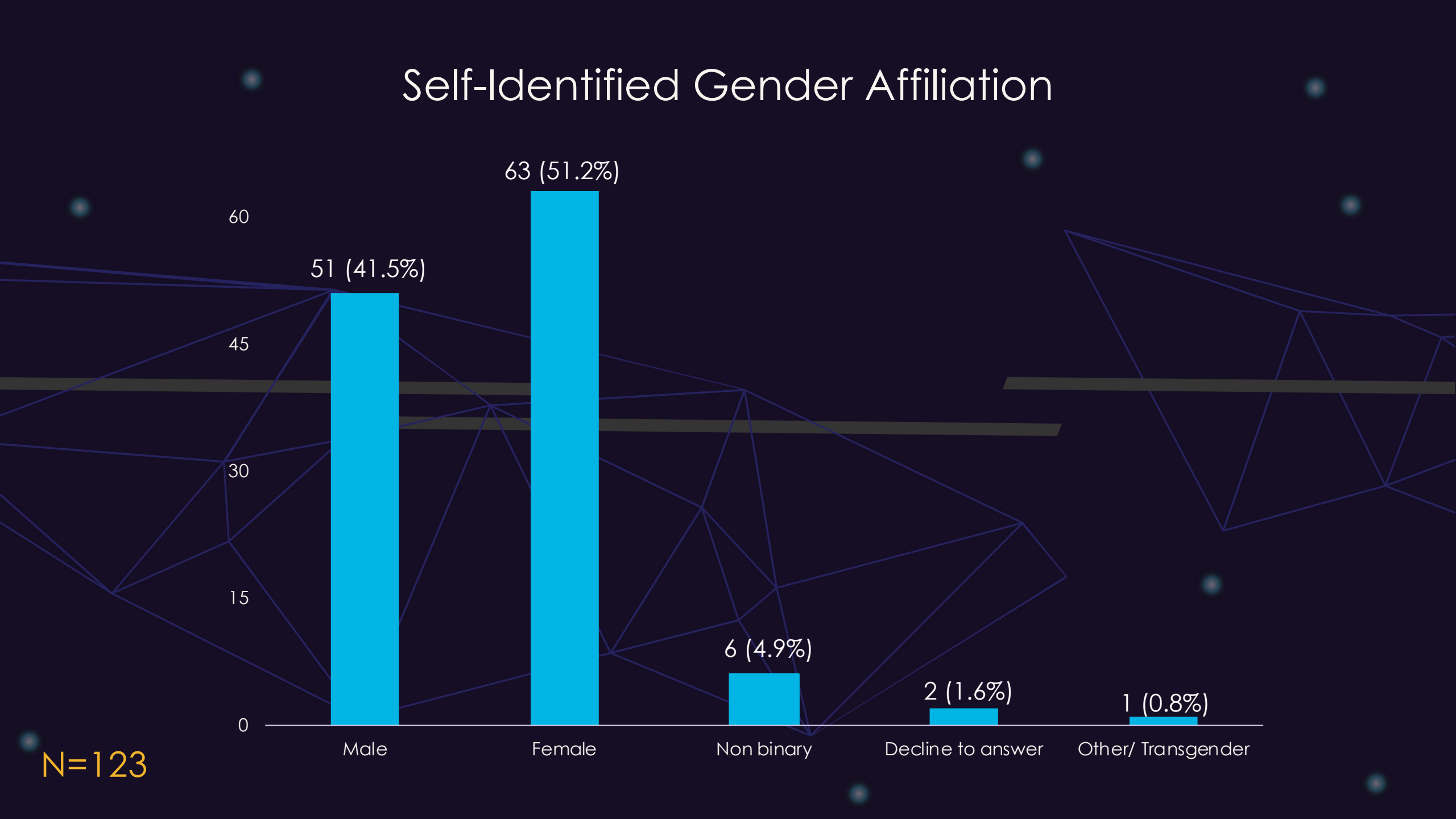
The survey respondents either exceed their proportion in the census or are comparable.

