



GREAT MINDS THINK DIFFERENTLY

Update on NIH DEIA Activities

NHGRI Council

Marie A. Bernard, M.D., NIH Chief Officer for Scientific Workforce Diversity (COSWD)



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

Areas to be Covered

- DEIA Strategic Plan
- COSWD Activities
- UNITE

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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
TO ADVANCE
DIVERSITY, EQUITY,
INCLUSION, AND
ACCESSIBILITY IN THE
FEDERAL WORKFORCE**

NOVEMBER 2021



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

Overarching Principles of the Plan



Communicates vision and aspirations for all NIH



Broad scope



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



Reports example accomplishments



Conveys priorities for the next 5 years



Includes broad priorities and sample 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

DEIA Strategic Plan Framework

Objective 1: Implement Organizational Practices to Center and Prioritize DEIA in the Workforce

- *NIH Workforce*
- *Workforce at Institutions Supported by NIH Funding*

Objective 2: Grow and Sustain DEIA through Structural and Cultural Change

- *Stewardship*
- *Partnerships & Engagements*
- *Accountability & Confidence*
- *Management & Operations*

Objective 3: Advance DEIA through Research

- *Workforce Research*
- *Health Research*

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GREAT MINDS THINK DIFFERENTLY

NIH Chief Officer for Scientific Workforce Diversity (COSWD) Strategic Plan



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

FISCAL YEARS

2022-2026

CHIEF OFFICER FOR SCIENTIFIC WORKFORCE DIVERSITY (COSWD)

VISION

To enable NIH and NIH-funded institutions to benefit from the nation's full range of talent and foster creativity and innovation in science.

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-  **BUILD** the evidence – using NIH as a test bed
-  **DISSEMINATE** the evidence – across the biomedical research workforce ecosystem
-  **ACT** on the evidence – by advancing integrated, institution-wide systems

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>.

ORGANIZATIONAL AND TALENT SCOPE



NHGRI Diversity Action Agenda and COSWD Plan Aligned



21st Century Scholars Program

- Modeled after successful Distinguished Scholars Program, applied to extramural workforce
- Designed to build self-reinforcing culture of mentoring and support at NIH
- Focus on the science of scientific workforce diversity
- Inaugural participant and mentor cohort launched in March 2022



2022 Program Mentors



Lucia Hindorff, Ph.D., M.P.H.
National Human Genome
Research Institute (NHGRI)



Lu Wang, Ph.D.
National Institute of Dental and
Craniofacial Research (NIDCR)



Krista A. Zanetti, Ph.D., M.P.H., R.D.
National Cancer Institute (NCI)

Scientific Workforce Diversity Seminar Series (SWDSS)

SAVE THE DATE: TUESDAY, MAY 17, 2022, 1:00 – 2:30 P.M. ET

How Does Diversity Impact Science?



- Jedidah Isler, Ph.D, *Office of Science Technology Policy*
- Laurel Smith-Doerr, Ph.D., *University of Massachusetts Amherst*
- Richard B. Freeman, Ph.D., *Harvard University*
- Jennifer Kuan, Ph.D., *California State Monterey Bay*
- George M. Santangelo, Ph.D., *National Institutes of Health*
- Shirley M. Tilghman, Ph.D., *Princeton University*

