

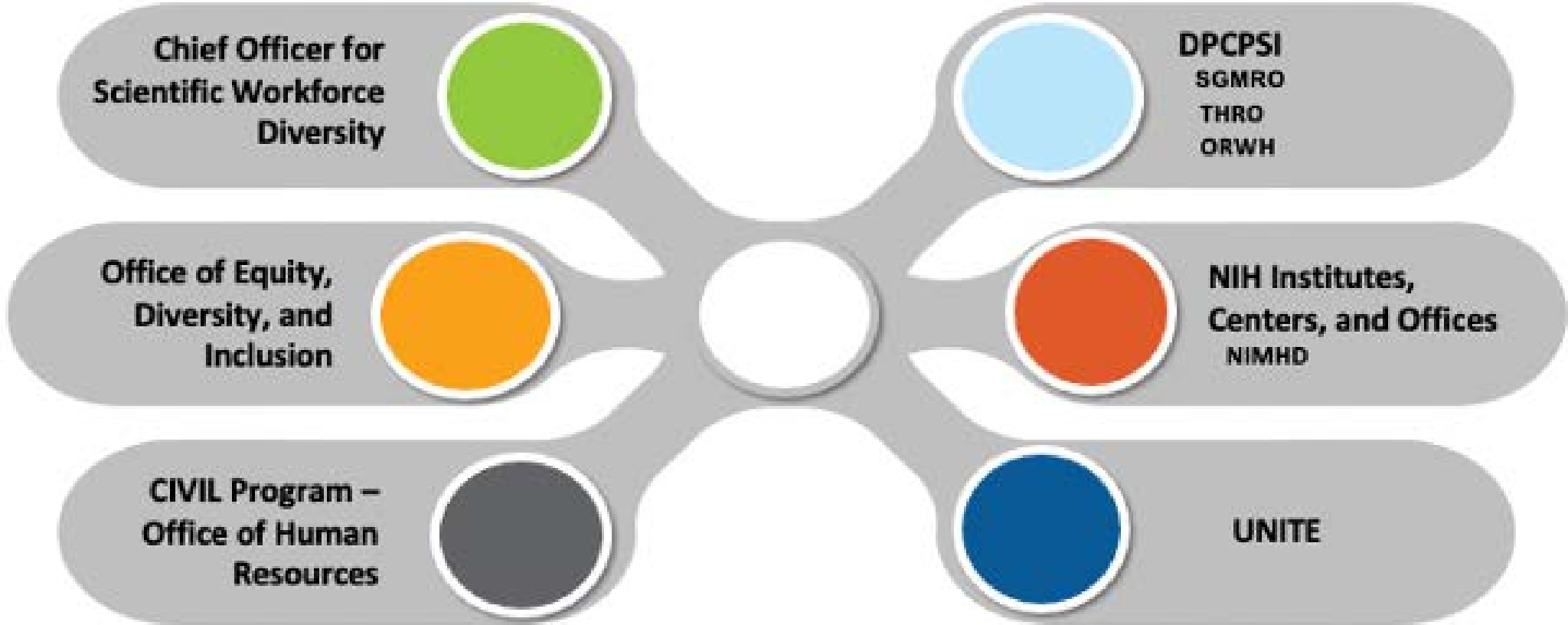


# NIH Strategic Investments in Diversity, Equity, and Inclusion

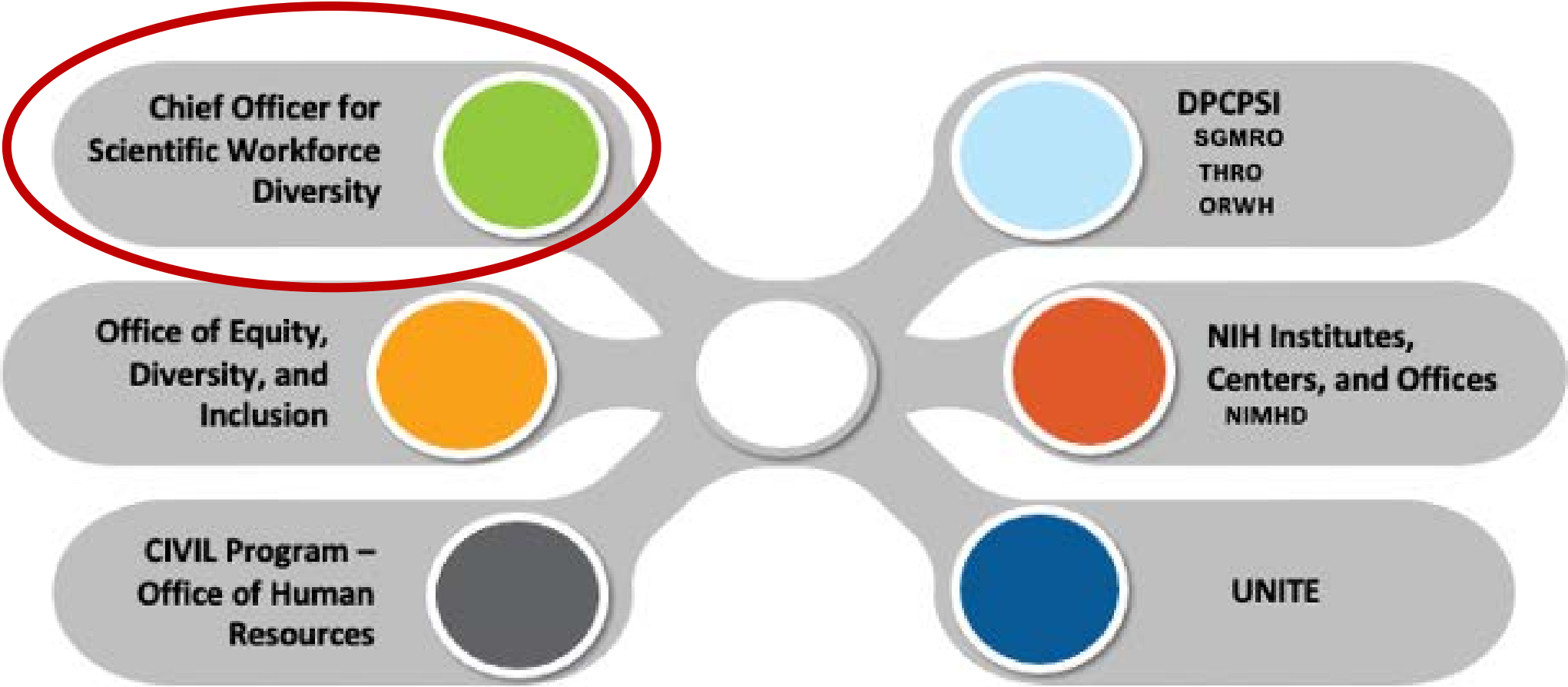
Marie A. Bernard, MD; Treava S. Hopkins-Laboy, MS; Alfred C. Johnson, PhD; and Lawrence A. Tabak, DDS, PhD

