



How are underrepresented groups defined in different countries?

UK, EUROPE

- [Wellcome](#) and [BNA Scholars Programme](#) focus on Black, Asian and Minority Ethnic (BAME) (although [UK gov](#) no longer uses BAME but no alternatives found) and in some [initiatives](#), Wellcome also specifies women and disabled people.
- [Dr Miranda Brawn Award](#) designed to help talented Black, Bangladeshi, Pakistani, Caribbean and mixed heritage students enhance their Oxford experience.
- [EMBL](#) definition refers to age, disability, neurodiversity, ethnicity, gender, LGBTQ+, religion and belief, and socio-economic status.
- [Institut Curie](#) and [Paris Brain Institute](#) focus on gender equality, specifically women.
- Women-focused recruitment/career advancement programmes in the Netherlands such as [Meerwoud grant](#), [MacGillavry fellowship](#), [Aspasia allowance](#).

USA

- [NIH](#) and [NSF reports](#) use similar definitions with focus on racial and ethnic minorities specific to the US, women, disabled, disadvantaged/low SES backgrounds. Here is a [dedicated guide](#) to define what they mean by individuals from each of these categories.
- Universities like [UCSF](#) consider only racial and ethnic minorities as underrepresented minorities (URMs).
- Universities like [UNC Chapel Hill](#); initiatives like the Mentoring Institute for Neuroscience Diversity Scholars ([MINDS](#)) Program and Broadening the Representation of Academic Investigators in Neuroscience ([BRAINS](#)) use NIH guidelines.
- Mentorship for Underrepresented STEM Enthusiasts ([MUSE](#)) offers mentorship to and from URM, particularly Black and/or Native individuals and their intersecting marginalized identities in STEM fields.
- [UCLA-HBCU Neuroscience Pathways Summer Program](#) is for undergraduate students attending historically black colleges and universities (HBCUs) who are interested in neuroscience.
- [HHMI – Gilliam Fellows Program](#) and [Hanna H Gray Fellows Program](#) – also follows NIH guidelines, with an additional requirement - The disability must be officially recognized by the institution's disability office and the student must be receiving services and/or accommodations from the institution for the disability. In the Gilliam Fellows program nomination form, applicants must select the applicable eligibility/URM category(ies) and comment on why the category(ies) was selected.

AUSTRALIA, NEW ZEALAND, CANADA

- In general, [indigenous peoples](#) (Aboriginal and/or Torres Strait Islander, Māori, Canadian Registered Aboriginals/Indians).
- Australian [higher education equity policy](#) focuses on six underrepresented target groups: Indigenous Australians, people from low SES backgrounds, people from regional and remote areas, people with disabilities, people from non-English speaking backgrounds, and women in non-traditional areas of study. A new category warrants inclusion: first-generation status (being the first in a family to attend university).



ASIA, MIDDLE EAST, AFRICA

- India – [Lower caste categories](#) incl. Scheduled Caste (SC), Scheduled Tribe (ST) or Other Backward Class (OBC), [women in STEM](#)
- Middle East & North Africa (MENA) – [Women](#) (high number of women STEM graduates, but still [underrepresented](#) with poor workforce [retention](#))
- Sub-Saharan Africa – [Women and girls](#) underrepresented in STEM
- Japan – In general, participation of women in STEM very low (data collected by [Gender Equality Bureau Cabinet Office](#) – STEM-related data in Japanese). Okinawa Institute of Science and Technology (OIST) Japan has broad definition (see their [diversity](#) page) and most calls ([example](#)) encourage applications from women and other underrepresented groups.

LATIN AMERICA

- Based on [IBRO's report](#), [ALBA Commentary](#) and [others](#) - women, LGBTQIA+, non-native English speakers, indigenous and Afro-descendent populations.

Other references

- [Ten simple rules for succeeding as an underrepresented STEM undergraduate](#). PLoS Comput Biol., 2022
- [Who Becomes a Scientist and Who Doesn't? Improving the odds for underrepresented groups in science](#), OECD Forum post, 2022
- [Supporting Historically Underrepresented Groups in STEM Higher Education: The Promise of Structured Mentoring Networks](#). Front. Educ., 2022
- [Ten simple rules for supporting historically underrepresented students in science](#). PLoS Comput Biol., 2021

For more, see [ALBA resource database](#).