CATALYZING RECOGNITION OF DEIA MENTORING

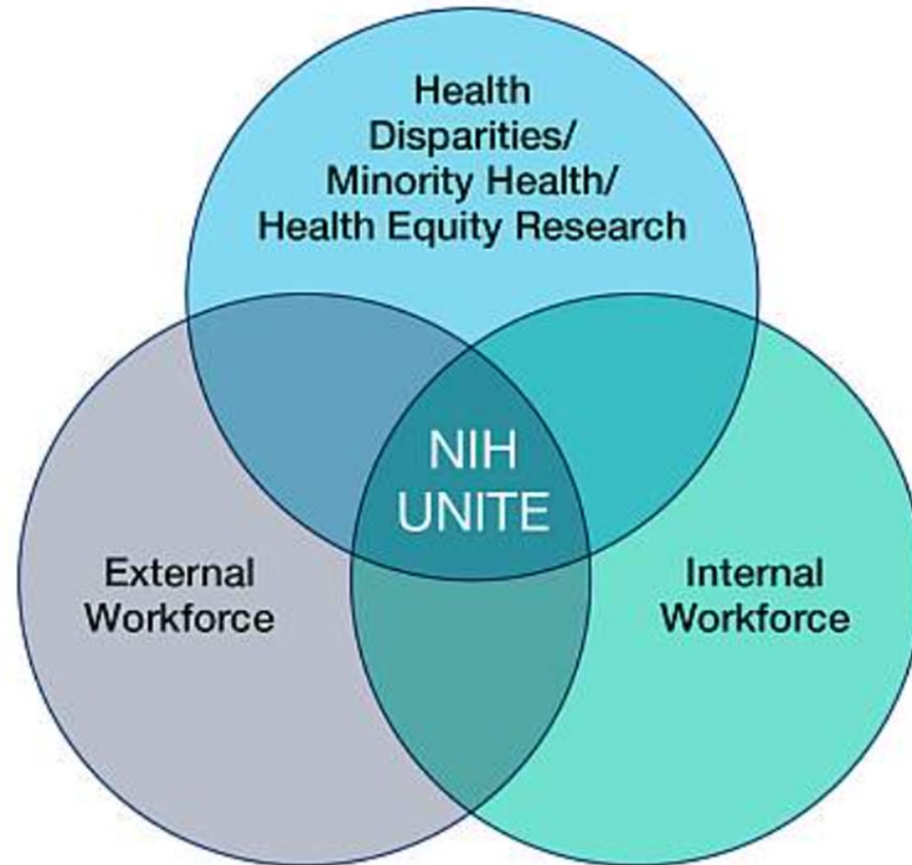
- **Notice of Special Interest (NOSI):
Administrative Supplements to Recognize
Excellence in Diversity, Equity, Inclusion, and
Accessibility (DEIA)**
 - Notice Number: NOT-OD-22-057
- Supplements to already funded research
- Prioritizing mentors who will enhance outreach to scientists in keeping with the NIH NOSI in diversity



Areas to be Covered

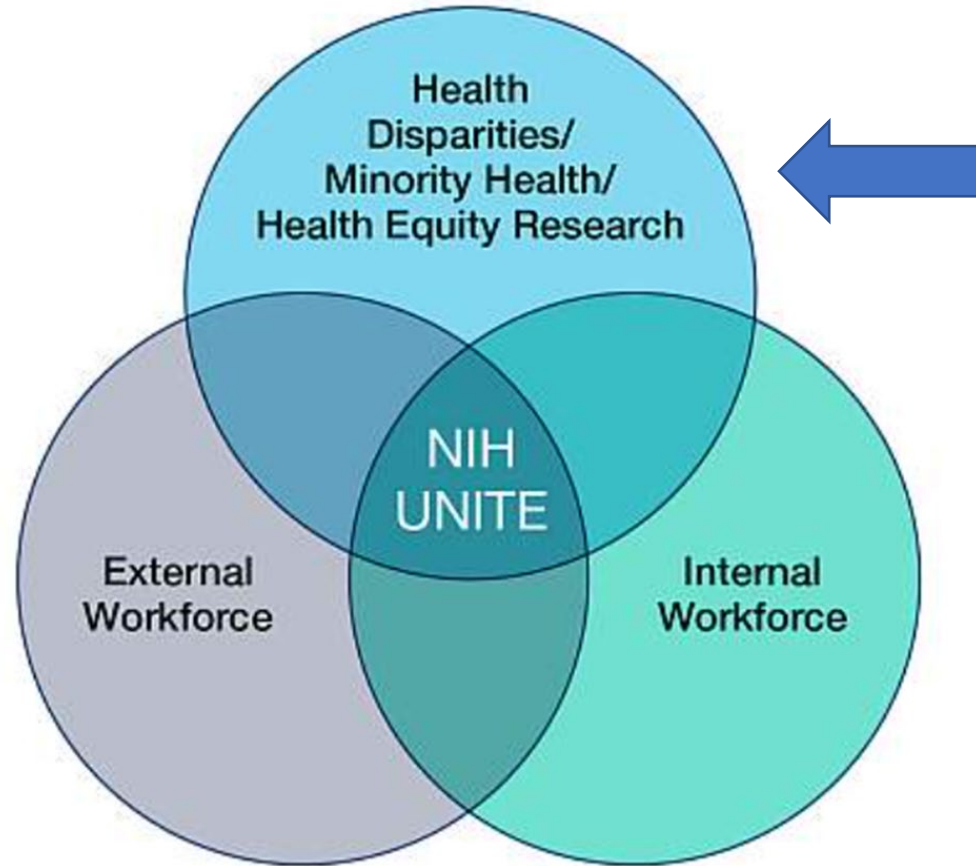
- DEIA Strategic Plan
- COSWD Activities
- **UNITE**

