



# My Path to NIMHD: Challenges and Opportunities

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American College of Epidemiology  
Minority Affairs Committee

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# **My career was shaped by immigration!**

- **Migration to the US at age 8 in FL**
- **English is my second language**
- **I was always “legal” as a “refugee”**
- **Pittsburgh PA as my learning lab**
- **Segregation in blue collar neighborhood**
- **Immigration stress**
- **Return to Miami for public high school**



# The 1960s and College

- **Vietnam, 1968, Chicago Convention**
- **Lost in counterculture**
- **University of Miami: History major**
- **Re-connect with Latin American roots**
- **Re-learned Spanish by reading**
- **Literature, politics, Puerto Rico**
- **Focus on medicine**



# Becoming a Physician

- **My father was my medical role model**
- **My class of 150 students had 17 Latinos, 8 women, 4 African Americans at UM**
- **Loved patient care — no research experience**
- **General internal medicine and primary care became my clinical passion**
- **Matched at UCSF in Primary Care GIM**



# The West is the Best

- **Biculturalism as a way of life**
- **Continuity of care: Generalists**
- **General internal medicine fellowship**
- **Learning clinical epidemiology**
- **Acculturation, cultural factors in communication with Latinos**
- **HIV epidemic shaped our times then**



# Faculty Position and Research

- **Collaboration with behavioral and population scientists – NIH R01s**
- **Minority health issues – Latinos/Latinas**
- **Partnerships with other minority scientists**
- **RCMAR — Minority Aging Research**
- **Diversity in medicine and science**
- **The value of saying YES**



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# NIMHD Opportunity: Leave UCSF?

- **Influence and shape the field of minority health and health disparities**
- **Support the best science**
- **National stage — political**
- **Seat at the NIH table**
- **Diversity of the biomedical workforce**
- **Challenges navigating stakeholders**







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# National Institute on Minority Health and Health Disparities Research Framework

