

Executive Summary

This strategic plan is informed by principles of generative dialogue that has leveraged the collective wisdom, energy and creativity of internal and external stakeholders committed to diversifying the research workforce. These strategic discussions over the past two years have informed the following goals that will accelerate the diversification of the research workforce through sustainable collaborations and thought leadership on inclusive excellence.

Goal 1: Establish regional networks that work with and extend the ongoing objectives of the Leadership Alliance.

Goal 2: Build strategic national, international, and sovereign nation partnerships to accelerate the development of a diverse and inclusive research workforce.

Goal 3: Expand programs and resources to ensure seamless education and career transitions.

Goal 4: Leverage the collective knowledge of the Alliance to advance national discussions on research workforce diversification.

The cornerstone of this new strategic plan is scaling and disseminating Alliance resources and programming through the development of regional alliances. For over 25 years, the Leadership Alliance has provided support in the shape of encouragement, mentorship and training by strategically leveraging partnerships across diverse institutions. To build on these efforts, we seek to develop a regional model to address the career pathway needs gap for underrepresented students. By enhancing our membership with new industry partners and non-profit organizations, in addition to academic institutions, we will be able to:

- » significantly increase the number of students from underrepresented groups in research and professional development opportunities;
- » create new communities of mentors and alumni;
- » provide new programs by leveraging resources; and
- » develop sustainable and scalable models with non-academic partners to accelerate efforts to diversify the research workforce.

With the engagement of existing and new partners who will contribute to a broader dissemination of programs, mentors and evidence-based strategies at both national and regional levels, we believe the goals and initiatives outlined in our plan will address the systemic lack of access to educational opportunities for women and individuals from historically underrepresented groups and promote the development of a competitive workforce that understands the complex societal needs of its diverse population.

Talent is ever-present in the U.S., opportunities are not. If the nation's research workforce is to one day reflect the diverse demographic composition of the U.S., then innovative and collaborative efforts need to be prioritized to ensure our global competitiveness and ability to solve the most pressing and complex problems of our society.