HHS Equity Learning Session | August 18, 2021

# NIH DIVERSITY LANDSCAPE



# NIH DIVERSITY LANDSCAPE



# Chief Officer for Scientific Workforce Diversity (COSWD)

## MISSION

To lead the science of scientific workforce diversity, work across NIH and beyond to foster diversity, equity, and inclusion, and enhance creativity and innovation of science

## GOAL

To be the NIH scientific leader in creating cultures of inclusive excellence, allowing NIH and NIH-funded institutions to benefit from a full range of talent



- + Build the evidence – using the NIH as a test bed for innovative scientific programs
- + Disseminate the evidence – through work with the full scientific community, from trainees to established tenured scientists
- + Act on the evidence – piloting integrated, institution-wide systems to address bias, faculty equity, mentoring, and work/life issues

# Chief Officer for Scientific Workforce Diversity (COSWD)

## RESEARCH

NIH Workplace Climate and Harassment Survey  
Summary Findings Report

September 2020  
Prepared for the NIH Chief Officer of Scientific Workforce Diversity  
Prepared by ICF Next

NIH diversity.nih.gov

NIH WORKFORCE COVID-19 IMPACT SURVEY

Executive Summary of the Impact of the COVID-19 Pandemic on the NIH Workforce

NOVEMBER 2020  
Prepared for the NIH Chief Officer for Scientific Workforce Diversity  
Prepared by ICF Next

## PROGRAMS

Faculty Institutional Recruitment for Sustainable Transformation (FIRST)

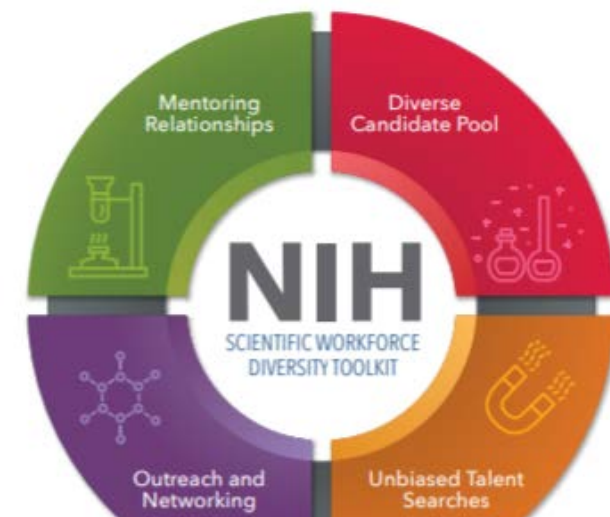
DIVERSITY PROGRAM CONSORTIUM  
Supported by the National Institutes of Health

NIH Distinguished Scholars Program

#GREATMINDS  
THINK DIFFERENTLY...

2021  
NIH FUTURE RESEARCH LEADERS CONFERENCE  
MEET • LEARN • CONNECT

## PRODUCTS



Blog

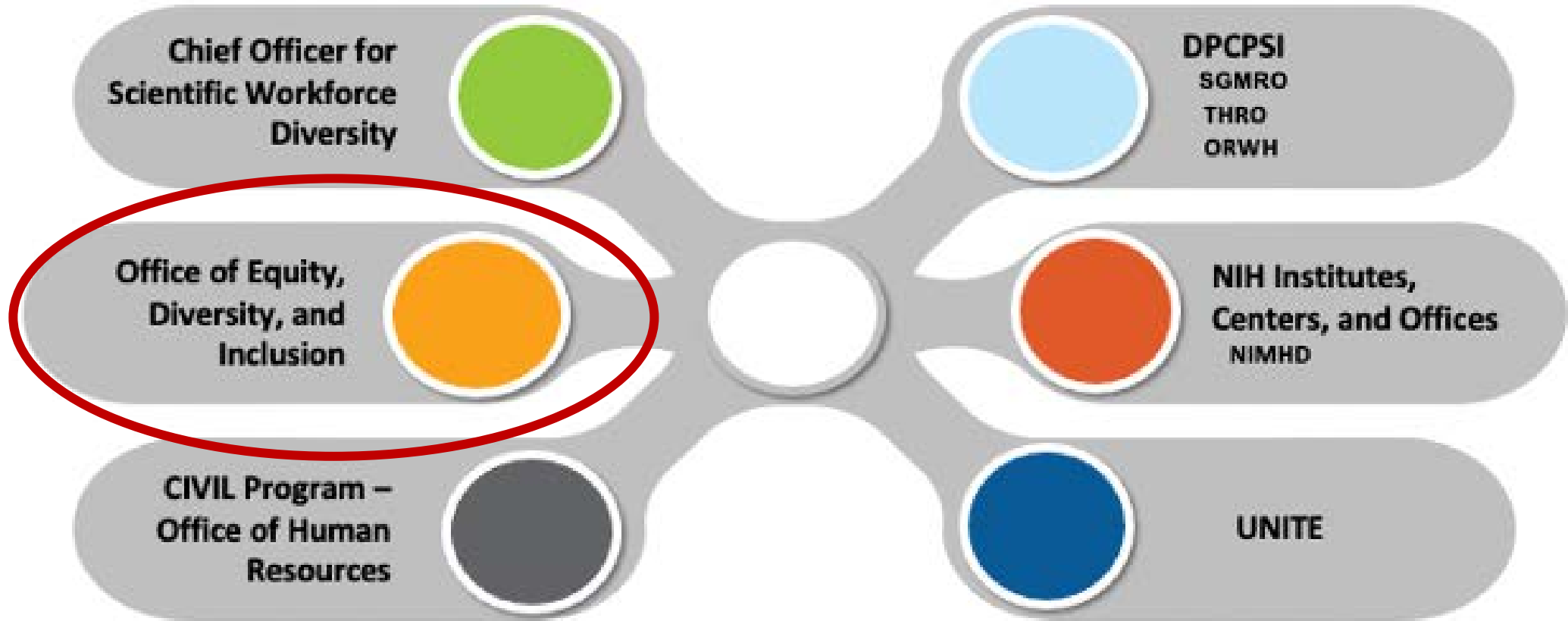
Home / Blog

2021

NIH Career Opportunities: The Stadtman Investigators Program  
08.03.21 Marie A. Bernard  
For this week's post, I spoke with Dr. Roland Owens, Director of Research Workforce Development in the NIH Office of Intramural Research (OIR), Dr.

Advancing Disability Inclusion in the Scientific Workforce  
07.21.21 Marie A. Bernard  
In recognition of American with Disabilities Act Day on July 26, this week's post is about the low representation of individuals with disabilities in the biomedical research workforce and efforts underway at the NIH to change this.

