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Welcome to the NHGRI Town Hall

NHGRI Racial and Ethnic Equity Plan (REEP)

A discussion of NHGRI's ongoing actions to address racism and to support equity and inclusion.

July 29 | 1:00 p.m. Eastern Time (US and Canada)



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The Race Ahead: Using the Science of Change to Create Equity

J. Bruce Stewart, Ph.D.

CEO | Small World Solutions Group

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NHGRI Racial and Ethnic Equity Plan (REEP)

Kevin Bishop, *Biologist, Zebrafish Core*

Christina Daulton, *Partnerships and Engagement Officer, Training, Diversity and Health Equity Office*

Sara Chandros Hull, *Director, NHGRI Bioethics Core and Associate Investigator, Office of the Clinical Director*



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Working Group Members

1. **Sarah Bates**, Chief, Office of Communications
2. **Kevin Bishop**, Biologist, Zebrafish Core
3. **Vence Bonham**, Acting Deputy Director, Office of the Director and Associate Investigator, Social and Behavioral Research Branch
4. **Christina Daulton**, Partnerships and Engagement Officer, Training, Diversity and Health Equity Office
5. **Jameson Floyd**, Postbaccalaureate Fellow, Bonham Lab
6. **Neil Hanchard**, Clinical Investigator, Center for Precision Health Research and Head of the Childhood Complex Disease Genomics Section
7. **Faith Harrow Plante**, Scientific Training Director, Intramural Training Office
8. **Sara Chandros Hull**, Director, NHGRI Bioethics Core; Associate Investigator, Office of the Clinical Director
9. **Dave Kaufman**, Program Director, Division of Genomics and Society
10. **Jielu Lin**, Staff Scientist, Social and Behavioral Research Branch
11. **Emily Neveux**, Deputy Executive Officer
12. **Allie Osgood**, Scientific Program Analyst, Extramural Research Program
13. **Ellen Rolfes**, Executive Officer and Director, Division of Management
14. **Lorjetta Schools**, Scientific Policy Analyst, Training, Diversity and Health Equity Office and Chair, Inclusion Task Force

REEP = Opportunity

The REEP Process Has Three Goals

Goal 1: Address Structural Racism

Goal 2: Advance Equity

Goal 3: Enhance Diversity

REEP Goal #1: IC leadership and staff apply the REEL Framework to the IC's workforce, structures, and systems

NHGRI Focus Areas for Goal 1:

- More staff address structural racism as core job responsibility
- Create psychological safety in NHGRI work environments

REEP Goal #2: Identify and address any racial and ethnic inequities that may exist in the IC workforce

NHGRI Focus Areas for Goal 1:

- Address potential inequities that may exist in promotion, professional development opportunities, and merit recognition.

REEP Goal #3: Enhance the diversity of the IC workforce

NHGRI Focus Area for Goal 3:

- Address potential biased conceptions of job applicant eligibility and qualifications that may stymie our efforts to advance racial and ethnic equity.

NHGRI Action Items

- Leadership training - Require leadership participation in diversity-focused professional development programs
- Re-evaluate current mechanisms for employee protections
- Data - collection of data to better reflect current and future initiatives
- Survey/Focus groups - Pursue an annual workplace climate survey and/or focus groups designed to collect baseline and longitudinal data on issues of equity, equality, racism, and bias

What You Can Do

- Watch for the emails
- Join the opportunity
- Be part of the social contagion

**Thank You
for Attending**



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