Strengthening Diversity, Equity, Inclusion and Accessibility at NIH

Council on Governmental Relations

Marie A. Bernard, M.D.

NIH Chief Officer for Scientific Workforce Diversity

March 1, 2022

National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity

Areas of Focus

- DEIA Strategic Plan
- UNITE
- COSWD Strategic Plan

Areas of Focus

- **DEIA Strategic Plan**
- UNITE
- COSWD Strategic Plan

Request for Information (RFI): Inviting Comments and Suggestions on a Framework for the NIH-Wide Strategic Plan for Diversity, Equity, Inclusion, and Accessibility

Notice Number:

NOT-OD-22-061

Key Dates

Release Date:	February 1, 2022
Response Date:	April 03, 2022

Related Announcements

NOT-OD-22-054 - Inviting Comments and Suggestions on the Draft NIH Chief Officer for Scientific Workforce Diversity Strategic Plan for FYs 2022-2026

Issued by

NATIONAL INSTITUTES OF HEALTH (NIH)

Background

Report Language

Report 116-450 on H.R. 7614: *Diversity at NIH Working Group and Strategic Plan* requires NIH to develop a strategic plan to:

- Include short- and long-term goals to address racial, ethnic, and gender disparities at NIH
- Identify and address barriers in access to NIH funding by investigators researching health disparities

Executive Orders

e.g., EO 14035: *Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*

Government-Wide Strategic Plan

Government-Wide Strategic Plan to Advance DEIA in the Federal Workforce

- Released November 23, 2021
- Roadmap for implementing EO 14035
- Charges agencies with developing a DEIA Plan by March 23, 2022

Process & Timeline

WE ARE HERE

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
Planning & WG Launch	Strategic Plan Framework	Public & NIH Input	Content Selection & Drafting Process	Review & Approval of Strategic Plan

Summer 2021

Spring 2022

- Inventory
- Council of Councils
- RFI
- Other

Working Group Coordination

Co-chairs

➤ Chief Officer for Scientific Workforce Diversity, Marie Bernard

➤ Acting Director of the Office of Equity, Diversity, and Inclusion, Shelma Little

➤ Director of the Office of Human Resources, Julie Berko

Management of Working Group

➤ DPCPSI Director, Jim Anderson

➤ Director of the Office of Evaluation, Performance, and Reporting, Marina Volkov, WG meeting facilitator

➤ OEPR Staff, Rachel Diamond, Sarah Rhodes, Kelly Singel

Overarching Principles of the Plan

- Communicates aspirational goals for all NIH

- Broad scope

- Articulates NIH definitions of diversity, equity, inclusion, and accessibility

- Reports example accomplishments

- Conveys goals for the next 5 years

- Includes broad goals and specific priority activities

- Provides accountability (e.g., measures of progress)

- Input from internal and external stakeholders

Scope of the Plan

➢ Articulates NIH's vision for strengthening diversity, equity, inclusion, and accessibility (DEIA)

➢ Captures activities that the NIH workforce will undertake to meet the vision of the Strategic Plan

➢ Harmonized to the NIH-Wide Strategic Plan Framework, with NIH's DEIA priorities organized around accomplishments, needs, opportunities, and challenges in three key areas

Vision Statement

To embrace, integrate, and strengthen diversity, equity, inclusion, and accessibility (DEIA) across all NIH activities to achieve the NIH mission.

NIH-Wide DEIA Community

NIH Office of Equity, Diversity, and Inclusion: Serves as the focal point for NIH-wide policy formulation, implementation, consulting, and strategic management of the civil rights, equal opportunity, language access, reasonable accommodation, affirmative employment, diversity and inclusion programs for the NIH.

NIH Office of Human Resources, NIH Civil Program: Fosters civility throughout the NIH community

NIH Chief Officer for Scientific Workforce Diversity Office: Leads NIH's thought in the science of scientific workforce diversity, using evidence-based approaches to catalyze cultures of inclusive excellence.

NIH Office of Extramural Research: Supports the NIH extramural research community by providing policy, guidance, systems and other support to the recipient community

NIH Office of Intramural Research: Responsible for oversight and coordination of NIH intramural research, training, and technology transfer

National Institute of Minority Health and Health Disparities: Leads scientific research to improve minority health and reduce health disparities.

NIH Office of Research on Women's Health: Crafts and implements the NIH Strategic Plan for Women's Health Research and co-funds research on the role of sex and gender on health.

NIH Sexual & Gender Minority Research Office: Coordinates NIH sexual and gender minority–related research and activities

NIH Tribal Health Research Office: Coordinates NIH Tribal health research, gathers input from Tribal communities on NIH policies, programs and activities, and creates opportunities for AI/AN researchers.

NIH-Wide DEIA Community

ACD Working Group on Diversity

ACD Working Group on Diversity, Subgroup on Individuals with Disabilities

ACD Working Group on Diversity, Diversity Program Consortium Subgroup

ACD Working Group on Changing the Culture to End Sexual Harassment

Anti-Racism Steering Committee

Coordinating Committee for Research on Women's Health (CCRWH)

CCRWH Women of Color Sub Committee

Diversity Catalysts

Next Generation Researchers Initiative Working Group

NIH BluePrint and BRAIN Training, Inclusion, and Equity Team

NIH Disability Engagement Committee

NIH Equity Committee

NIH Research Coordinating Committee on Social Determinants of Health

NIH Section 508 Coordinators

NIH Working Group on Women in Biomedical Careers

Institute, Center, and Office Directors (ICDs)

Tribal Health Research Coordinating Committee (THRCC)

Steering Committee Diversity Working Group

Sexual and Gender Minority Research Coordinating Committee (SGMRCC)

TAC Diversity Subcommittee

UNITE Initiative

NIH-Wide DEIA Community

Abilities SIG
African American/Black Scientists
AI/AN Health Communications & Information
American Muslim Professional Group
Asian American, Native Hawaiian, & Pacific Islander Employment Engagement Committee*
Asian & Pacific Islander American Organization
Association of Women in Science
Bethesda Campus Christian Fellowship
Black Employment Engagement Committee*
Black Scientists and Friends
Blacks In Government
Caribbean Association at NIH
Conéctate (Get Connected!) with Acquisitions
DEAF Network
Diversity Council
Eight Changes for Racial Equity
FAN
NIH FAPAC
Fellows Committee
Fellows of All Abilities (FAAb)
Fellows and Friends
Genomics & Health Disparities SIG