# NIH DIVERSITY LANDSCAPE



# Office of Equity, Diversity, and Inclusion

Strategic Focus on Workforce Demographics, Data Driven Strategies, and Workforce Transparency

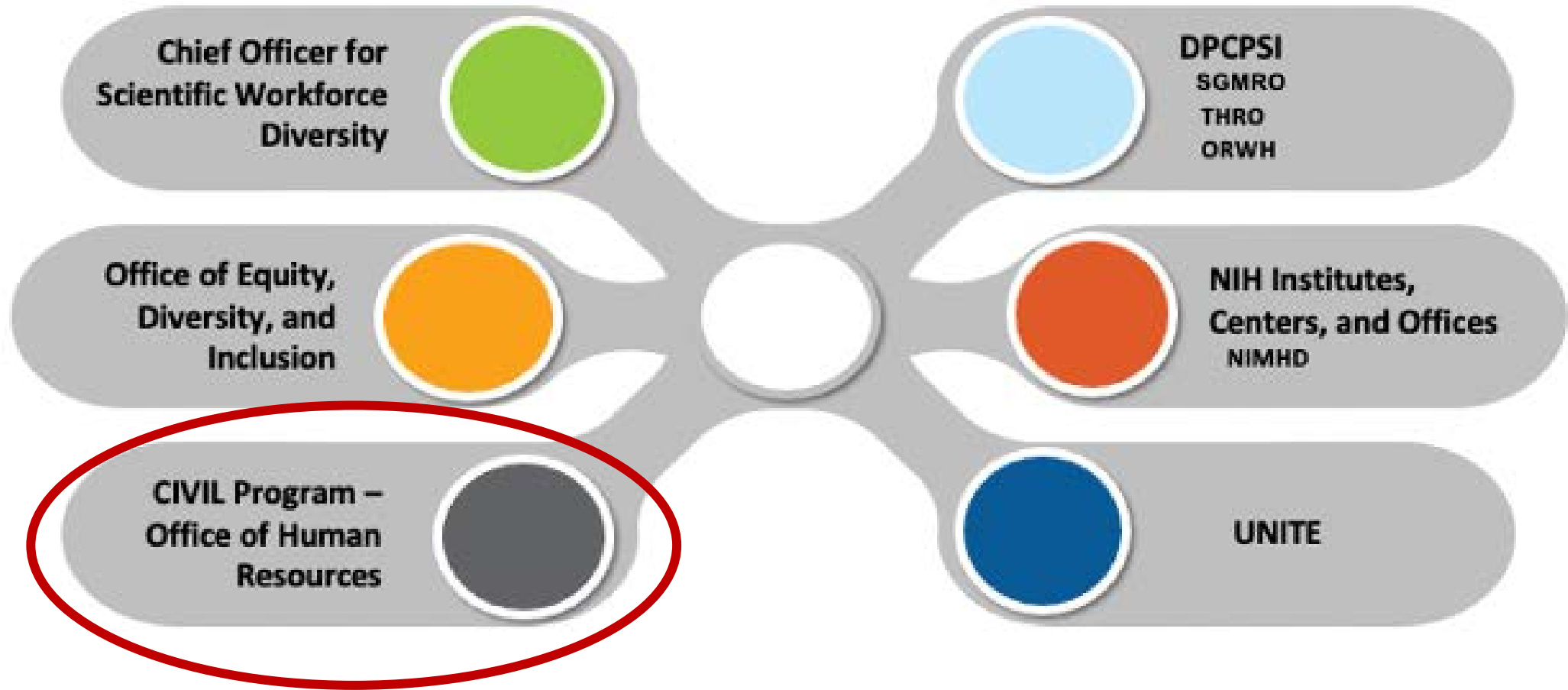
Biennial Workforce Reports

Workforce analyses

- Applicant flow
- Career development programs
- Director's Awards
- Recruitment, retention and relocation incentives

Barrier Analysis

# NIH DIVERSITY LANDSCAPE





# NIH Civil Program – Office of Human Resources

Provides central oversight of administrative inquiries into allegations into all forms of harassment and related inappropriate conduct, increasing consistency in management response across the NIH

Manages enhanced phone and web-based allegation reporting systems for both anonymous and non-anonymous reports

Coordinates with EDI to respond to Management Directive 715 (MD715) on NIH Anti-Harassment efforts

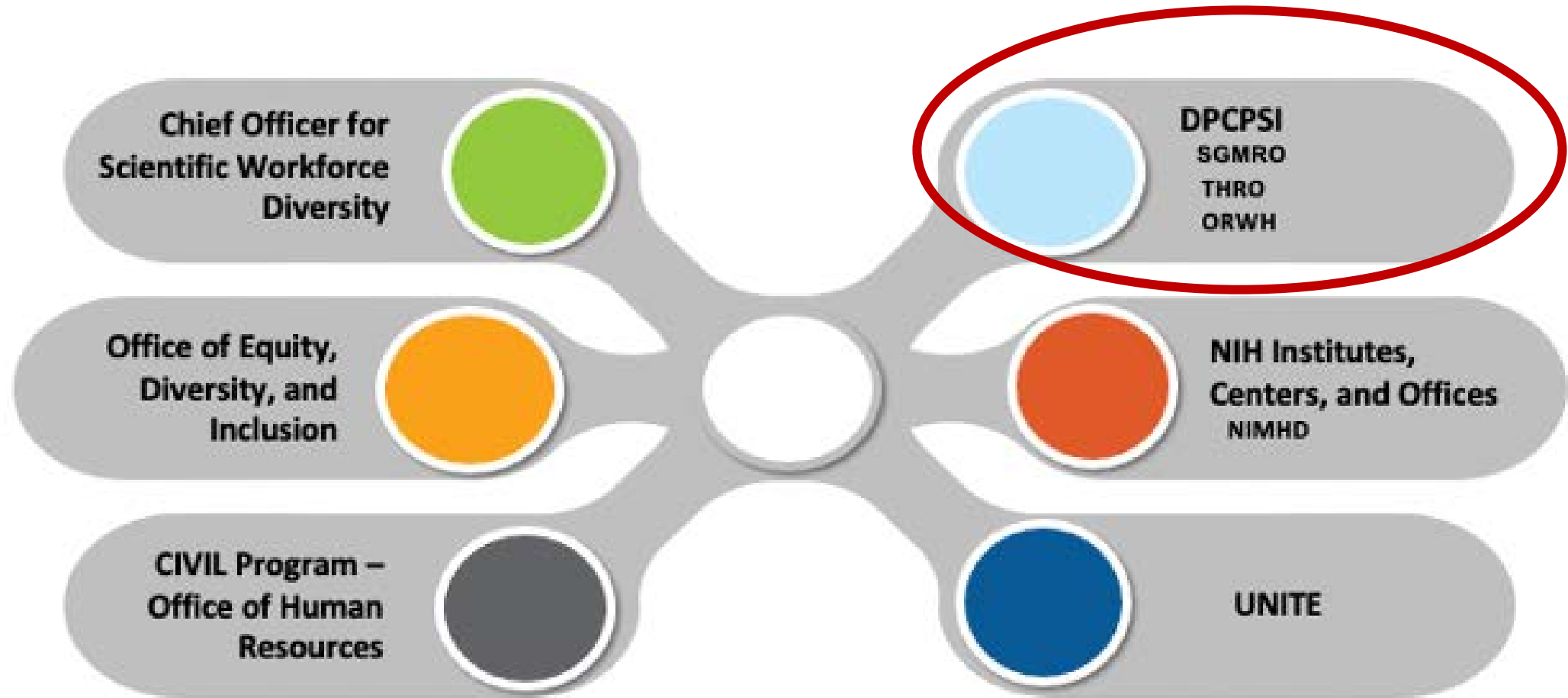
Collaborates with partner offices to conduct climate assessments, provide targeted training and outreach, and ensure corrective action is taken in a timely manner across the entire NIH community