The NIH UNITE Initiative



Bernard, MA Johnson AC, Hopkins-Laboy T, Tabak LA. Nature Medicine. [DOI: 10.1038/s41591-021-01532-1](https://doi.org/10.1038/s41591-021-01532-1) (2021)

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**



Community Partnerships to Advance Science for Society (ComPASS)

Lead ICOs: NIMH, NIMHD, NINR, ORWH, THRO

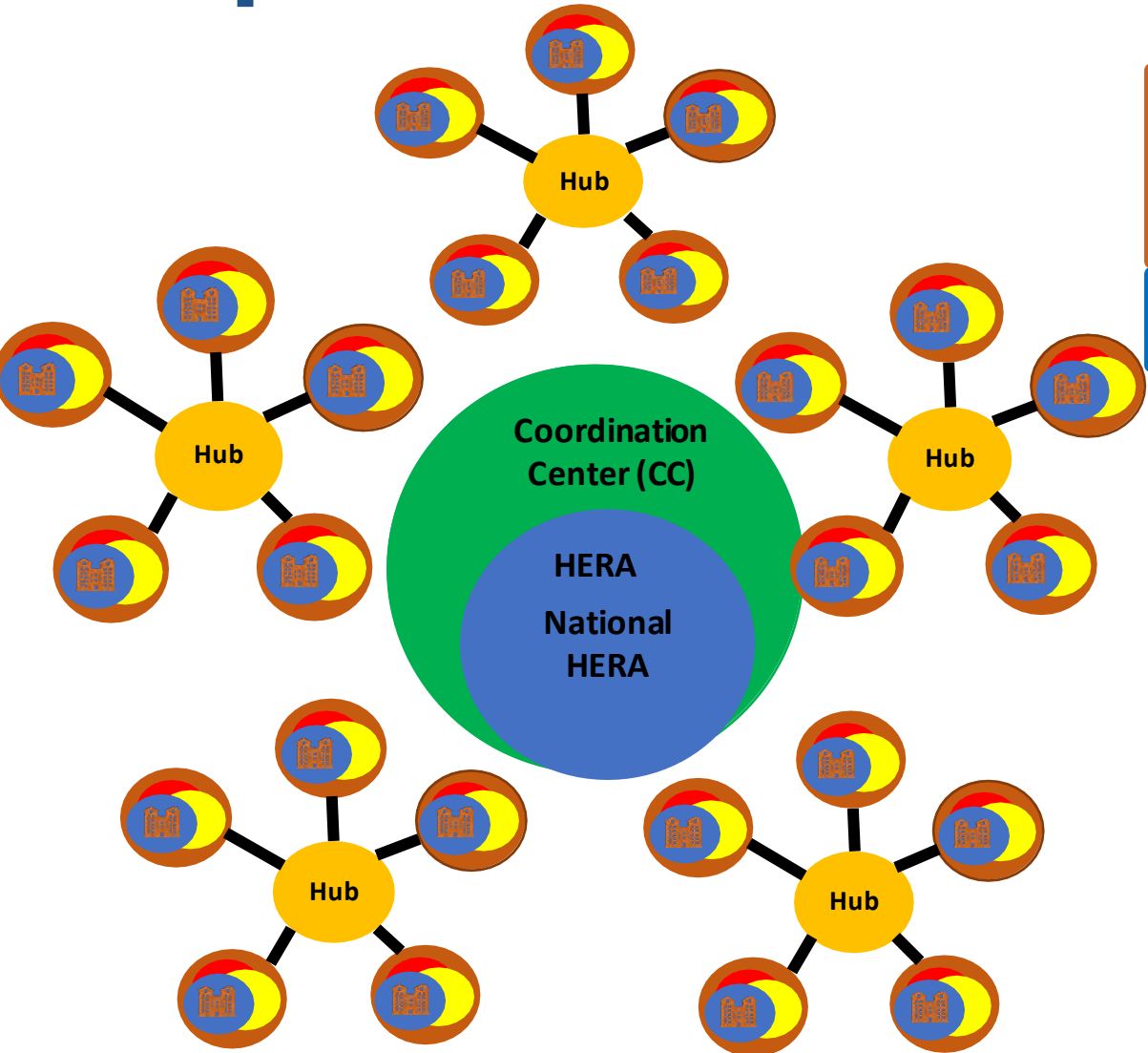
Working Group: CSR, NCI, NEI, NHGRI, NHLBI, NIA, NIAMS, NICHD, NIDA, NIDDK, NIEHS,
NIMH, NIMHD, NINDS, NINR, NLM, OBSSR, ODP, ORWH, SGRMO, THRO