LGBTQI+ WG on Genomics Education
Hispanic Employment Engagement Committee*
Hispanic Employee Organization
Hispanic Health Research SIG
HOLA
India
Korean Scientists Association
Korean Women in Science
LGBT Fellows and Friends
Mom-Dad-Docs
NIH iCAP Movement Towards Inclusion: Trans-
NIH Community of Administrative Professionals
NIH Special Populations Research Forum
Native American Employment Engatement Committee*
Native American Elders Disability Group
Network of African American Fellows
Network of Minority Health Research Investigators
Orthodox Jewish Women Support Group
People with Disabilities Employment Engagement Committee*
Salutaris

Sex & Gender in Health and Disease SIG
Sexual & Gender Minority Health SIG
Sexual and Gender Minority Employment Program Advisory Committee*
Society for the Advancement of Chicanos/Hispanics and Native Americans in Science
Special Populations Research Forum
Taiwanese Association
Three Blind Mice
Veterans Recruitment and Retention Force
Women in Science
Women of Color Committee
Women's Employment Engagement Committee*
Women Scientist Advisors

EDI Special Emphasis Portfolio Advisory Committees

Working Group Representatives

ICs: CC (Ila Flannigan, Alexis Braxton), CIT (Kevin Davis), CSR (Bonnie Ellis, Gabriel Fosu), FIC (Dexter Collins), NCATS (Penny Burgoon, Eric Sid), NCCIH (Mary Beth Kester, Rebecca Coca), NCI (Sanya Springfield, Shannon Bell), NEI (Karen Robinson-Smith, Mary Frances Cotch), NHGRI (Chris Gunter, Christina Daulton), NHLBI (Shkeda Johnson, Wayne Wang), NIA (Patricia Jones), NIAAA (Deidra Roach, Bridget Williams-Simons), NIAID (Juliane Caviston, LeShawndra Price), NIAMS (Stephanie Burrows, Jorge Zapata), NIBIB (Chris Cooper), NICHD (Toyin Ajsafe, Reon Holloway), NIDA (Albert Avila, Aria Crump), NIDCD (Mark Lucano), NIDCR (Denise Stredrick, Tamera Addison), NIDDK (Julie Wallace), NIEHS (Trevor Archer), NIGMS (Alison Gammie, Edgardo Falcon-Morales), NIMH (Meredith Fox, Lauren Hill), NIMH (Tilda Farhat, Kelvin Choi), NINDS (Angel de la Cruz, Michelle Jones-London), NINR (Olga Acosta, Jo-Ann Kriebel), NLM (Kathel Dunn, Troy Pfister)

DPCPSI: OAR (Felecia Bush, Renee Minnick), OBSSR (Deshiree Belis), ODP (Mary Garcia-Cazarin, Melissa Green Parker), ODSS (Alyssa Tonsing-Carter), OEPR (Marina Volkov, Sarah Rhodes, Kelly Singel, Rachel Diamond), ONR (Nicholas Jury) OPA (Rebecca Meseroll), ORIP (Mia Rochelle Lowden), ORIP (Oleg Mirochnitchenko), ORWH (Eddie Billingslea), ORWH (Shilpa Amin), OSC (Makyba Charles-Ayinde), SGMRO (Karen Parker), THRO (Dave Wilson)

OD: All of Us (Martin Mendoza, Justin Hentges), BRAIN (Ryan Richardson), COSWD (Charlene Le Fauve, Christy Ley), ECHO (Sonia Arteaga), EDI (Danny Dickerson, Kendrick Gibbs, Kay Johnson, Kimberly Kirkpatrick, Stephon Scott, Dawn Wayman), EDI/SEPM (David Rice Bali White Joy Postell Caroline Goon Ashley Wells Colin Frasier) HEAL (Erin Spaniol, Anna Mazzucco), IMOD (Melissa Laitner), OER (David Kosub, Rosalina Bray), OIR (Roland Owens), OLPA (Donna Crews), OM/EO (Leah Miller), OM/NBS (Kimberly Johnson), OM/ORS (Dever Powell), OM/ORS (Stephen Teagarden), OM/OSPMO (Kelley Timpa), OM/OHR (Kristen Dunn-Thomason), OSP (Jessica Tucker)

Areas of Focus

- DEIA Strategic Plan
- **UNITE**
- COSWD Strategic Plan

The NIH UNITE Initiative

Driven by events of 2020

- Disparate morbidity and mortality of the COVID-19 pandemic
- The murder of George Floyd
- Shortly after public unveiling, the killings of Asian women in Atlanta
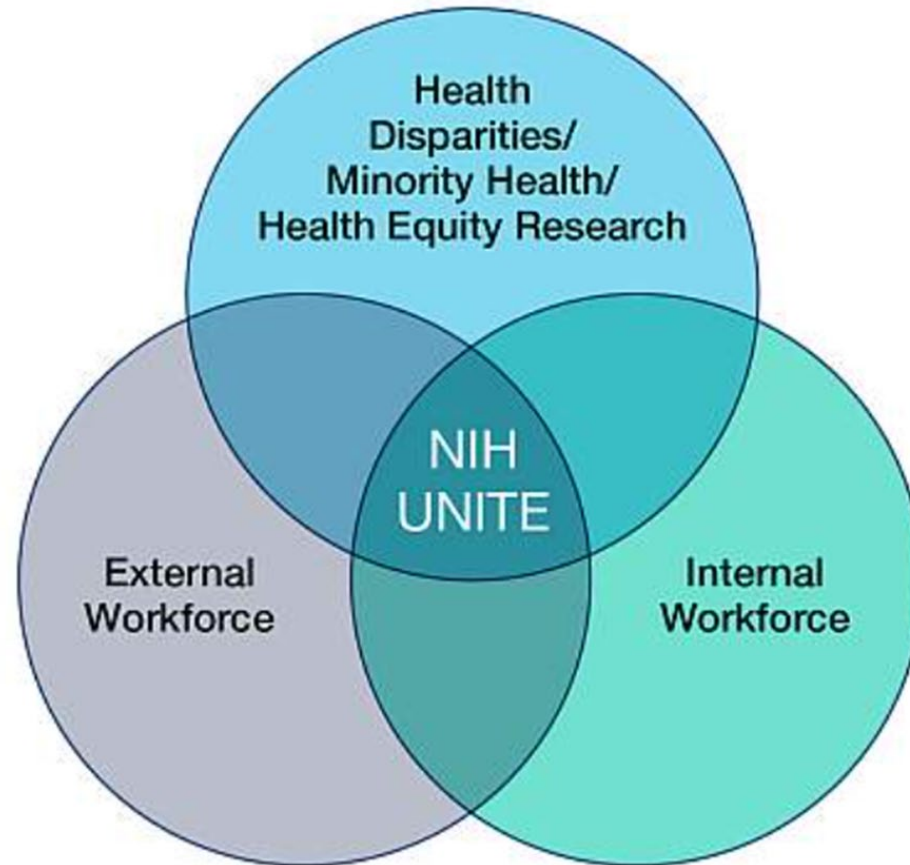
The NIH UNITE Initiative