N=123




* https://www.census.gov/quickfacts/fact/table/US/PST045221

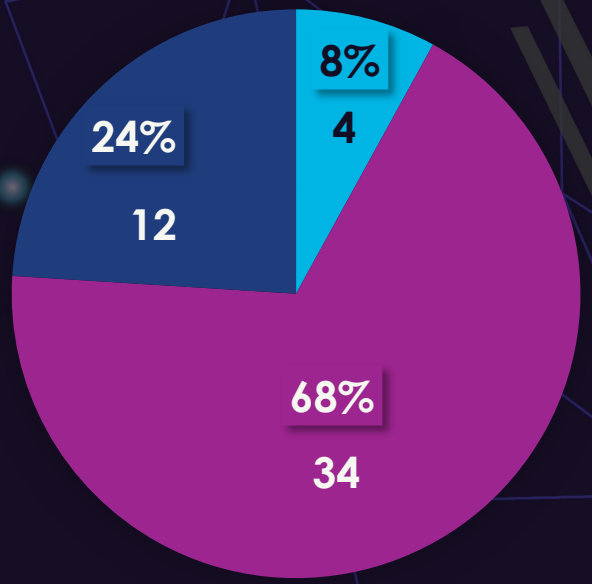
# Self-Identified Gender Affiliation




N=123

# Purported Grant Writing Experience

## Person of Color



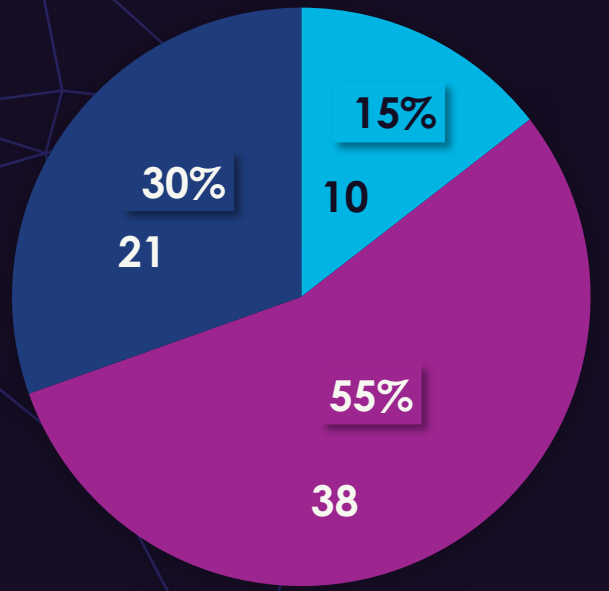

Extremely knowledgeable