Provides communications and role-based toolkits  
<https://civilworkplace.nih.gov>



**HARASSMENT  
DOESN'T  
WORK HERE**

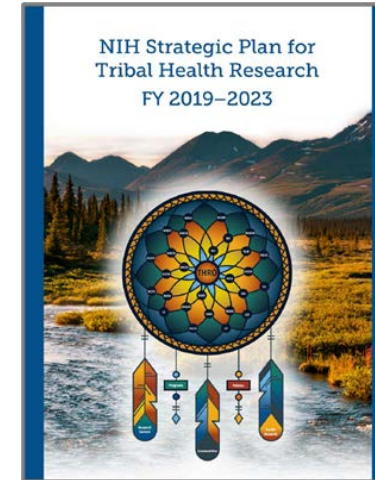
# NIH DIVERSITY LANDSCAPE



# Division of Program Coordination, Planning, and Strategic Initiatives

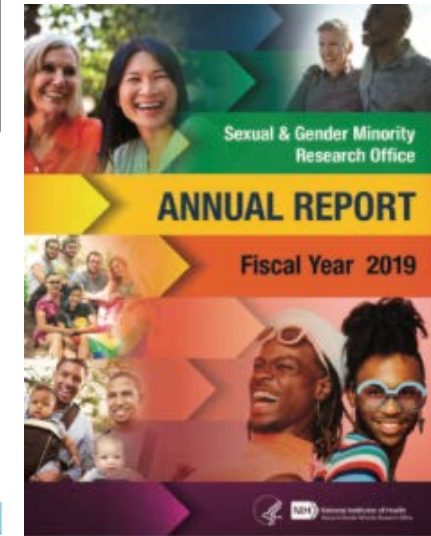
## Tribal Health Research Office

- Single point of contact for all Tribal Nations for NIH
- Gathers meaningful input via NIH Tribal Advisory Council
- Build research capacity; expands research



## Sexual & Gender Minority Research Office

- Expanding health disparities research to be inclusive of SGM populations
  - NIH funded 502 SGM-related projects in FY 2020 (66.8% increase from FY 2015)
  - SGM Administrative Supplements Program funded \$6.1 million in research since 2015
- Champion civility and inclusivity in the workplace



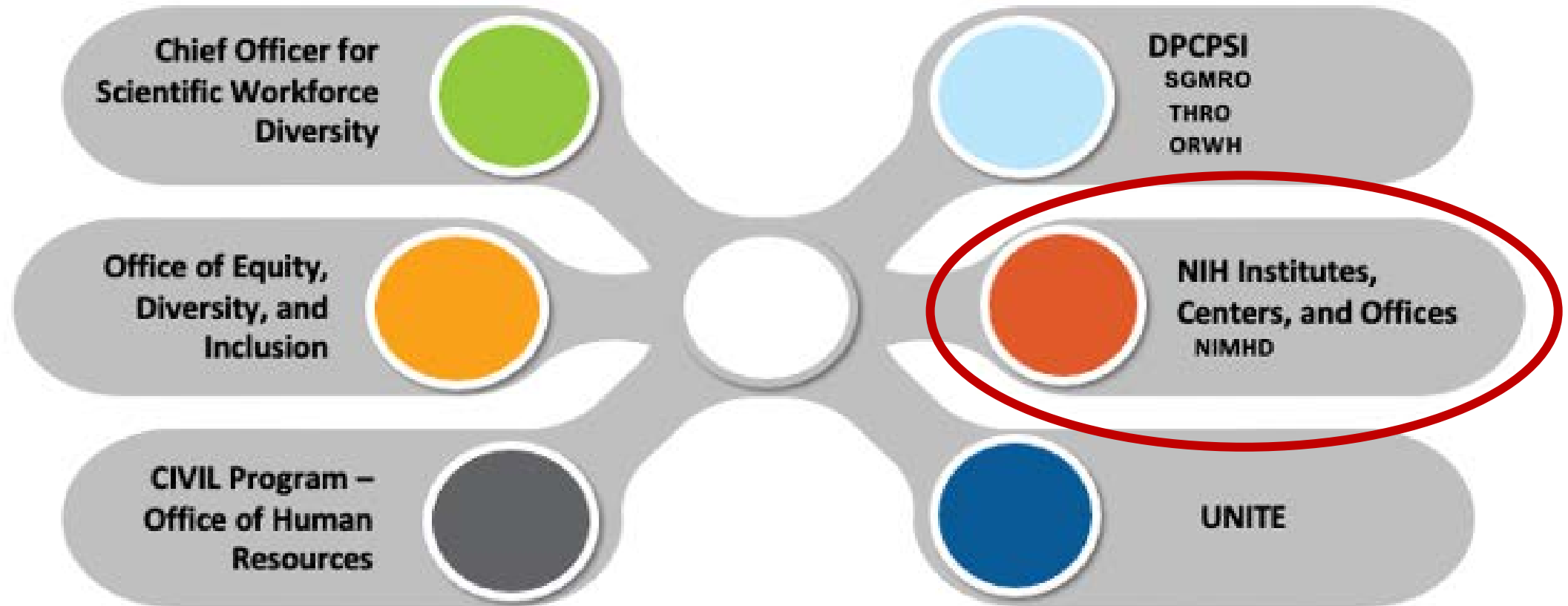
## Office of Research on Women's Health

- Addressing health impacts of intersectionality
- Building interdisciplinary research careers in women's health
- Pearls of Wisdom series

Women of Color Research Network (WOCRN)



# NIH DIVERSITY LANDSCAPE



# National Institute on Minority Health and Health Disparities

Promote research to understand and to improve the health of racial/ethnic minority populations

- Social epigenomics research to understand mechanisms

Advance scientific understanding of the upstream causes of health disparities and develop interventions to modify

- *Understanding and Addressing the Impact of Structural Racism and Discrimination on Minority Health and Health Disparities*

