GREAT MINDS THINK DIFFERENTLY

NIH Efforts to Address Diversity, Equity, and Inclusion

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

April 7, 2022

AREAS TO BE ADDRESSED

- NIH UNITE
- COSWD Activities

The NIH UNITE Initiative

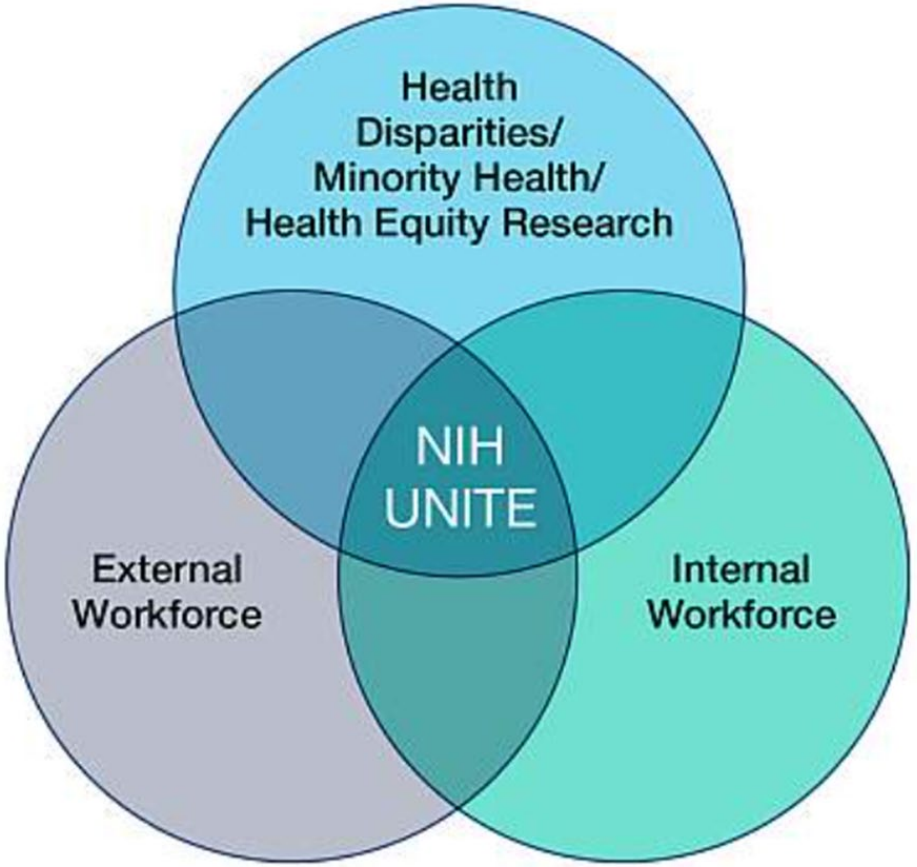
Driven by events of 2020

- 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.