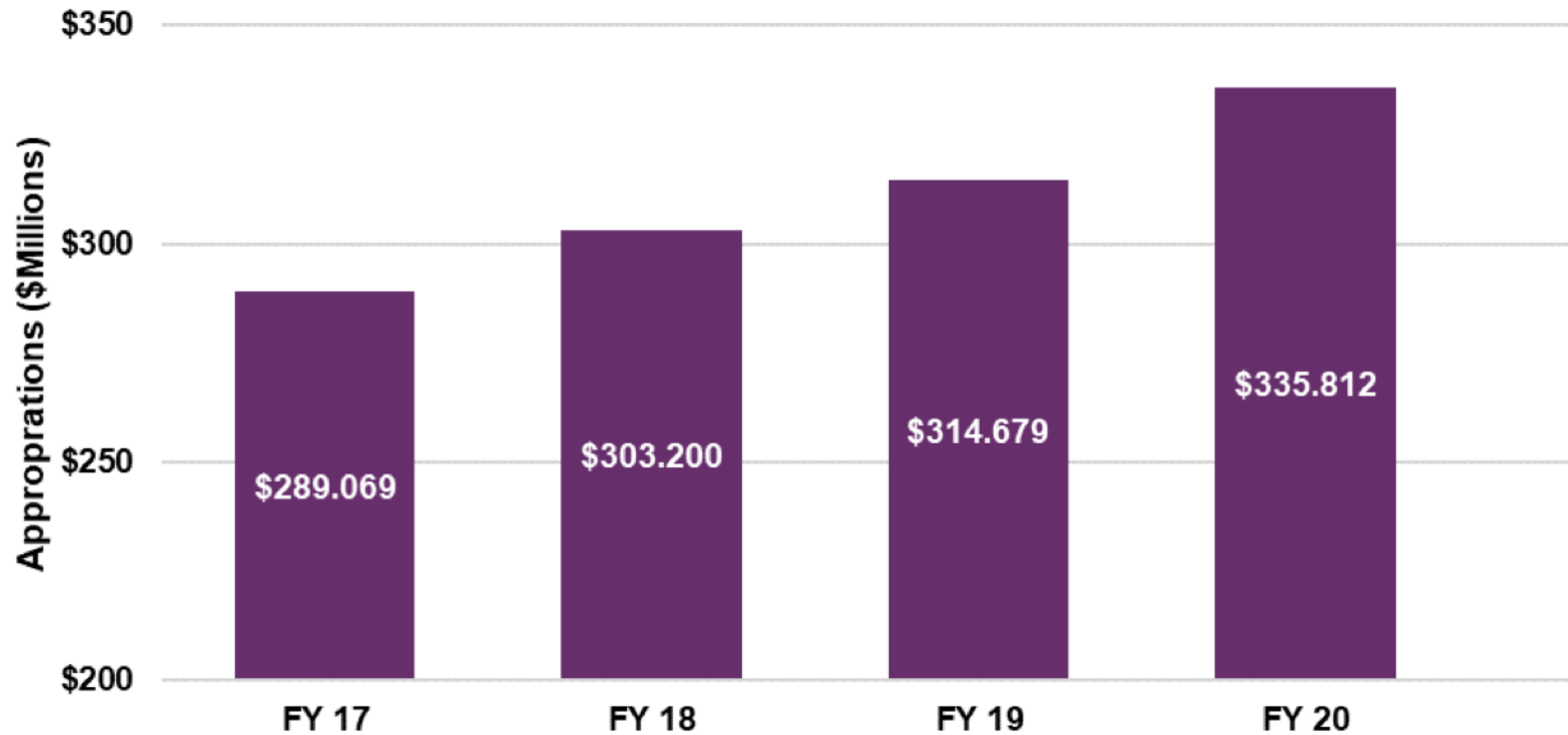
		Levels of Influence*			
		Individual	Interpersonal	Community	Societal
Domains of Influence <i>(Over the Lifecourse)</i>	Biological	Biological Vulnerability and Mechanisms	Caregiver–Child Interaction Family Microbiome	Community Illness Exposure Herd Immunity	Sanitation Immunization Pathogen Exposure
	Behavioral	Health Behaviors Coping Strategies	Family Functioning School/Work Functioning	Community Functioning	Policies and Laws
	Physical/Built Environment	Personal Environment	Household Environment School/Work Environment	Community Environment Community Resources	Societal Structure
	Sociocultural Environment	Sociodemographics Limited English Cultural Identity Response to Discrimination	Social Networks Family/Peer Norms Interpersonal Discrimination	Community Norms Local Structural Discrimination	Social Norms Societal Structural Discrimination
	Health Care System	Insurance Coverage Health Literacy Treatment Preferences	Patient–Clinician Relationship Medical Decision-Making	Availability of Services Safety Net Services	Quality of Care Health Care Policies
Health Outcomes		 Individual Health	 Family/ Organizational Health	 Community Health	 Population Health

National Institute on Minority Health and Health Disparities, 2018

\*Health Disparity Populations: Race/Ethnicity, Low SES, Rural, Sexual/Gender Minority  
Other Fundamental Characteristics: Sex/Gender, Disability, Geographic Region