Develop and test interventions to reduce health disparities

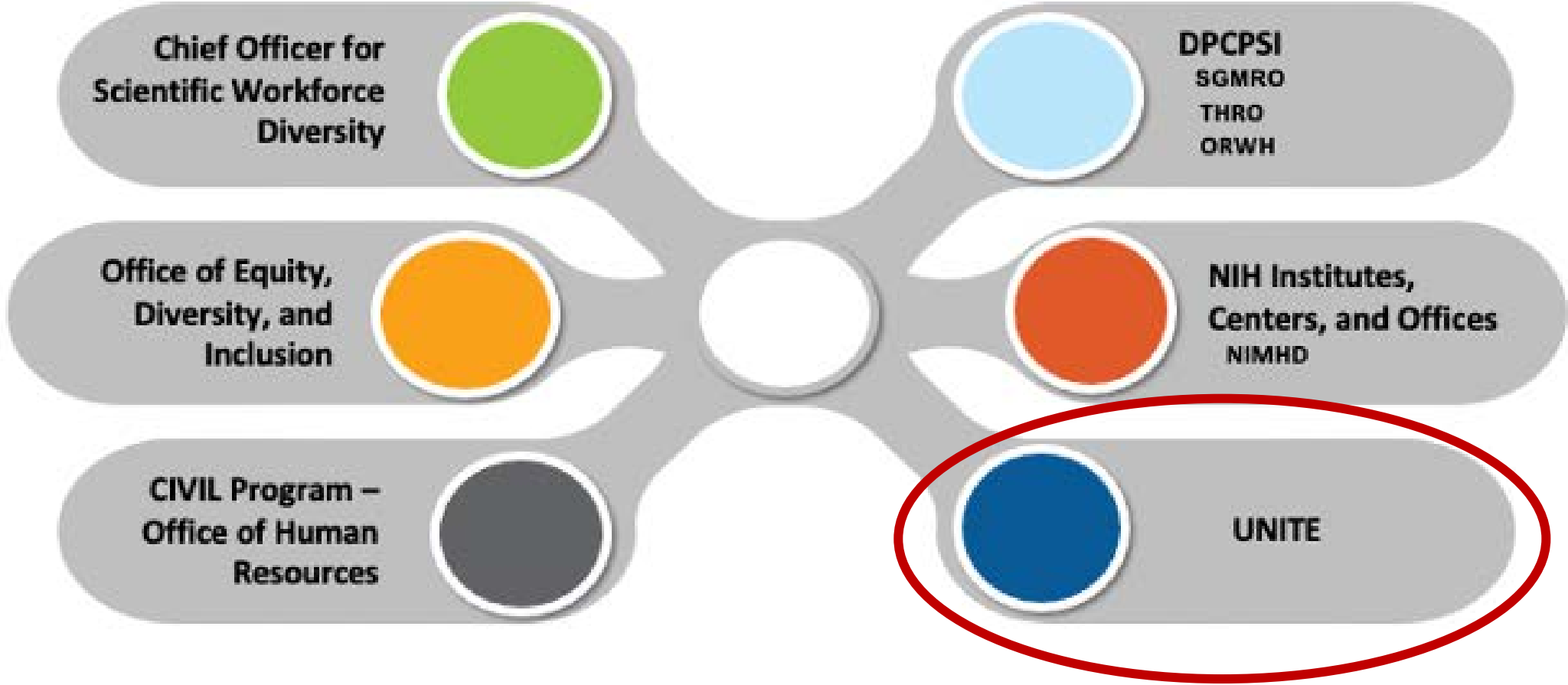
- Rapid Acceleration of Diagnostics<sup>SM</sup> - Underserved Populations (RADx-UP)

Ensure appropriate representation of underrepresented populations in NIH-funded research: Inclusive Participation

- Community Engagement Alliance (CEAL) Against COVID-19 Disparities



# NIH DIVERSITY LANDSCAPE



# The NIH UNITE Initiative



- Events of the last 18 months have brought into sharp relief the ongoing reality of racial injustice in our country, and the responsibility of all of us to address this issue
- A series of intense Institute and Center Director meeting discussions were held to identify initial issues
- Two self-assembled affinity groups at NIH (8CRE, AA/B Scientists) and the Anti-Harassment SC met with NIH leadership for candid discussions that informed next steps
- We arrived at a shared commitment to address structural racism: we understood that we must not allow this pivotal moment to pass

# The NIH UNITE Initiative



## Initial Needs Identified:

- We must ensure that biomedical research and the administrative system that supports it is **devoid of hostility grounded in race, sex, and other** federally protected characteristics
- In this new initiative, we are committed to **delineating elements that may perpetuate structural racism in biomedical research**, both within NIH and the extramural community, leading to a lack of personnel inclusiveness, equity, and diversity



# The NIH UNITE Initiative



## Initial Needs Identified:

- All ideas must be given an **equal and fair review**, without regard to current dogma, precedents, or who presents the ideas
- As COVID-19 has made painfully clear, health disparities and inequities continue to contribute to morbidity and mortality in our nation, making it essential to **redress the fundamental causes of these disparities/inequities** and identify research programs that could lead to effective interventions

# The NIH UNITE Initiative



**U** Understanding stakeholder experiences through listening and learning

**N** New research on health disparities, minority health, and health equity

**I** Improving the NIH culture and structure for equity, inclusion, and excellence

**T** Transparency, communication, and accountability with our internal and external stakeholders

**E** Extramural research ecosystem: changing policy, culture, and structure to promote workforce diversity

# Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*

# Acknowledgement



*“To those individuals in the biomedical research enterprise who have endured disadvantages due to structural racism, I am truly sorry. NIH is committed to instituting new ways to support diversity, equity, and inclusion, and identifying and dismantling any policies and practices at our own agency that may harm our workforce and our science.”*