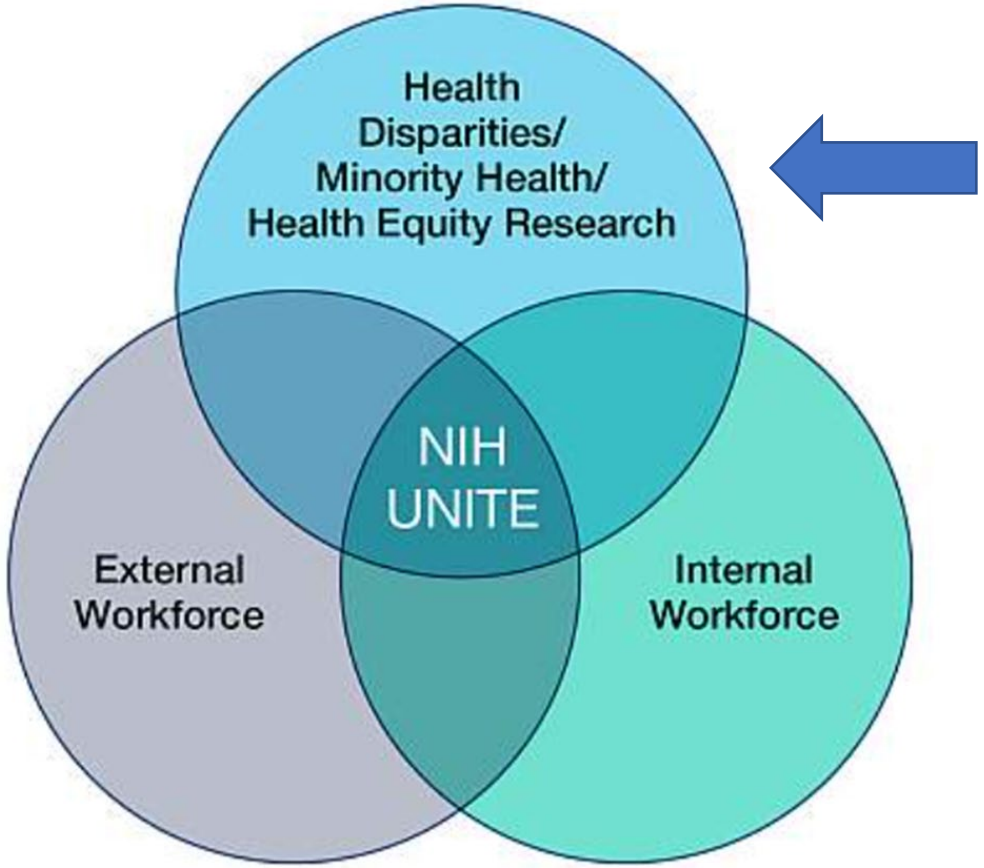
The NIH UNITE Initiative



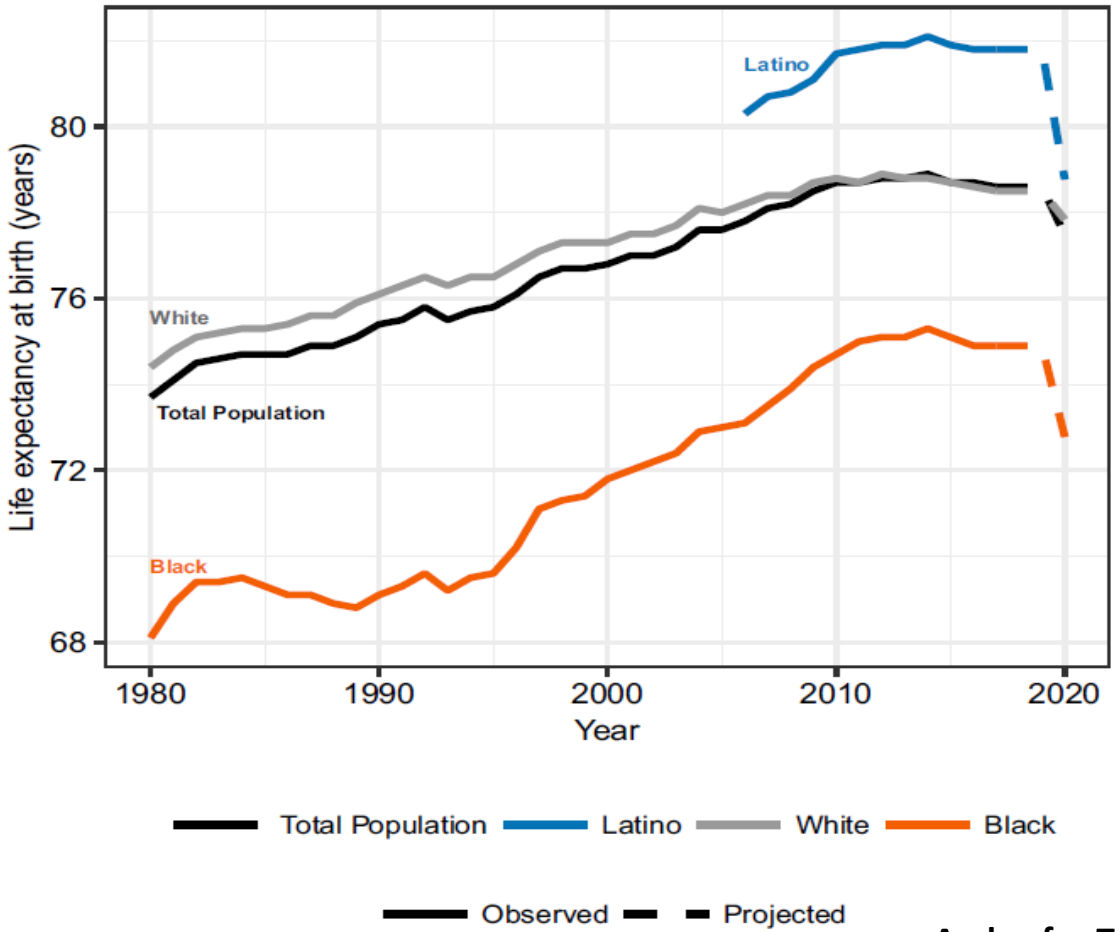
Bernard, MA Johnson AC, Hopkins-Laboy T, Tabak LA. Nature Medicine. DOI: 10.1038/s41591-021-01532-1 (2021)