Moderately knowledgeable

Not knowledgeable at all

N=50

## Non-Person of Color




Extremely knowledgeable

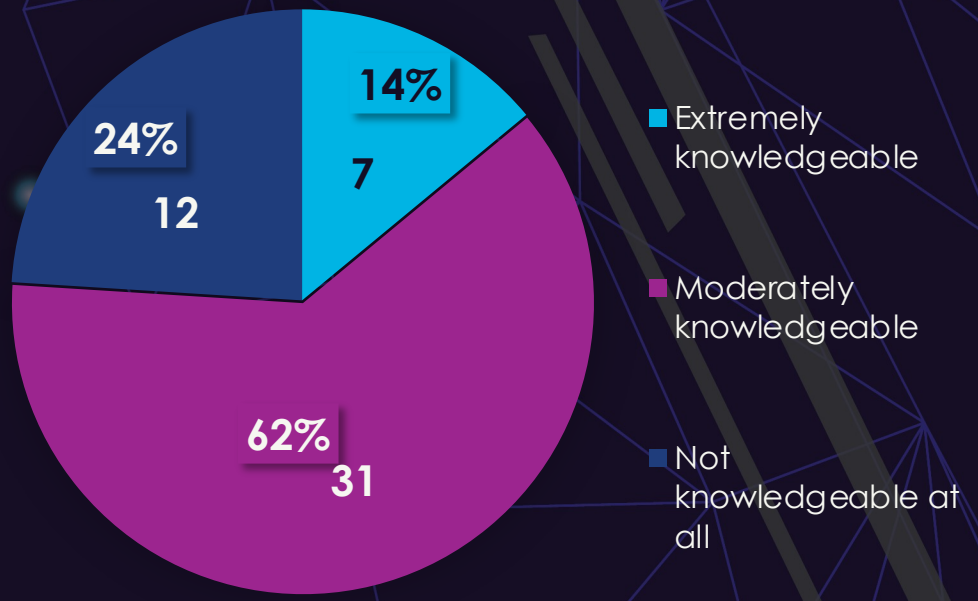
Moderately knowledgeable

Not knowledgeable at all

N=69

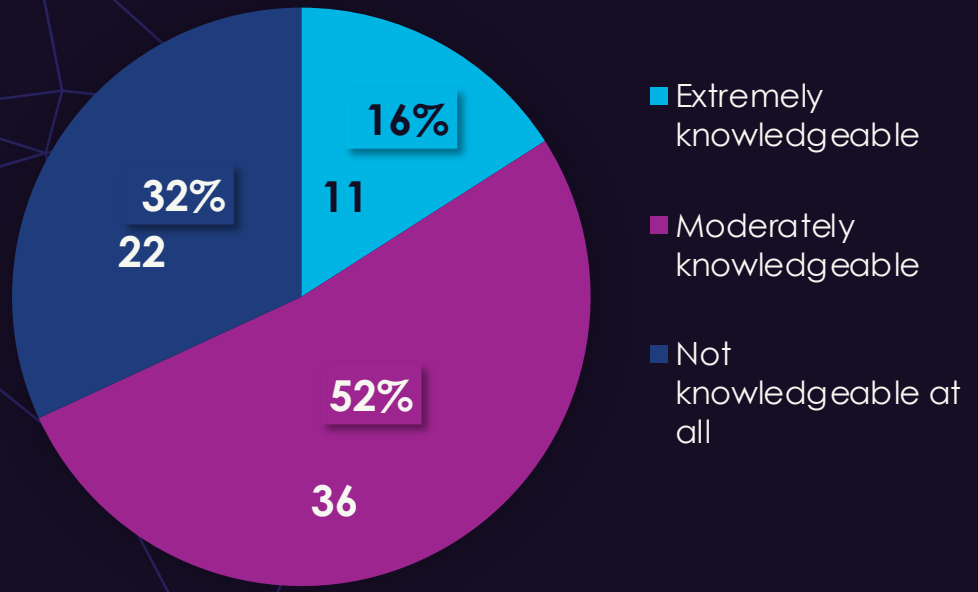
# Purported Knowledge Regarding Locating Resources for Grants