National Institutes of Health

Office of Strategic Coordination – The Common Fund

Proposed ComPASS Initiatives



Community-Driven, Health Equity Structural Interventions

Local Health Equity Research Assembly (LocalHERA)

Coordination Center with

National Health Equity Research Assembly (NationalHERA)

Health Equity Research Hubs for Scientific Support and Partnership

Action

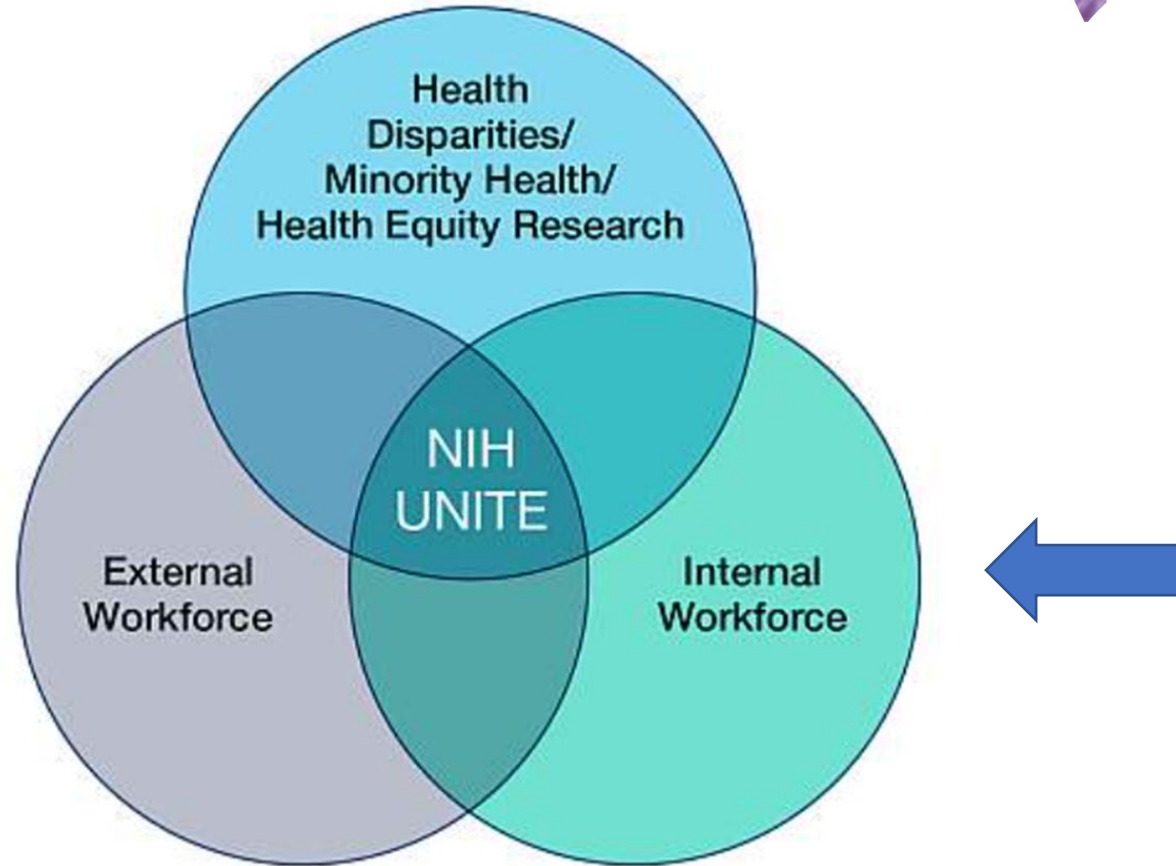


NIH Common Fund Transformative Research to Address Health Disparities and Advance Health Equity