- This brought into sharp relief the ongoing reality of **racial and ethnic injustice** in our country
- **We could not <u>be silent</u>.**
- We developed a **shared commitment** to **address structural racism** in the biomedical research enterprise.
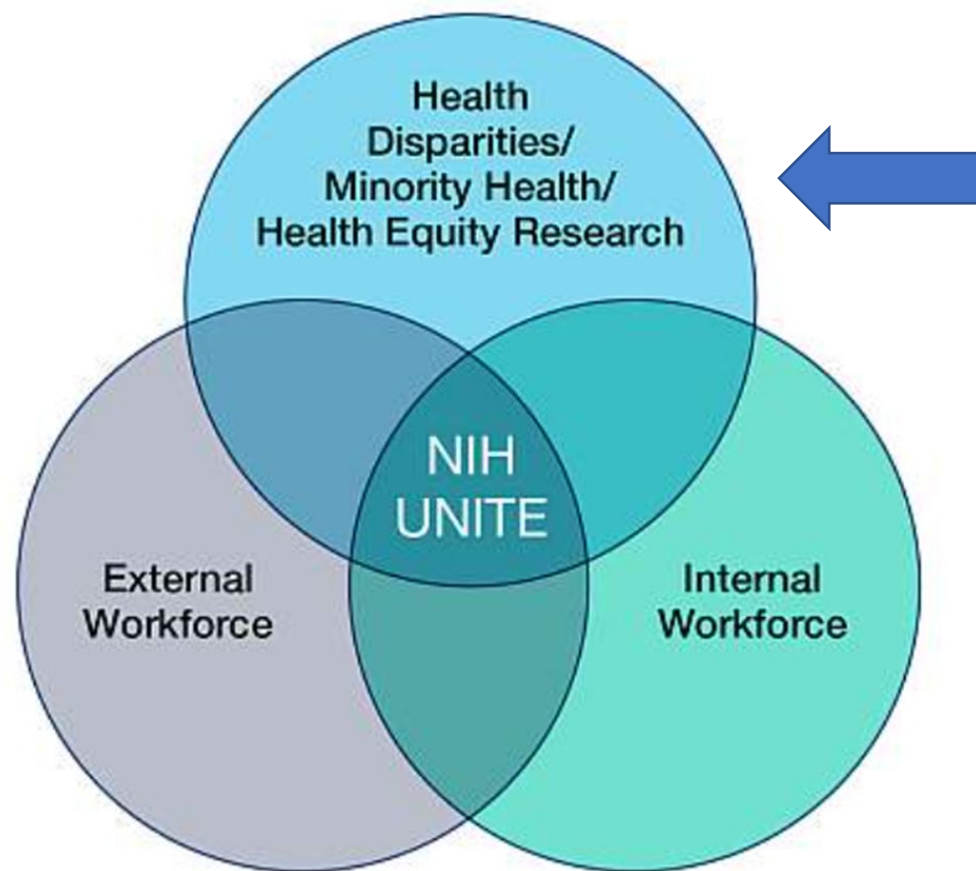
NIH National Institutes of Health
Turning Discovery Into Health

The NIH UNITE Initiative

NIH National Institutes of Health
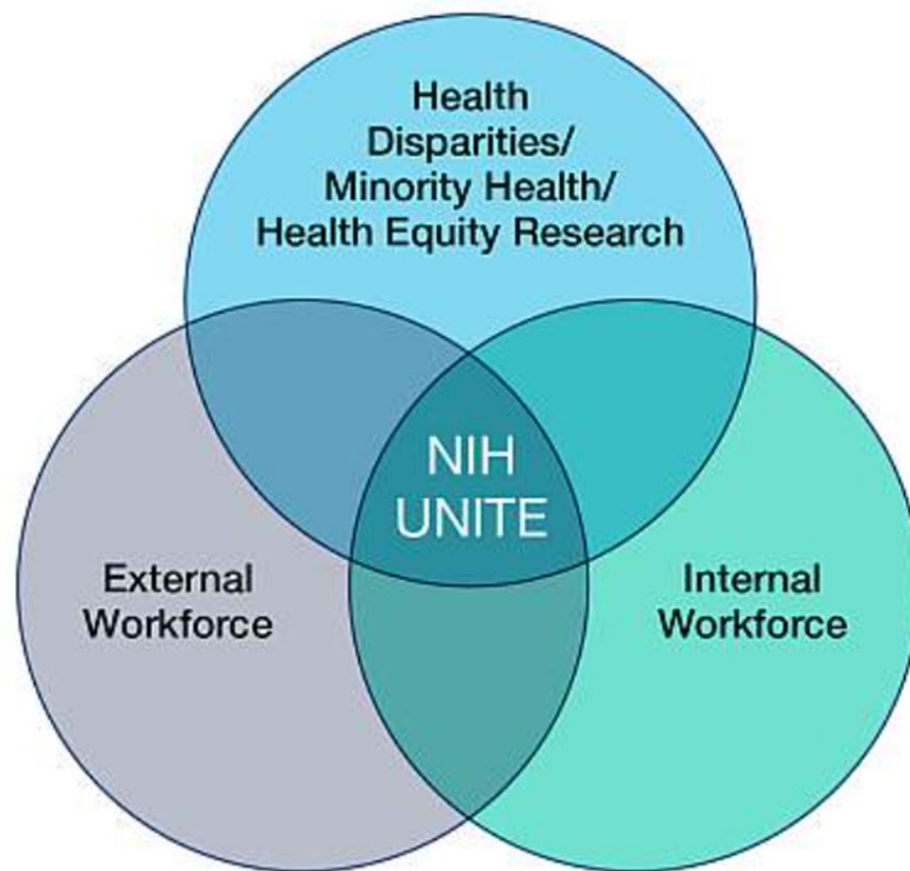Turning Discovery Into Health