## Person of Color




N=50

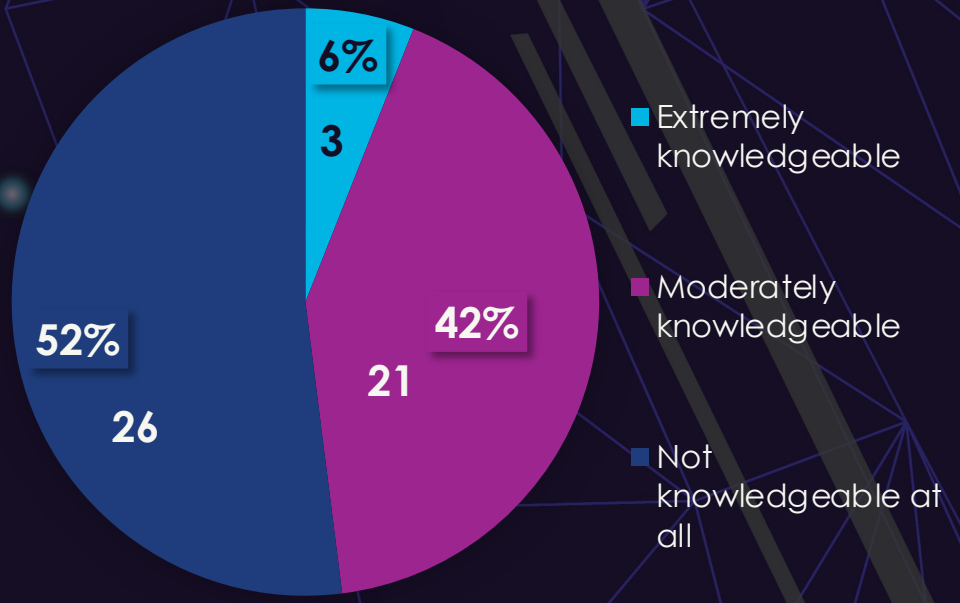
## Non-Person of Color




N=69

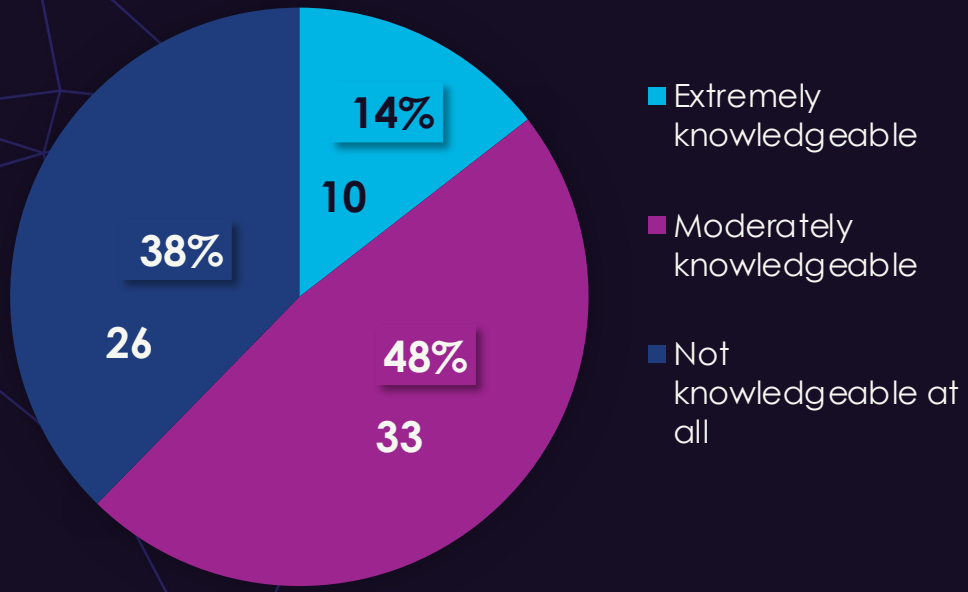
# Purported Knowledge Regarding Obtaining Grants for Space Research