— Francis S. Collins, M.D., Ph.D., NIH Director



<https://www.nih.gov/ending-structural-racism>

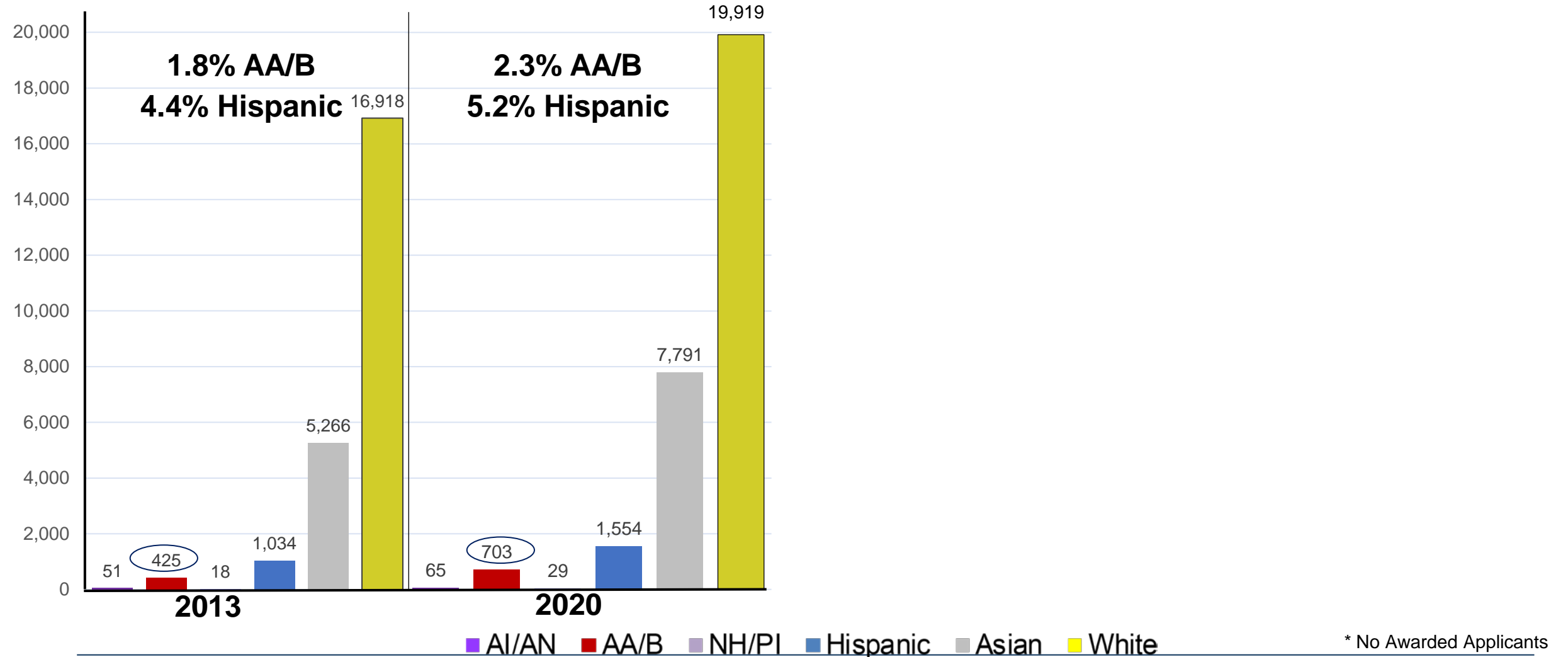
# Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
- Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - *Ongoing*

# R01eq Applicants and Funding Rates Type 1 and Type 2: FY2013 and FY2020 (by Race/Ethnicity)

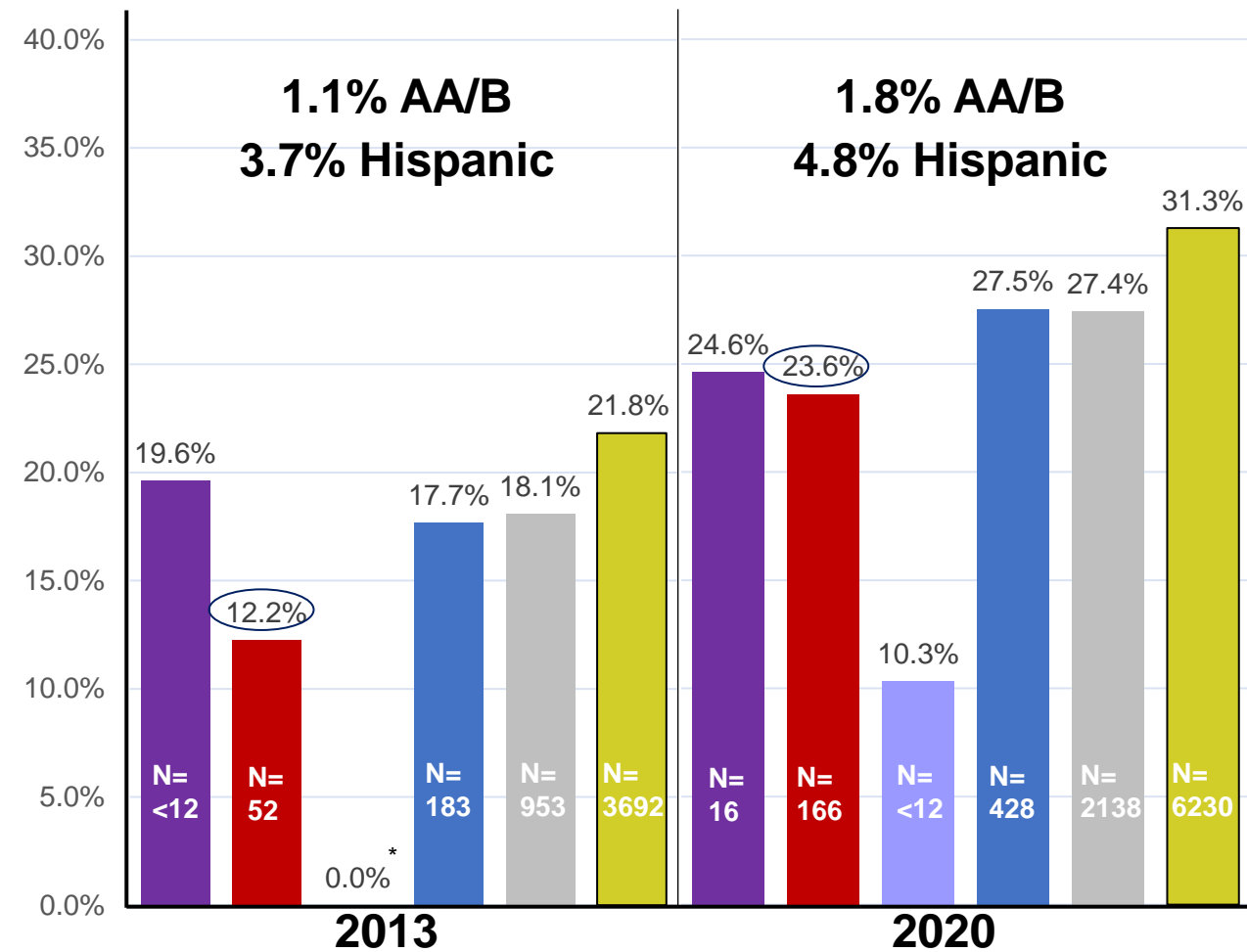
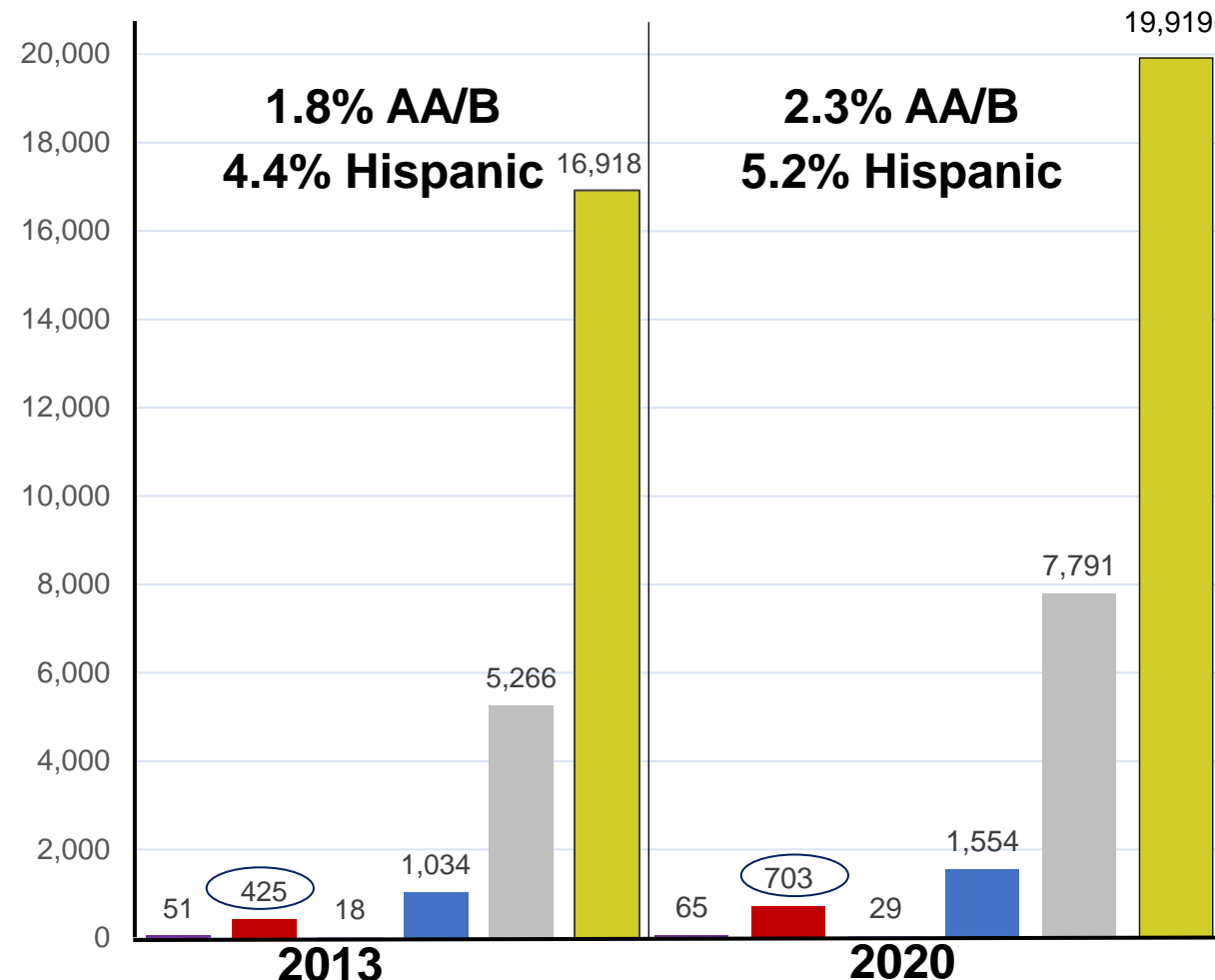
## Number of Applicants



