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EXECUTIVE SUMMARY

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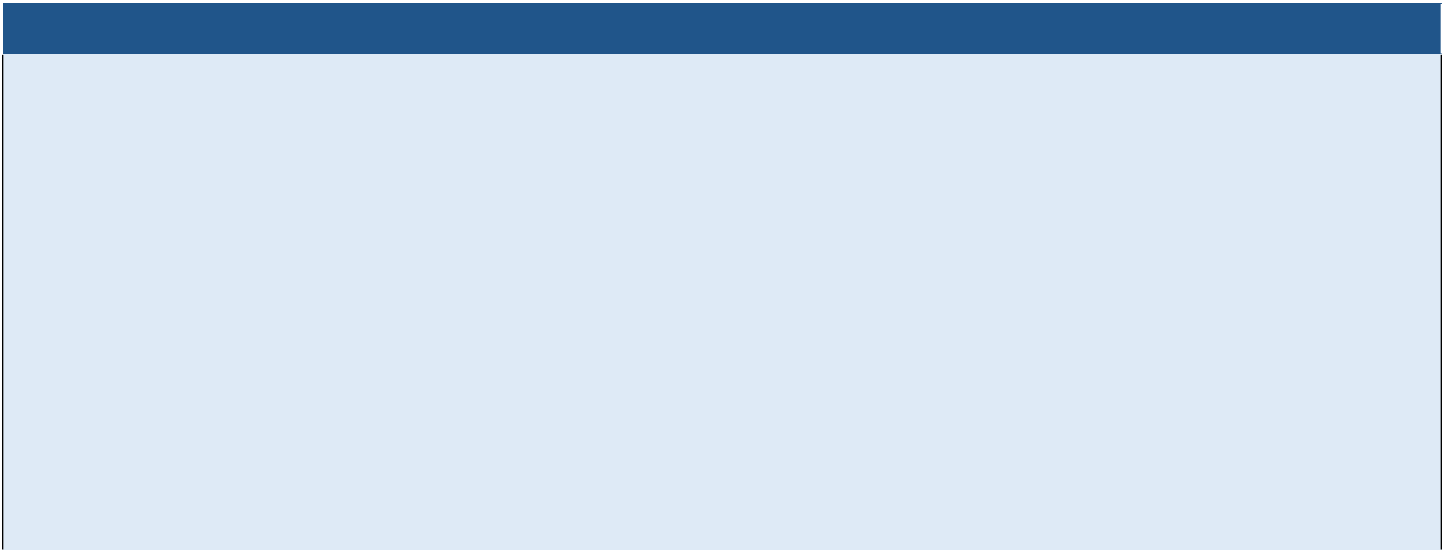
SUMMARY OF CROSS-CUTTING THEMES IN PARTICIPANTS' COMMENTS

Participants shared their experiences and perspectives on various issues related to equity in the biomedical sciences. Key themes included the need for more inclusive research practices, the importance of mentorship and professional development, and the challenges of navigating institutional structures. Many participants emphasized the need for systemic changes to address disparities in funding and opportunities for underrepresented groups.

EXTERNAL LISTENING SESSIONS: CROSS-CUTTING THEMES IN PARTICIPANTS' COMMENTS

State of Equity in the Biomedical Sciences

- Disparities in NIH Grant Funding: A significant barrier to career advancement and research excellence.
- Micro- and Macroaggressions: Subtle and overt forms of bias that create a hostile work environment.
- Disparities in NIH Grant Funding at Minority-Serving Institutions (MSIs): A critical need for targeted funding and support.
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EXTERNAL LISTENING SESSIONS: CROSS-CUTTING THEMES IN PARTICIPANTS' COMMENTS

Challenges in Addressing Health Care Equity and Health Outcomes

- Lack of Patient Advocacy:
- Lack of Diverse Representation on Medical Teams:
- Lack of Cultural Humility:
- Adverse Social Determinants of Health:

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