## Person of Color




N=50

## Non-Person of Color

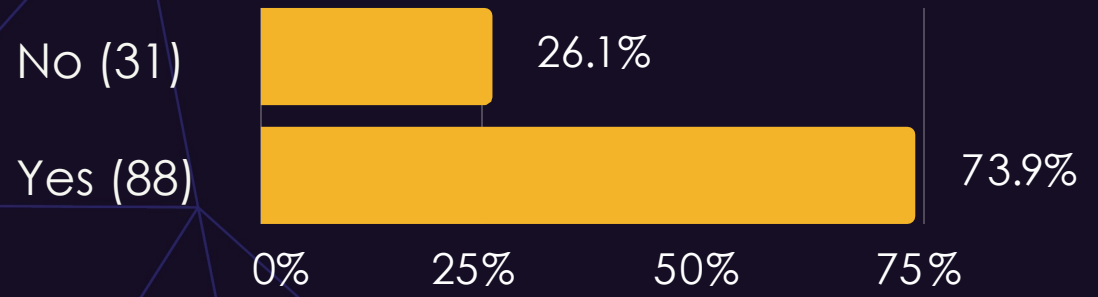



N=69

# Belief about TRISH Recruit and Review Processes

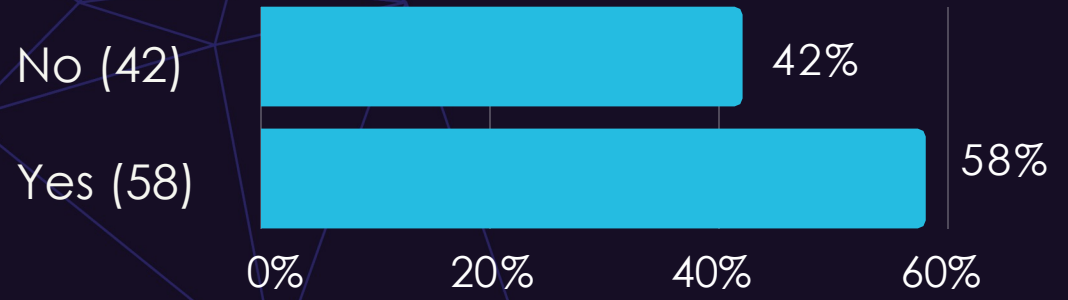
Purported belief that TRISH's **applicant recruiting efforts** encourage a culture of diversity

N=119



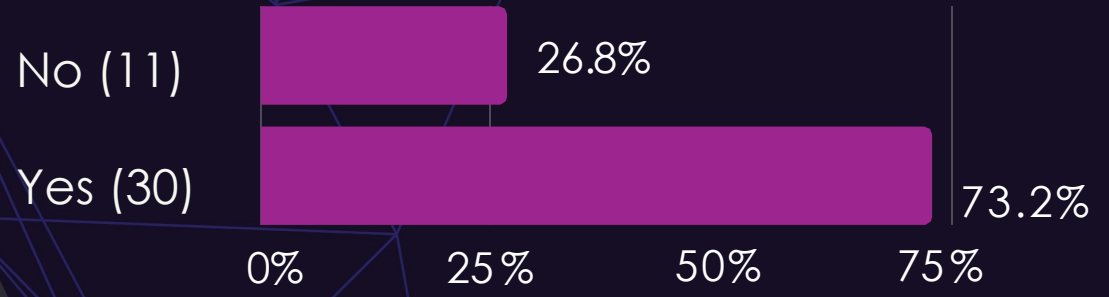

Purported belief that TRISH **review panels** include perspectives of people from underserved communities*

N=100




Purported belief that the TRISH **review process** is culturally competent*

N=41




* Regardless of whether respondents have knowledge of or experience with the TRISH review process

# Interview Demographics

**25**

**interviewees**

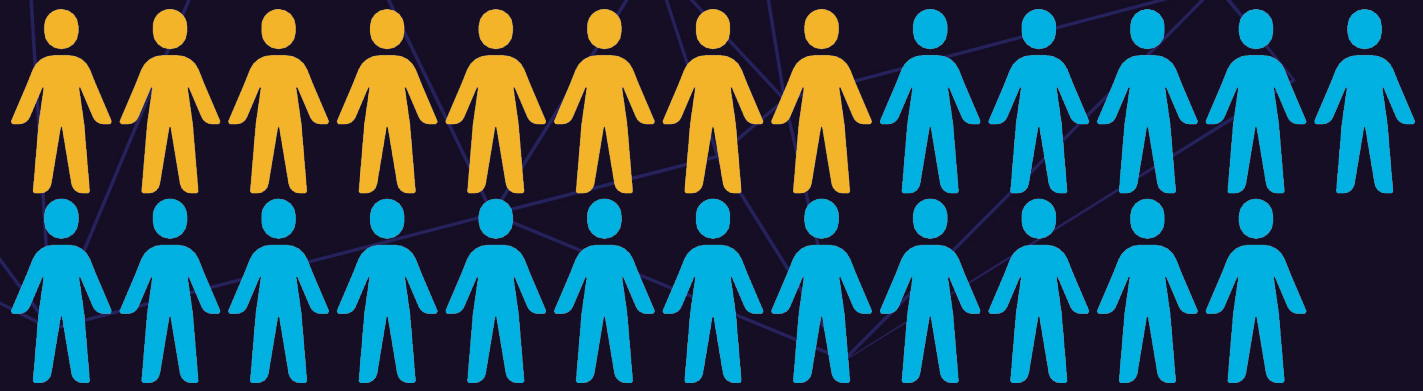
25 individuals were interviewed in addition to completing the online survey.