# R01eq Applicants and Funding Rates Type 1 and Type 2: FY2013 and FY2020 (by Race/Ethnicity)

## Number of Applicants

## Funding Rates



■ AI/AN 
 ■ AA/B 
 ■ NH/PI 
 ■ Hispanic 
 ■ Asian 
 ■ White

\* No Awarded Applicants

# Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
- Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - *Ongoing*
- Launch a multi-phased, -tiered, and -integrated Common Fund Initiative focused on transformative health disparities research initiatives to reduce health disparities/ inequities – *RFAs published 3/26/21*



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



Two FOAs released 3/26/21:

- 1) **RFA-RM-21-021**—Transformative Research to Address Health Disparities and Advance Health Equity (U01 Clinical Trial Allowed) - <https://grants.nih.gov/grants/guide/rfa-files/RFA-RM-21-021.html>
- 2) **RFA-RM-21-022** —Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions (U01 Clinical Trial Allowed) - <https://grants.nih.gov/grants/guide/rfa-files/RFA-RM-21-022.html>

Committed up to \$24M

# Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
- Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - *Ongoing*
- Launch a multi-phased, -tiered, and -integrated Common Fund Initiative focused on transformative health disparities research initiatives to reduce health disparities/ inequities – *RFAs published 3/26/21*
- Ensure a robust NIH Enterprise-wide commitment to support the NIMHD FOA focused on the effects of structural racism and discrimination on health disparities/ inequities; encourage funding levels that are commensurate with overall IC resources – *RFA published 3/23/21 with 25 ICOs*



<b>Funding Opportunity Title</b>
<b>Activity Code</b>
<b>Announcement Type</b>
<b>Related Notices</b>
<b>Funding Opportunity Announcement (FOA) Number</b>
<b>Companion Funding Opportunity</b>
<b>Number of Applications</b>

## Understanding and Addressing the Impact of Structural Racism and Discrimination on Minority Health and Health Disparities (R01 Clinical Trial Optional)

R01 Research Project Grant

New

None

RFA-MD-21-004

None

See [Section III. 3. Additional Information on Eligibility](#).

With the commitment of up to \$30.8 M by 25 ICOs:

- Letters of intent due 7/20/21
- Applications due 8/24/21

<https://grants.nih.gov/grants/guide/rfa-files/RFA-MD-21-004.html>

# Initial UNITE Recommendations/*Actions*



- Develop a sustainable process to systematically gather and make public the demographics of our internal and external workforce - **Ongoing**

# NIH Data by Race/Ethnicity, Disability Status



## REPORTS

[Home](#) > [Report Catalog](#) > Report Catalog Results

### Search Results for Reports and Statistics

[NEW SEARCH](#)

Topic:  Funding Mechanism:  Fiscal Year:   
Admin Institute/Center:  Activity:   
Portfolio:  Variable:

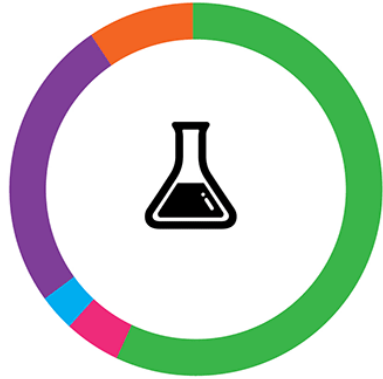
2 records found.