# FY 20 Appropriations Outlook

## NIMHD Appropriations by Fiscal Year



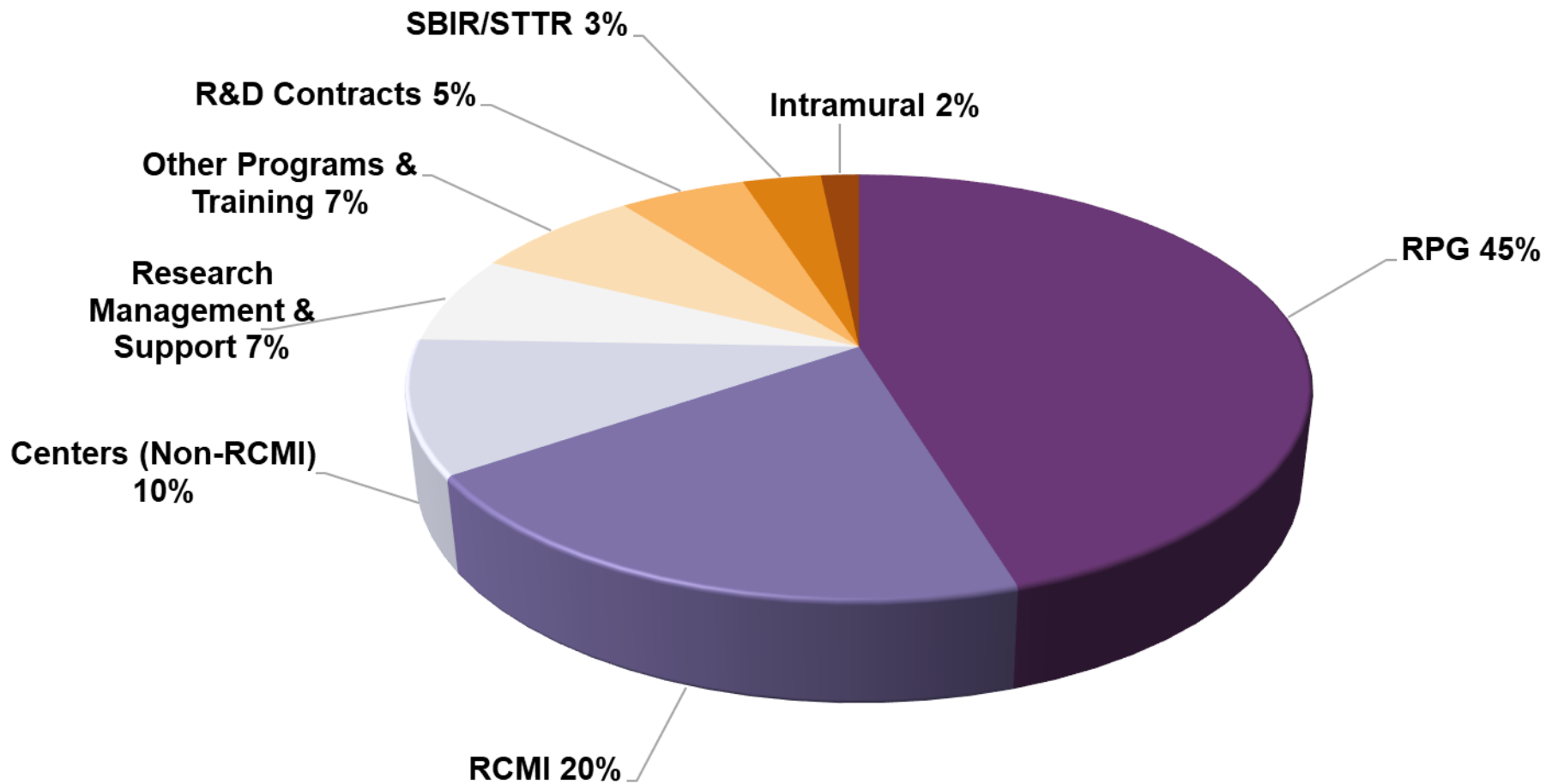
[https://officeofbudget.od.nih.gov/approp\\_hist.html](https://officeofbudget.od.nih.gov/approp_hist.html)



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# FY 19 Funding Distribution



# NIMHD FY 19 Competing Awards

- >90 Loan Repayment Awards
- \$3m+ towards new Youth Violence research
- Support to Multi-Center AIDS Cohort Study/  
Women's Interagency HIV Study Cohort
- Support to the Tribal Epidemiology Centers
- Jackson Heart Study and Hispanic  
Community Health Study/Study of  
Latinos support with NHLBI
- Support for CFARS and Adelante program



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# NIMHD as Vehicle to Diversify Workforce

## *Proportion of 112 R01 PIs by Race/Ethnicity*

• African Americans	11.6%
• Latinos	11.6%
• American Indians/AN	2.7%
• More than one Race	2.6%
• Native Hawaiians/OPI	0.1%
• Asians	16.1%
• Whites	60.0%



# Racial and Ethnic Categories of PIs, NIMHD and NIH, FY 2019

Race/Ethnicity	NIMHD— R01s	NIMHD—Ks	NIH—R01s	NIH—Ks
<b>AI/AN</b>	<b>1.5%</b>	<b>0%</b>	<b>0.2%</b>	<b>0.2%</b>
<b>Asian</b>	<b>13.9%</b>	<b>30.4%</b>	<b>21.7%</b>	<b>20.4%</b>
<b>Blacks/AA</b>	<b>13.6%</b>	<b>21.7%</b>	<b>1.3%</b>	<b>4.8%</b>
<b>NH/OPI</b>	<b>0%</b>	<b>0%</b>	<b>0.1%</b>	<b>0%</b>
<b>White</b>	<b>60.5%</b>	<b>30.4%</b>	<b>68.6%</b>	<b>64%</b>
<b>Latino/a</b>	<b>10.2%</b>	<b>17.4%</b>	<b>4.3%</b>	<b>7.2%</b>
<b>&gt; 1 race or unknown</b>	<b>2.7% /7.8%</b>	<b>4.3% /13%</b>	<b>1.0% /7%</b>	<b>2.4% /8.1%</b>