The NIH UNITE Initiative

Action

NIH Common Fund Transformative Research to Address Health Disparities and Advance Health Equity – Committed up to $58M
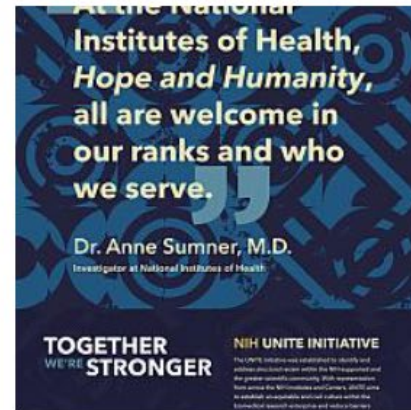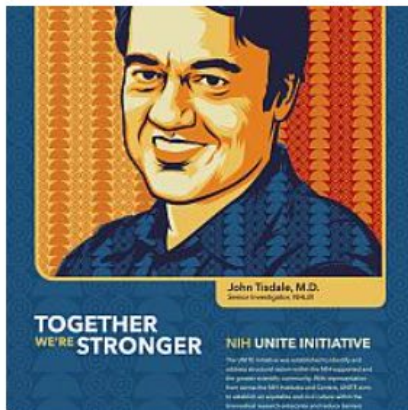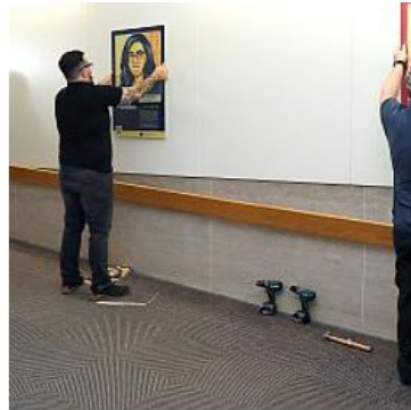
Two FOAs released 3/26/21: **11 awards announced 10/13/21**

1) RFA-RM-21-021 Transformative Research to Address Health Disparities and Advance Health Equity (U01 Clinical Trial Allowed) – **6 awards**
2) RFA-RM-21-022 Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions (U01 Clinical Trial Allowed) - **5 awards; additional competition FY 22**

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

The NIH UNITE Initiative

Health Disparities/ Minority Health/ Health Equity Research

NIH UNITE

External Workforce

Internal Workforce

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

Power of an Inclusive Workforce Recognition Project

nih.gov/ending-structural-racism   The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

The Power of an Inclusive Workplace Recognition Project:

Building 1: Former NIH Directors

The Power of an Inclusive Workplace Recognition Project:
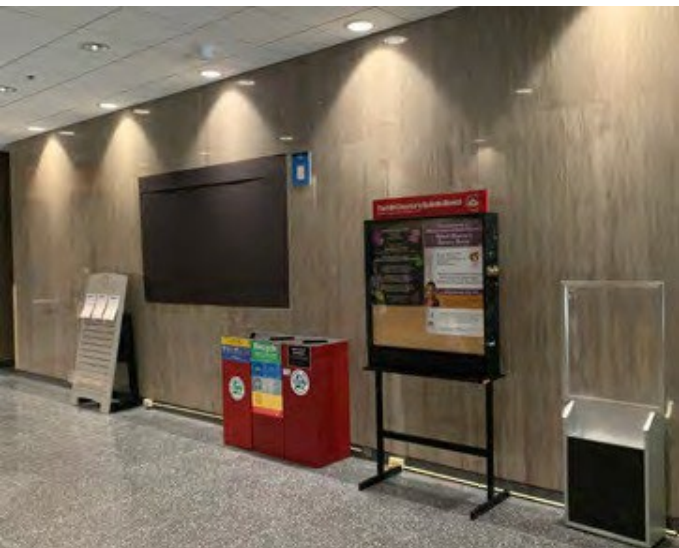
Building 10 – Few Diverse Exhibits

The Power of an Inclusive Workplace Recognition Project:

Building 10, Warren G. Magnuson Clinical Center

Leadership walk-through
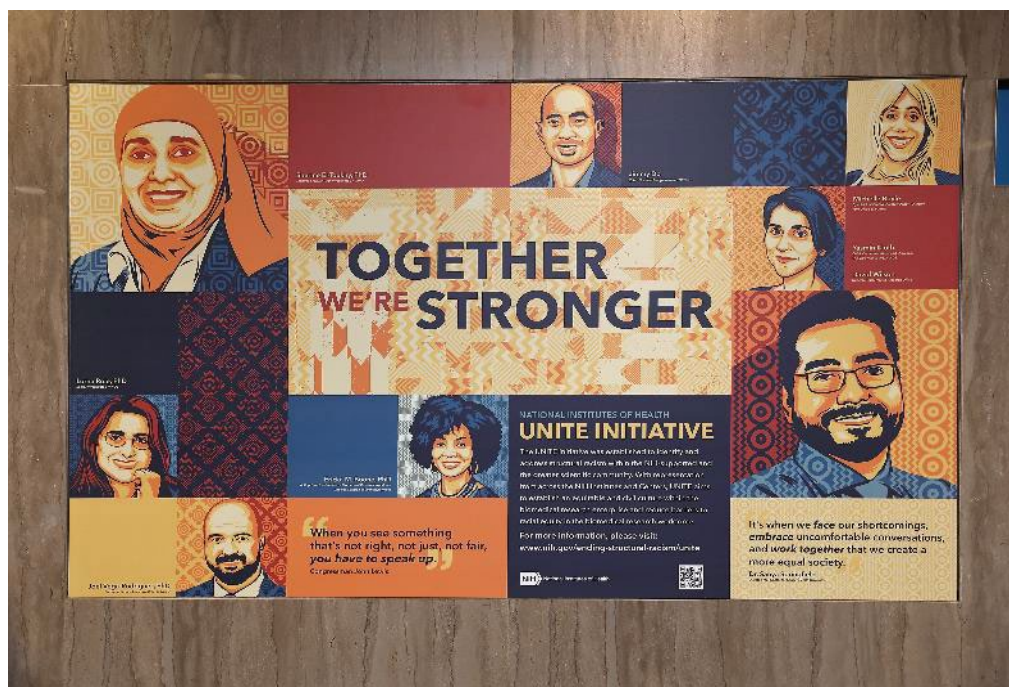
The Power of an Inclusive Workplace Recognition Project: Building 10, B1 Cafeteria
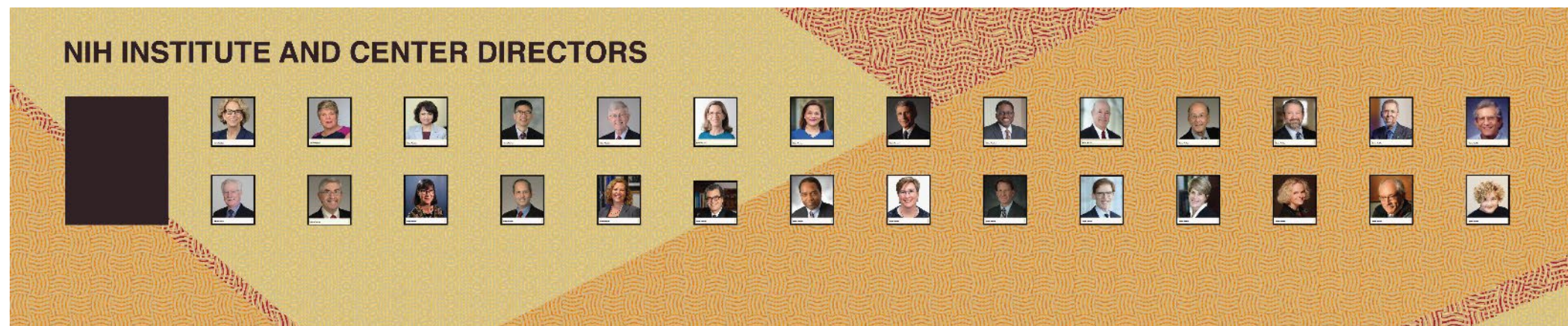
Before   After   After with Recognition

The Power of an Inclusive Workplace Recognition
Project: Buildings 31 and 1

NIH Executive Performance Requirements

Racial and Ethnic Equity Plans (REEPs) as a component of the DEIA performance metric
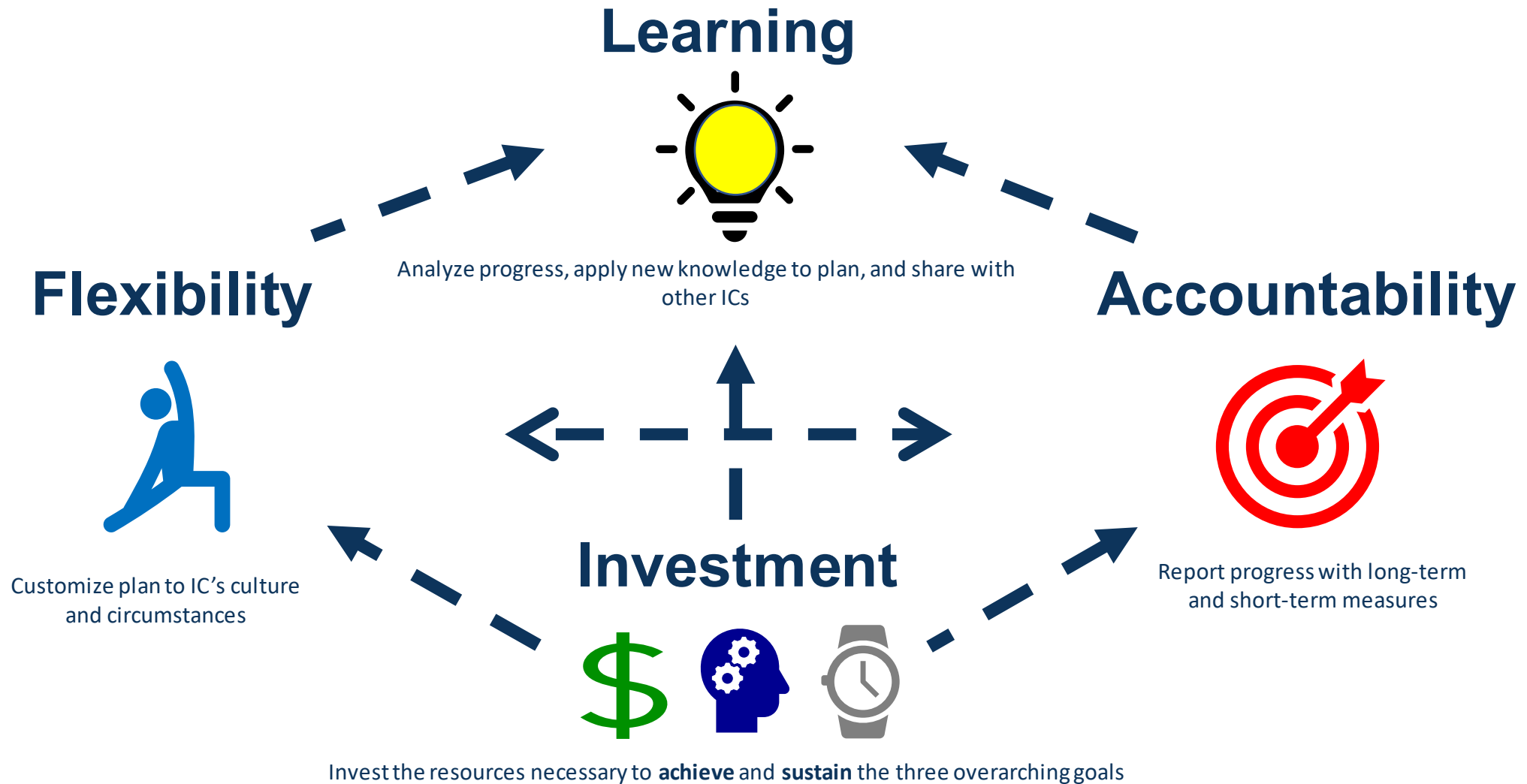
FY 2022