NIH National Institutes of Health
Turning Discovery Into Health

The NIH UNITE Initiative

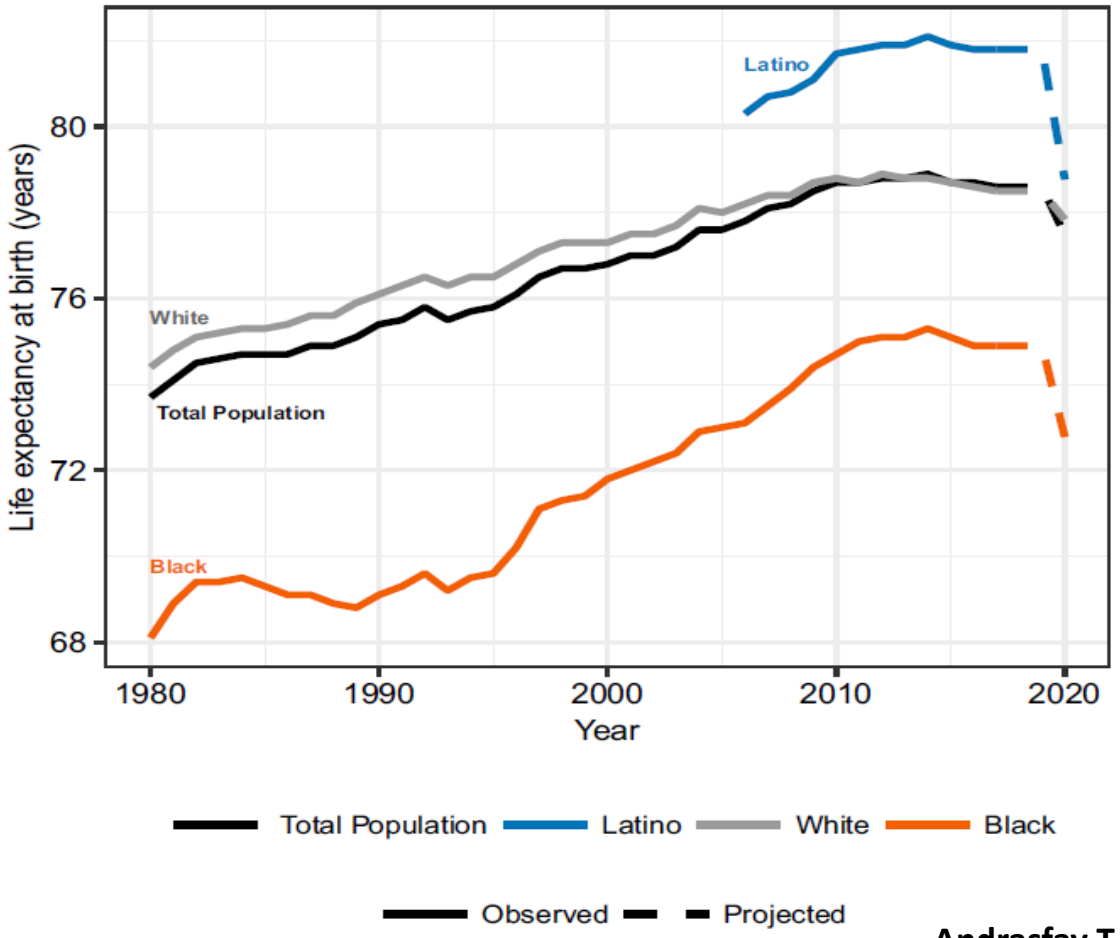