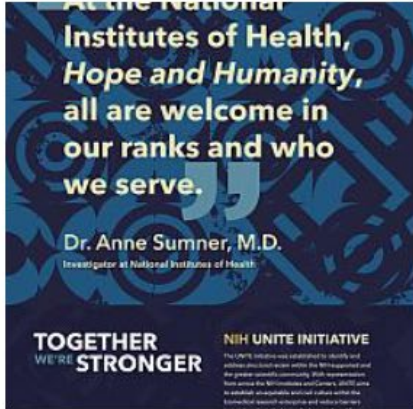
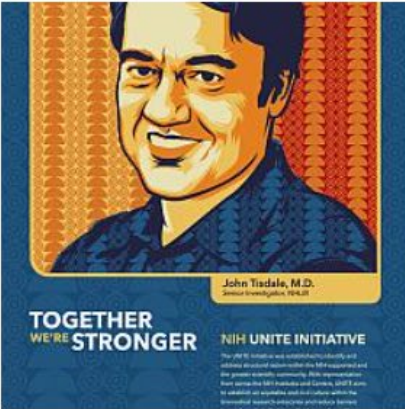
- **Community Partnerships to Advance Science for Society (ComPASS)**
 - Committing up to \$23 – 52M/yr X 10 yrs

For more information see January 27, 2022, Council of Councils presentation:
<https://videocast.nih.gov/watch=44527>.

The NIH UNITE Initiative



Power of an Inclusive Workforce Recognition Project



<https://www.statnews.com/2022/04/11/the-power-of-inclusion-overturning-the-white-wall-standard/>

Power of an Inclusive Workforce Recognition Project



The measure of a country's greatness is its ability to retain compassion in times of crisis.
Thurgood Marshall

The world *needs* all types of minds.
Temple Grandin

Not everything that is faced can be changed, but nothing can be changed *until it is faced.*
James Baldwin

At the National Institutes of Health, *Hope and Humanity*, all are welcome in our ranks and who we serve.
Anna Surinor, MD
Senior Investigator, NIDDK

What you do makes a difference, and you have to decide what *kind of difference* you want to make.
Jane Goodall

I was taught that the way of progress was neither *swift nor easy.*
Marie Curie

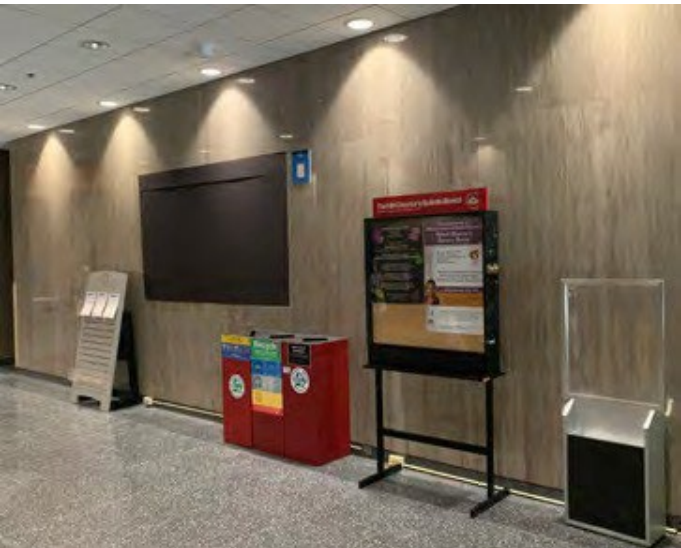
**NATIONAL INSTITUTES OF HEALTH
UNITE INITIATIVE**
The UNITE Initiative was established to identify and address structural racism within the NIH-supported and the greater scientific community. With representation from across the NIH Institutes and Centers, UNITE aims to establish an equitable and civil culture within the biomedical research enterprise and reduce barriers to racial equity in the biomedical research workforce.

For more information, please visit:
www.nih.gov/ending-structural-racism/unite

NIH National Institutes of Health

Portraits include: Thurgood Marshall, Dr. Ronald Robinson, Chao-Chi "Charlie" Cheng, MD, Jerry Tyan, Carmen B. Arango Zavella, DVM, MS, Anna Surinor, MD, and Teresa Fisher.