CE1: Leading Change
IT Cyber Security

CE2: Leading People
FEVS, Harassment &
HHS & NIH DEIA

CE3: Business Acumen
Privacy Act

National Institutes of Health
Turning Discovery Into Health

Principles for REEP Success

Learning
Analyze progress, apply new knowledge to plan, and share with other ICs

Flexibility
Customize plan to IC's culture and circumstances

Accountability
Report progress with long-term and short-term measures

Investment
Invest the resources necessary to **achieve** and **sustain** the three overarching goals

NIH National Institutes of Health
Turning Discovery Into Health

Leadership Expectations – Racial and Ethnic Equity Plans

Receive Guidance

Nov. 4

Iteratively Establish, Prepare, Assess, and Design

Nov. 4 – April 1

Final Review and Approval of REEPs

By May 1

Report and Share REEPs

Annually

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

The NIH UNITE Initiative
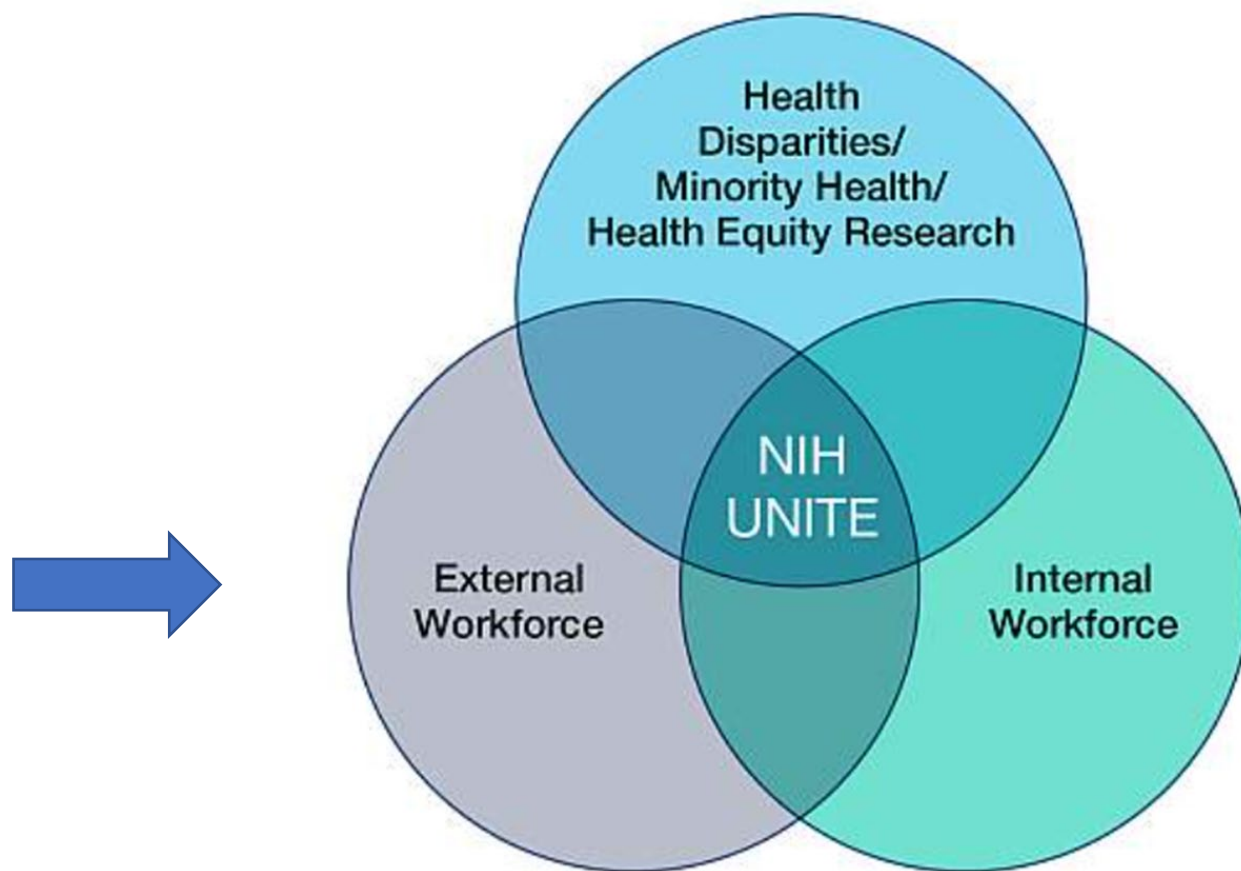
Faculty Institutional Recruitment for Sustainable Transformation (FIRST)

Overarching Goal

- Create cultures of inclusive excellence

Program Objectives:

- Faculty cohort model for hiring, multi-level mentoring, professional development

- Integrated, institution-wide systems to address bias, faculty equity, mentoring, and work/life issues

- Coordination and Evaluation Center (CEC): Independent program evaluation - faculty and institutional level

Estimated Funds Available: $241 million over nine years

Institutional Culture Change
Initial FIRST Cohorts – 6 Cohorts involving 7 Universities

Anticipated Future Opportunities

Increasing Career Opportunities for URGs

- Expand Science Education Partnership Awards (SEPA) Program to be NIH-wide

- Strengthen diversity and mentoring language in parent training grant and fellowship FOAs

- Increase use of diversity supplements for SBIR/STTR awards

NIH National Institutes of Health
Turning Discovery Into Health

Action – *BRAIN FOA*

- First NIH FOA using ***Plan to Enhance Diverse Perspectives*** as a consideration for scoring

- Diverse perspectives broadly defined – e.g., diversity of discipline, geography, and as broadly defined in NIH notice of interest in diversity

Richardson et al. Neuron.2021. https://doi.org/10.1016/j.neuron.2021.10.021.