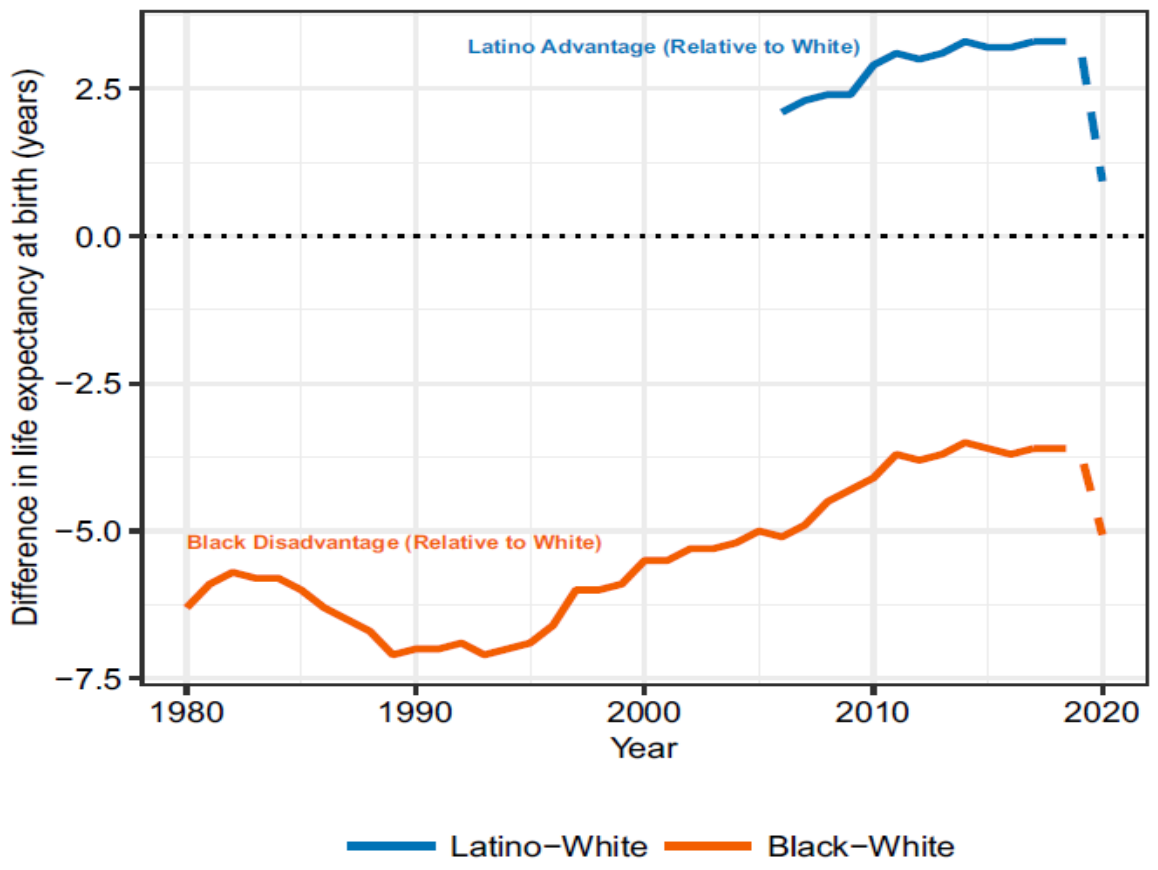
Reductions in U.S. Expectancy due to COVID-19