# NIMHD Success Rates by Mechanism and Race/Ethnicity, 2016-2019 Combined

	R01			Other RPGs			Research Centers			Research Careers		
	Applications	Awards	Success Rate	Applications	Awards	Success Rate	Applications	Awards	Success Rate	Applications	Awards	Success Rate
<b>Race</b>												
American Indian or Alaska Native Only	15	3	20.0%	4	0	0%	2	1	50%	1	0	0.0%
Asian Only	144	23	16.0%	143	13	9%	12	7	58%	14	7	50.0%
Black or African American Only	100	15	15.0%	139	6	4%	33	5	15%	12	3	25.0%
Native Hawaiian or Other Pacific Islander Only	5	0	0.0%	2	1	50%	0	0	N/A	0	0	N/A
White Only	486	86	17.7%	471	57	12%	50	7	14%	19	10	52.6%
More than one race	215	35	16.3%	180	21	12%	68	8	12%	5	1	20.0%
Unknown/Withheld only	59	10	16.9%	180	6	3%	12	2	17%	6	2	33.3%
<b>Ethnicity</b>												
Hispanic/Latino	75	17	22.7%	119	16	13.4%	13	3	23.1%	12	4	33.3%
Mixed	128	19	14.8%	110	16	14.5%	41	7	17.1%	0	0	N/A
Not Hispanic/Latino	761	127	16.7%	719	68	9.5%	109	17	15.6%	40	17	42.5%
Unknown/Withheld only	60	9	15.0%	171	4	2.3%	14	3	21.4%	5	2	40.0%
<b>TOTAL</b>	<b>1024</b>	<b>172</b>	<b>16.8%</b>	<b>1119</b>	<b>104</b>	<b>9.3%</b>	<b>177</b>	<b>30</b>	<b>16.9%</b>	<b>57</b>	<b>23</b>	<b>40.4</b>



# Programs at NIH to Address Workforce

- **FIRST: Faculty Institutional Recruitment for Sustainable Transformation** — Common Fund program coming soon
- **MOSAIC: Maximizing Opportunities for Scientific and Academic Independent Careers: K99/R00 to promote diversity with a UE5 to Mentor and Coordinate: NIGMS plus other ICs signed up**
- **Diversity Supplements to R01s/Centers**
- **Address challenges through discretionary funding decisions within each IC**
- **Address the overfunded PIs who are almost always entrenched White men that contribute to systemic barriers**





# Loan Repayment Program at NIMHD

- Equivalent to cash assistance interventions
- Comparison of awardees to non-successful applicants from 2005 to 2016 for L32/L60
- 1894 awardees vs 1868 unsuccessful applicants; about 72% women and 60% from URM
- LRP Recipients: 48% were awarded an NIH grant of any type compared with 26% as of 2019
- R01 recipients: 14% vs. 3%
- LRP is an intervention that promotes diversity of the biomedical workforce



# NIMHD Health Disparities Research Institute

- A week-long intensive and engaging training experience launched in 2016
- Target early stage investigators and senior postdoctoral trainees
- Lectures by selected leading scientists in minority health and health disparities focused on 3 themes
- Mock grant review session using real applications
- Meetings with NIH scientific program staff engaged in minority health and health disparities research
- Consultations on the development of research interests into a K or R01 application, as well as research strategies and methodologies for proposed studies
- 270 participants in 4 years, about 60% URM



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# COVID-19 and Racial/Ethnic Disparities

- >50% of cases AA/B and L/H
- Higher severity of disease with DM, extreme obesity, hypertension, chronic lung disease
- African Americans make up 22% of deaths and excess hospitalizations
- Limited similar data on AI/AN and Pacific Islanders
- Underlying factor of structural racism and inequity has led to these stark disparities
- Unique window of opportunity to make a difference



# Defining a Vision on a National Stage



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