

## The Science Outreach Program Diversity Statement

The Rockefeller University Science Outreach Program encourages applications from talented individuals of all backgrounds, including: A) individuals from underrepresented racial and ethnic groups, B) individuals with disabilities and C) individuals from disadvantaged backgrounds.

If you are a US citizen or permanent resident, there is a section on our application which asks you to identify yourself as a member of any of these groups. For this purpose, we use the NIH's definitions of individuals from underrepresented racial and ethnic groups, individuals with disabilities and individuals from disadvantaged backgrounds. If you are unsure about your classification into any of these groups, please refer to the definitions below. If you would prefer not to answer these questions, please respond "Do not wish to specify".

### A. Individuals from underrepresented racial and ethnic groups

Individuals from racial and ethnic groups that have been shown by the National Science Foundation to be underrepresented in health-related sciences on a national basis (see data at <http://www.nsf.gov/statistics/showpub.cfm?TopID=2&SubID=27> and the report [Women, Minorities, and Persons with Disabilities in Science and Engineering, 2007, p. 262](#)). The following racial and ethnic groups have been shown to be underrepresented in biomedical research: African Americans, Hispanic Americans, Native Americans, Alaska Natives, Hawaiian Natives, and natives of the U.S. Pacific Islands.

### B. Individuals with disabilities

Individuals with disabilities, who are defined as those with a physical or mental impairment that substantially limits one or more major life activities.

### C. Individuals from disadvantaged backgrounds

Individuals from disadvantaged backgrounds who are defined as:

1. Individuals who come from a family with an annual income below established low-income thresholds. These thresholds are based on family size, published by the U.S. Bureau of the Census; adjusted annually for changes in the Consumer Price Index; and adjusted by the Secretary for use in all health professions programs. The Secretary periodically publishes these income levels at <http://aspe.hhs.gov/poverty/index.shtml>.
2. Individuals who come from a social, cultural, or educational environment such as that found in certain rural or inner-city environments that have demonstrably and recently directly inhibited the individual from obtaining the knowledge, skills, and abilities necessary to develop and participate in a research career.