The Power of an Inclusive Workplace Recognition Project: Buildings 31



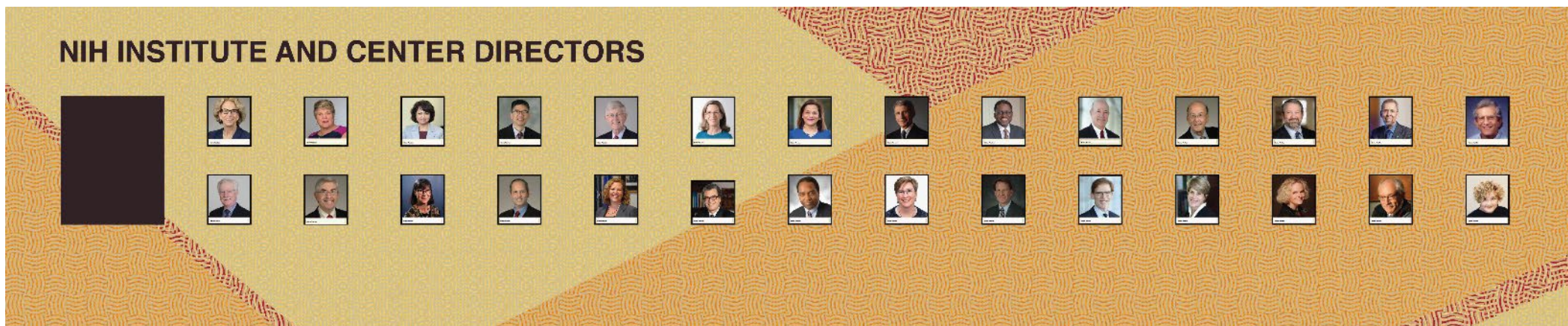
Before



After

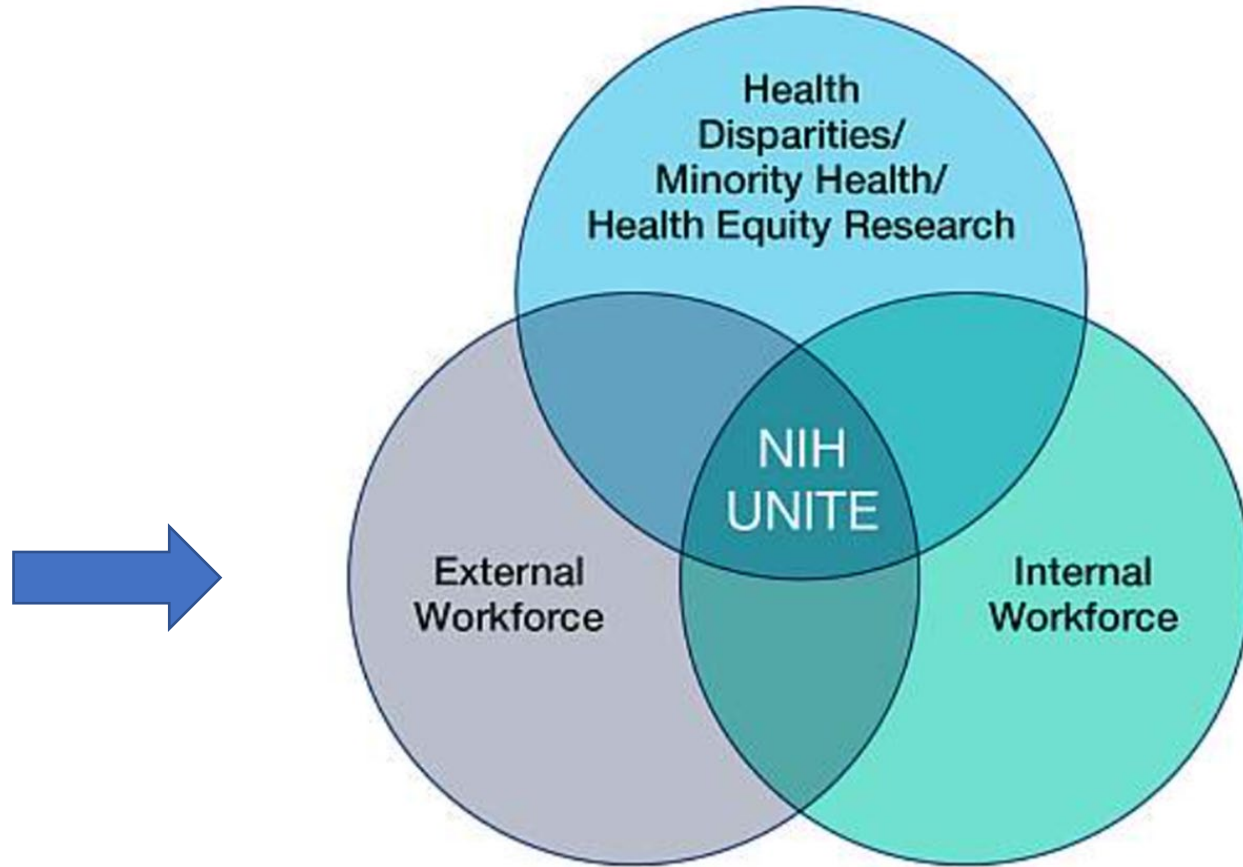


After with Recognition



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

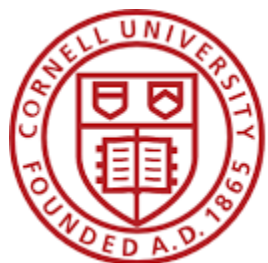
The NIH UNITE Initiative



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



Cornell University.



SAN DIEGO STATE
UNIVERSITY



TUSKEGEE
UNIVERSITY



Icahn
School of
Medicine at
Mount
Sinai



THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM



INSTITUTIONAL CULTURE CHANGE: FIRST COORDINATION AND EVALUATION CENTER



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>.

Action

Increasing Career Opportunities for URGs



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

Action

Increasing Career Opportunities for URGs



Notice of Participation of Additional NIH Institutes and Centers in PAR-20-153: Science Education Partnership Awards (SEPA) (R25-Clinical Trial Not Allowed)

Notice Number:
NOT-HG-22-017

Key Dates

Release Date: April 7, 2022

Related Announcements

[PAR-20-153](#) - NIH Science Education Partnership Award (SEPA) (R25 - Clinical Trial Not Allowed)

[NOT-HG-22-006](#) - Notice of Participation of Additional NIH Institutes and Centers in PAR-20-153: Science Education Partnership Awards (SEPA) (R25-Clinical Trial Not Allowed)

[NOT-HG-22-016](#) - Notice of Early Termination of NOT-HG-22-006, "Notice of Participation of Additional NIH Institutes and Centers in PAR-20-153: Science Education Partnership Awards (SEPA) (R25-Clinical Trial Not Allowed)"

Issued by

National Human Genome Research Institute ([NHGRI](#))

National Eye Institute ([NEI](#))

National Institute on Aging ([NIA](#))

National Institute on Alcohol Abuse and Alcoholism ([NIAAA](#))

National Institute of Allergy and Infectious Diseases ([NIAID](#))

Other Ongoing Activities – FOAs and Prizes



