Update on NIH DEIA Activities

NHGRI Council
Marie A. Bernard, M.D., NIH Chief Officer for Scientific Workforce Diversity (COSWD)
Areas to be Covered

- DEIA Strategic Plan
- COSWD Activities
- UNITE
Areas to be Covered

• DEIA Strategic Plan

• COSWD Activities

• UNITE
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 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
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
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
Areas to be Covered

• DEIA Strategic Plan

• COSWD Activities

• UNITE
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.
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.

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

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

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

ORGANIZATIONAL AND TALENT SCOPE

Focus on Broader Scientific Enterprise

NIH Workforce
- Intramural Research Program (IRP)
- Extramural Research Program (ERP)

External Scientific Biomedical Workforce
- NIH Grantees

Holistic Perspective on Talent Lifecycle
- Recruit
- Develop and Reward
- Retain
NHGRI Diversity Action Agenda and COSWD Plan Aligned

GOAL 1: Develop and support initiatives that provide early exposure and access to careers in genomics.

GOAL 2: Develop and support training programs and networks that connect undergraduate and graduate education to careers in genomics.

GOAL 3: Develop and support training, career development, and research transition programs that lead to independent research and clinical careers in genomics.

GOAL 4: Evaluate progress towards achieving greater diversity in the genomics workforce.
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
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

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger
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, NICH, NIDA, NIDDK, NIEHS, NIMH, NIMHD, NINDS, NINR, NLM, OBSSR, ODP, ORWH, SGRMO, THRO
Proposed ComPASS Initiatives

- **Coordination Center (CC)**
- **HERA National HERA Hub**
- Community-Driven, Health Equity Structural Interventions
- Local Health Equity Research Assembly (Local HERA)
- **Coordination Center with**
  - National Health Equity Research Assembly (National HERA)
- Health Equity Research Hubs for Scientific Support and Partnership
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 to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger
Power of an Inclusive Workforce
Recognition Project

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

NIH INSTITUTE AND CENTER DIRECTORS

Before

After

After with Recognition
The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger
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
- Drexel University
- Florida State University
- Icahn School of Medicine at Mount Sinai
- The University of Alabama at Birmingham
INSTITUTIONAL CULTURE CHANGE: FIRST COORDINATION AND EVALUATION CENTER

MOREHOUSE
SCHOOL OF MEDICINE
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

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)

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)
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

GOAL 1: Develop and support initiatives that provide early exposure and access to careers in genomics.

GOAL 2: Develop and support training programs and networks that connect undergraduate and graduate education to careers in genomics.

GOAL 3: Develop and support training, career development, and research transition programs that lead to independent research and clinical careers in genomics.

GOAL 4: Evaluate progress towards achieving greater diversity in the genomics workforce.
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

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)
CONTACT US

- Check out our website [diversity.nih.gov](https://diversity.nih.gov)
- Sign up for our [quarterly newsletter](https://example.com/quarterly-newsletter) and visit our [COSWD blog](https://coswd.nih.gov) for twice monthly updates
- Follow us on Twitter [@NIH_COSWD](https://twitter.com/NIH_COSWD)
- Follow us on LinkedIn [@NIH Chief Officer for Scientific Workforce Diversity](https://www.linkedin.com/in/nih-chief-officer-for-scientific-workforce-diversity)
- Email us at [SWD_Talks@nih.gov](mailto:SWD_Talks@nih.gov)