National Institutes of Health
Turning Discovery Into Health

Anticipated Future Opportunities

Increasing Career Opportunities for URGs

- Expand Science Education Partnership Awards (SEPA) Program to be NIH-wide

- Strengthen diversity and mentoring language in parent training grant and fellowship FOAs

- Increase use of diversity supplements for SBIR/STTR awards

- Incorporate BRAIN initiative Plan to Enhance Diverse Perspectives (PEDP) into NIH research FOAs

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

Anticipated Future Opportunities

Promote Extramural Institutional Culture Change in Support of Inclusivity and Equity

- Launch program to fund Excellence in DEI Investigator's Grants

- Launch program to provide support for institutions to conduct objective climate assessments and critical self-studies, then develop action plans based on the results

- Launch prize for institutional innovation and advancement in DEI

NIH National Institutes of Health
Turning Discovery Into Health

RFI Preliminary Outcomes

- Sought input on how NIH can advance DEI and advance health disparities research

- Open March 1 – April 23, 2021

RFI Categories

All Aspects of the Biomedical Workforce

Policies and Partnerships

Research Areas

Further Ideas

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health
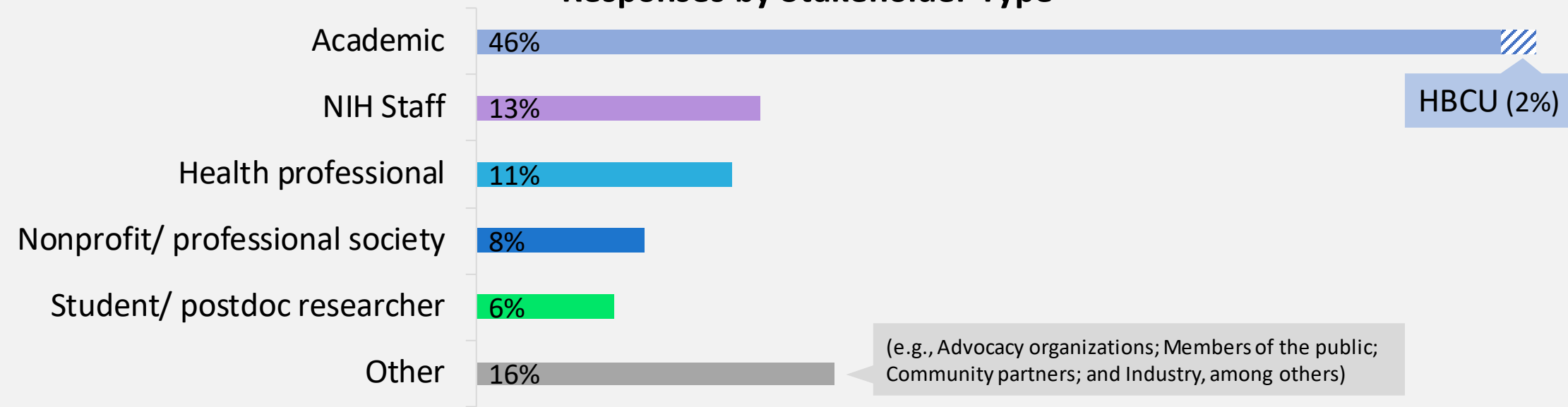
Results: The RFI received more than one thousand responses that spanned stakeholder type

RFI Results

- **Over 1,100 responses**
- **Wide-range of respondents** spanning across sectors, with the majority of respondents from academia

Responses by Stakeholder Type

Stakeholder Type	Percentage
Academic	46%
NIH Staff	13%
Health professional	11%
Nonprofit/ professional society	8%
Student/ postdoc researcher	6%
Other	16%

HBCU (2%)

(e.g., Advocacy organizations; Members of the public; Community partners; and Industry, among others)

NIH National Institutes of Health
Turning Discovery Into Health

Three preliminary cross-cutting findings emerged
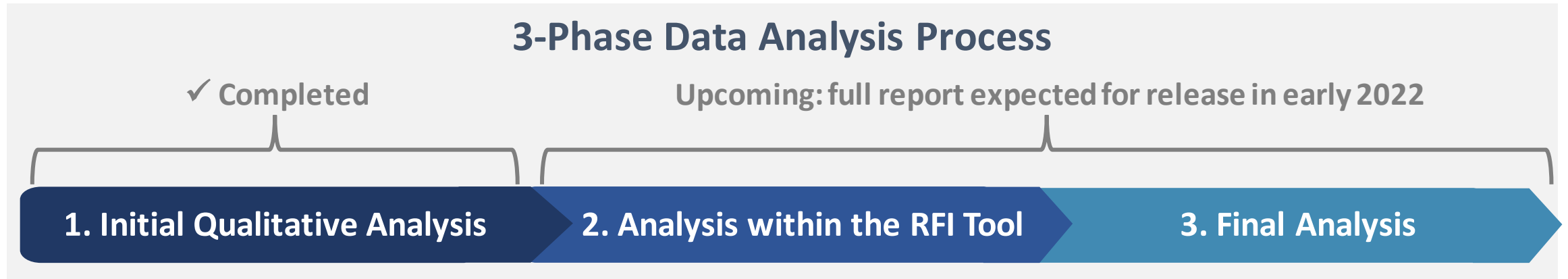
1. Actions Beyond Words

2. Enhance Programs & Activities

3. There is no "easy button"

A small number of respondents perceived no issues with racism or EDI at NIH and the broader biomedical community

NIH National Institutes of Health
Turning Discovery Into Health

Next Steps

- Continue to conduct analysis within the RFI Tool

- Analyze and synthesize findings for full report (expected in early 2022)

- Triangulate findings with other data (e.g., U Comm. listening activities findings, climate survey results)