Report Title	Topic	Variable	Start Year	End Year	Format
▶ Research Grant Investigators by Mechanism, Gender, Race, Ethnicity, and Disability Status, FY2016-FY2020	Investigators, Funded Investigators, Funding Rates Investigators, Gender Investigators, Race/Ethnicity	Disability Status FY Gender IC Mechanism Race/Ethnicity	2016	2020	VIEW REPORT

[https://report.nih.gov/sites/report/files/docs/NIH Principal Investigators by Gender Race Ethnicity and Disability 2016-2020 02 23 2021 PDF.pdf](https://report.nih.gov/sites/report/files/docs/NIH_Principal_Investigators_by_Gender_Race_Ethnicity_and_Disability_2016-2020_02_23_2021_PDF.pdf)

# NIH Internal Data FY 21, Q2

## RACE & ETHNICITY



SCIENTIFIC OCCUPATIONS



HEALTH & RESEARCH OCCUPATIONS



INFRASTRUCTURE OCCUPATIONS

Hispanic or Latino	3.5% 300
White	60.5% 5,235
Black or African American	6.4% 550
Asian	28.6% 2,472
Native Hawaiian or Other Pacific Islander	0.1% 7
American Indian or Alaska Native	0.4% 32
Two or More Races	0.7% 59

Hispanic or Latino	3.2% 68
White	48.5% 1,037
Black or African American	30.7% 656
Asian	16.0% 342
Native Hawaiian or Other Pacific Islander	0.1% 3
American Indian or Alaska Native	1.0% 22
Two or More Races	0.5% 11

Hispanic or Latino	4.6% 356
White	49.0% 3,766
Black or African American	33.7% 2,592
Asian	10.0% 772
Native Hawaiian or Other Pacific Islander	0.1% 6
American Indian or Alaska Native	1.0% 77
Two or More Races	1.5% 115

<https://www.edi.nih.gov/people/resources/advancing-racial-equity/nih-workforce-profile-fy21q02>

# Initial UNITE Recommendations/*Actions*



- Develop a sustainable process to systematically gather and make public the demographics of our internal and external workforce - *Ongoing*
- Develop a performance expectation for IC Directors to be accountable for equity, diversity, and inclusion efforts and actively participate in NIH-wide diversity efforts through a diversity, equity, and inclusion officer or other means appropriate for the IC, in coordination with SWD and EDI - *Initiated*

# Initial UNITE Recommendations/*Actions*



- Develop a sustainable process to systematically gather and make public the demographics of our internal and external workforce - *Ongoing*
- Develop a performance expectation for IC Directors to be accountable for equity, diversity, and inclusion efforts and actively participate in NIH-wide diversity efforts through a diversity, equity, and inclusion officer or other means appropriate for the IC, in coordination with SWD and EDI – *Initiated*
- **Expand the Distinguished Scholars Program to Senior Investigators hired with tenure and enhance recruitment of researchers from underrepresented groups as candidates for open IRP investigator positions - *Initiated***



# UNITE Recommendations Going Forward



- To facilitate HD/MH/HE research, the President's budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC

# UNITE Recommendations Going Forward



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- Continue to listen and learn from a wide variety of stakeholders, including those who are not frequently engaged

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- To facilitate HD/MH/HE research, the President's budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC
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- **Develop actionable data dashboards that track and provide visualizations of intramural workforce and NIH HD/MH/HE research investments with key performance indicators and metrics**

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- **Additional FOAs that focus on IC-specific disease/topic areas related to HD/MH/HE**

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- Additional FOAs that focus on IC-specific disease/topic areas related to HD/MH/HE
- **Develop programs to spur institutional culture change in support of inclusivity and equity**

# UNITE Recommendations Going Forward



- Increase URG career opportunities, starting with increasing IC participation in Science Education Partnership Award (SEPA) – targeting K – 12 STEM education

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- **Develop programs to expand NIH interactions with and support of HBCUs, TCUs and other MSIs**



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- Develop programs to expand NIH interactions with and support of HBCUs, TCUs and other MSIs
- Change physical and virtual representations at NIH to more accurately reflect the diversity of our society
- **Publish revised NIH internal guidance for reporting racial discrimination**

# The NIH UNITE Initiative



## UNITE Co-Chairs

- **Marie A. Bernard**, NIH Office of the Director/Office of the Chief Officer for Scientific Workforce Diversity
- **Alfred Johnson**, NIH Office of the Director/Office of Management
- **Lawrence Tabak**, NIH Office of the Director

## UNITE Program Manager

- **Victoria Rucker**, Center for Information Technology/NIH Office of the Director

## UNITE Program Support

- **Brittany Chao**, NIH Office of the Director
- **Marzjah Esther**, NIH Office of the Director

U

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 Mia Rochelle Lowden (ORIP/OD)  
 Monica Webb Hooper (NIMHD)  
 Shelli Avenevoli (NIMH)  
 Dexter Collins (FIC)  
 Laura Cooper (NIAMS)  
 Kevin Davis (CIT)  
 Leslie Littlejohn (NIAMS)  
 Troy Muhammad (NCI)  
 Ian Myles (NIAID)  
 Roland Owens (OIR/OD)  
 Kelly Ten Hagen (NIDCR)  
 Brian Trent (NEI)  
 Della White (NCCIH)  
 +Cara Finley (IMOD/OD)  
 +Melissa Laitner (OD)  
 +Vanessa Marshall (NIMHD)  
 +Kamilah Rashid (IMOD/OD)

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 Robert Rivers (NIDDK)  
 Gwen Bishop (NIDCD)  
 Vence Bonham (NHGRI)  
 Juanita Chinn (NICHD)  
 Janine Clayton (ORWH/OD)  
 Kathy Etz (NIDA)  
 Justin Hentges (AoU/OD)  
 Daryl Holder (CC)  
 Samantha Jonson (NCATS)  
 Joan Romaine (NIAAA)  
 Asha Storm (NIBIB)  
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 Treava Hopkins-Laboy (OD)  
 Alfred Johnson (OM/OD)  
 Talin Barnes (NIEHS)  
 Gwyn Collins (NCI)  
 Charles Egwuagu (NEI)  
 Courtney Fitzhugh (NHLBI)  
 Kenneth Gibbs (NIGMS)  
 Kendall Hill (CSR)  
 Camille Hoover (NIDDK)  
 Laura Koehly (NHGRI)  
 Shawn Lewis (NINR)  
 Marguerite Matthews (NINDS)  
 Shaun Sims (NIBIB)  
 Brenda Robles (CC)  
 +Melissa Espinoza (NIA)

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Amy Bany Adams (NINDS)  
 John Burklow (IMOD/OD)  
 Sadhana Jackson (NINDS, NCI)  
 Mohammed Aiyegbo (NIAID)  
 Albert Avila (NIDA)  
 Samantha Calabrese (NICHD)  
 Angie Cruz-Albertorio (NCATS)  
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 Zeynep Erim (NIBIB)  
 Leonardo Garzon-Velez (FIC)  
 Bettie Graham (NHGRI)  
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 Patricia Jones (NIA)  
 Vonda Smith (CSR)  
 James Washington (NINDS)  
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 +Mark Stevens (OM/OD)

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 +Staff Leads