Gender Affiliation

13 WOMEN
11 MEN
1 TRANSGENDER

Racial/Ethnic Affiliation

17 PEOPLE OF COLOR
8 WHITE



17 PEOPLE OF COLOR =
6 BLACK
5 ASIAN
6 LATINO/ HISPANIC

# Quotes from Interviewees: Mentorship

"

Until you have people who are jumping at the chance to mentor and develop students from diverse backgrounds that's when you will see the increase of diverse people from diverse backgrounds. They need to have a positive experience.

– HBCU Faculty

# Quotes from Interviewees: Community

You aren’t going to win unless you talk to someone who knows how to win or who already has.

– Survey Participant

# Quotes from Interviewees: Training

"

You learn how to write so much better when you have been on the other side of the fence. You can review funding and someone can point out to you and they will say wow I never knew that.

– Survey Participant

The recommendations from the Commercializer based on the survey and interview results were as follows:

Recommendation 1

Offer **educational materials and resources** about the Institute and translating research to space health applications

Recommendation 2

**Provide support** to researchers before they receive TRISH funding

Recommendation 3

**Build a network** with minority-serving institutions and underrepresented researchers

Recommendation 4

**Create trainings** to educate researchers on grant writing, proposal review, or conducting TRISH research

Recommendation 5

Fund underrepresented researchers in a **cohort model**

# Gaps in Support of Underrepresented Researchers

**Survey respondents ask for help in all the areas described below**

- RESEARCH FUNDAMENTALS
- PRELIMINARY DATA
- GRANT WRITING
- UNDERSTANDING OF NASA RISKS + TRISH
- ACCESS TO RESOURCES, NASA PERSONNEL, OR KNOWLEDGEABLE COLLABORATORS
- SCIENTIFIC RESEARCH & ITS DELIVERABLES

**Where TRISH usually operates**

# Summary and Next Steps for TRISH

- TRISH in partnership with its Diversity Advisory Board (DAB) concluded that the Institute should **release a solicitation seeking external partners** to support its diversity, inclusion, equity, and accessibility goals.
- TRISH will scout for **external partners with already existing networks in underrepresented communities** where the Institute's reach is currently limited.
- The Institute will focus on Recommendations 1, 2, 3, and 4 (see Slide 20) in its first solicitation with the plan to release a solicitation focusing on Recommendation 5 in FY 23.

# Aims for 2022 TRISH Diversity Partnership Solicitation

- TRISH programs typically support investigators with some existing awareness of NASA's research needs, and access to resources and collaborators typical of a successful research proposal.
- TRISH is seeking partners that will **facilitate underrepresented researchers engaging with the Institute** at multiple points in their professional careers.
- The ideal partner will consider methods to enhance research fundamentals, access to preliminary data and grant writing skills for diverse researchers. However, the Institute will **accept new or adapted ideas and approaches** to these areas in which TRISH has already existing programs and resources.
- The Institute will only support ideas that ultimately lead to **more underrepresented researchers applying for TRISH's annual solicitations**.