3-Phase Data Analysis Process

✓ **Completed**   **Upcoming: full report expected for release in early 2022**

| 1. Initial Qualitative Analysis | 2. Analysis within the RFI Tool | 3. Final Analysis |

NIH UNITE

For fuller information regarding progress, milestones, and future directions see

[UNITE - Milestones & Progress | National Institutes of Health (NIH)](#)

Areas of Focus

- DEIA Strategic Plan
- UNITE
- **COSWD Strategic Plan**
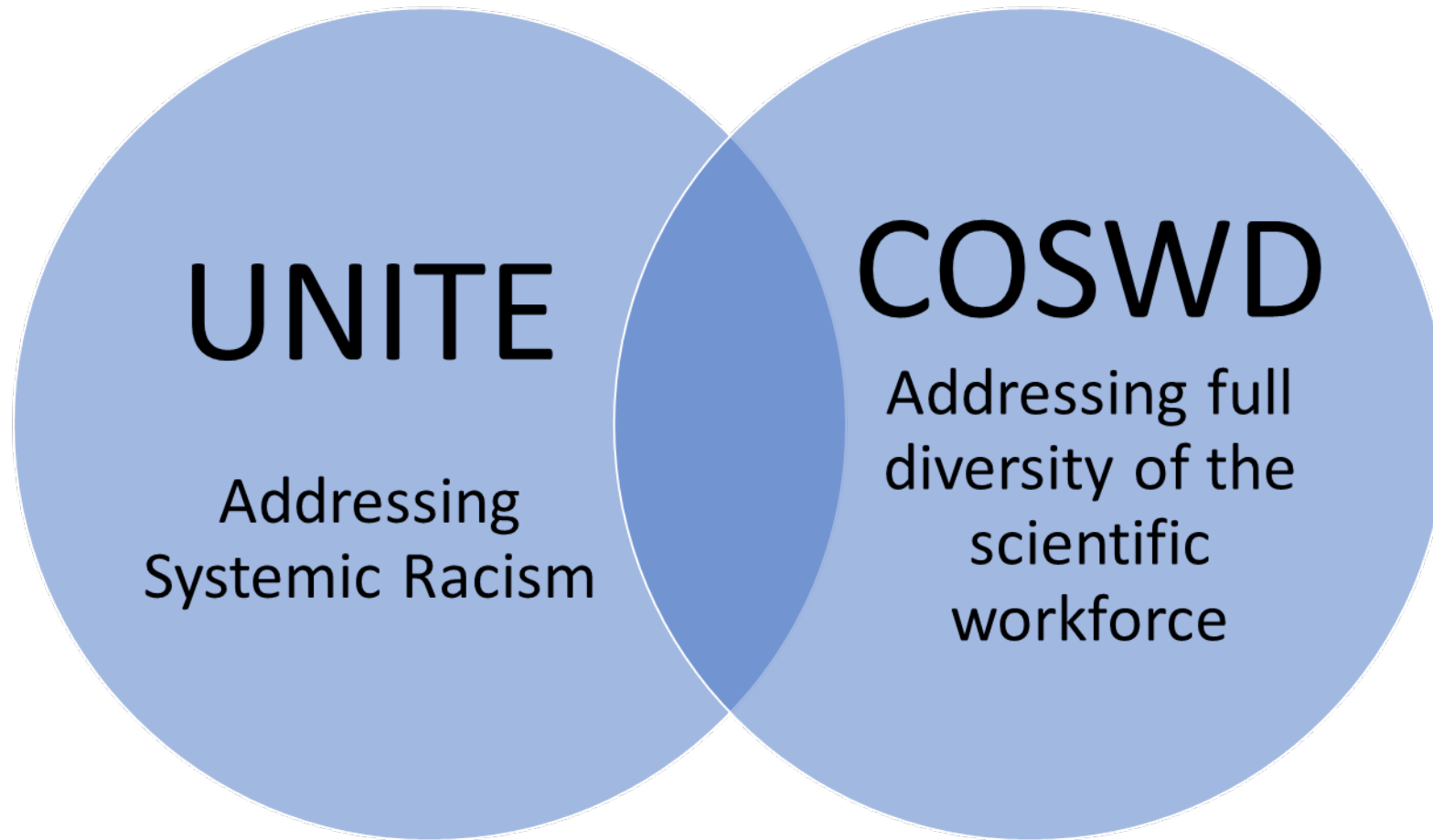
Chief Officer for Scientific Workforce Diversity (COSWD)

VISION
To enable NIH and NIH-funded institutions to benefit from a full range of talent, fostering creativity and innovation in science.

MISSION
To be the NIH thought leader in the science of scientific workforce diversity, using evidence-based approaches to catalyze cultures of inclusive excellence.

Great Minds Think Differently

+ **BUILD** the evidence – by using research insights and NIH as a test bed for innovative scientific programs to enhance diversity in the workforce.

+ **DISSEMINATE** the evidence – through work with the biomedical scientific community, from trainees to established tenured scientists.

+ **ACT** on the evidence – by advancing integrated, institution-wide systems to address bias, equity, mentoring, and work/life issues.

Underrepresented Populations in the U.S. Biomedical, Clinical, Behavioral and Social Sciences Research Enterprise

- 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

- Individuals with disabilities

- Individuals from disadvantaged backgrounds*

- Women at the graduate level and beyond in scientific fields

*Includes rural background when combined with at least 1 other factor

https://grants.nih.gov/grants/guide/notice-files/NOT-OD-20-031.html.

The 21st Century Scholars Program

- A self-reinforcing community of DEIA focused staff

- Awareness of the science of scientific workforce diversity

- Collaborative efforts in workshop and/or funding opportunity development

Catalyzing Recognition of DEIA Mentoring

NOSI OD-22-057

- Supplements to already funded research

- Prioritizing mentors who will enhance outreach to scientists in keeping with the NIH NOSI in diversity

National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity

Great minds think differently.

Check out our website: **diversity.nih.gov**

Sign up for our quarterly newsletter and visit our SWD blog for twice monthly updates

Follow us on Twitter **@NIH_COSWD**

Email us at **SWD_Talks@nih.gov**