- Institutional Climate/Self-Studies
- Structured Institutional Needs Assessment and Action Plan Development Grants for MSIs
- S10 Instrumentation Grant for minority-serving institutions
- Expansion of SPAD Services and Activities for MSIs Implementation
- Excellence in DEI Investigator Award Implementation

NHGRI Diversity Action Agenda and UNITE Actions Aligned



NIH Development of a Prize Competition for Institutional Excellence in Diversity, Equity, Inclusion, and Accessibility (DEIA)



- To acknowledge transformative cultures, systems, projects, and processes that institutions of higher education have developed to achieve inclusive excellence.
- To highlight practices that have resulted in measurable change and created a more inclusive environment for students and faculty.



Request for Comments



- Input sought from the **scientific research community**; DEIA experts, researchers, and the general public.
- Topics for input include:
 - Structure of the prize competition
 - Outreach (e.g., communications to share information about the prize competition)
 - Judging criteria
 - Timing
 - Dissemination of winning submissions
 - Reasons for and potential barriers in applying

To learn more visit: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-22-109.html>

How to Submit a Response



Submit responses by July 28, 2022 to NIH COSWD Office at:

COSWDPrizeCompetition@nih.gov



NIH UNITE








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

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



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CONTACT US

-  Check out our website diversity.nih.gov
-  Sign up for our [quarterly newsletter](#) and visit our [COSWD blog](#) for twice monthly updates
-  Follow us on [Twitter @NIH_COSWD](#)
-  Follow us on [LinkedIn @NIH Chief Officer for Scientific Workforce Diversity](#)
-  Email us at SWD_Talks@nih.gov



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