Andrasfay T & Goldman N PNAS 2021

Reductions in U.S. Expectancy due to COVID-19





Andrasfay T & Goldman N PNAS 2021

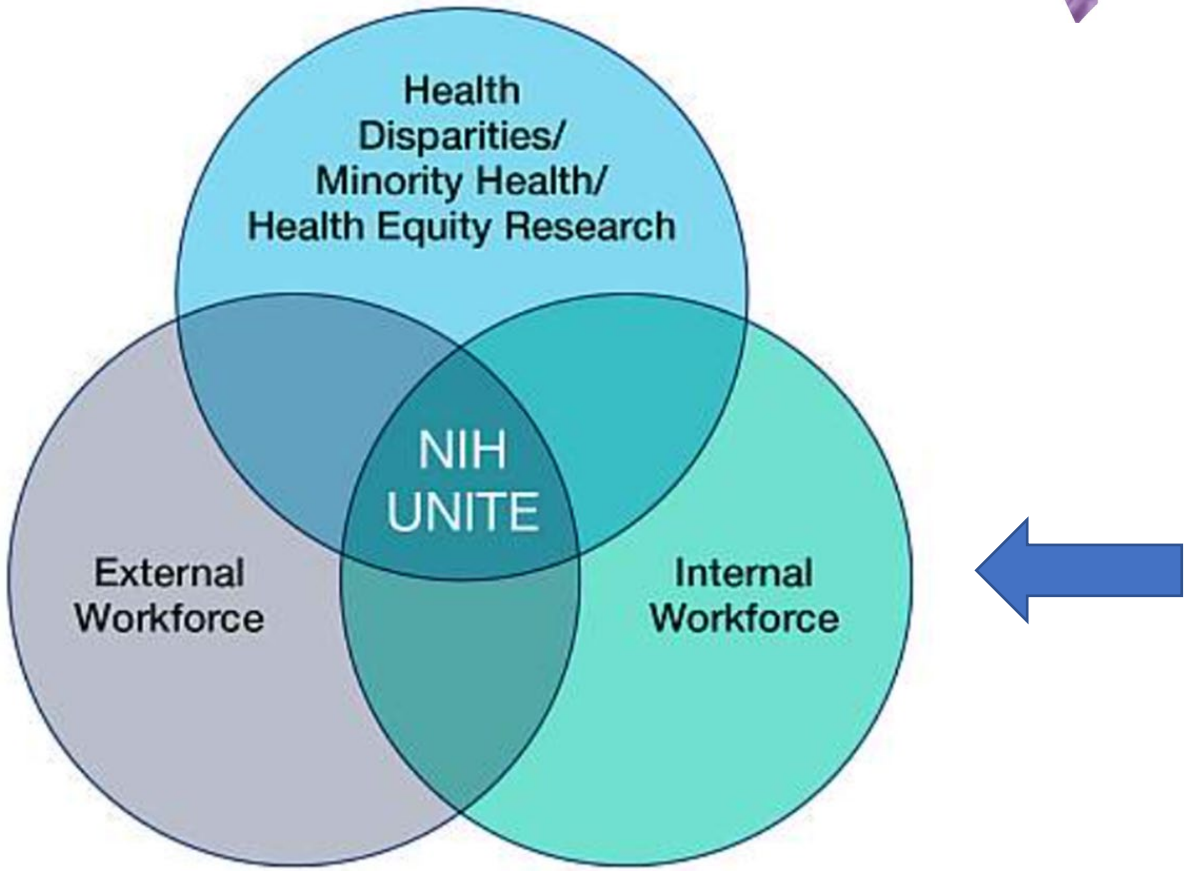
Action

NIH Common Fund Transformative Research to Address Health Disparities and Advance Health Equity – Committed up to $58M

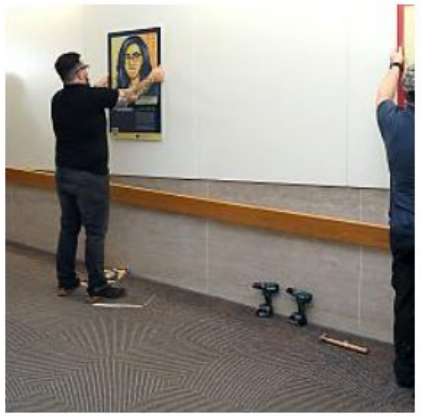
Two FOAs released 3/26/21: **11 awards announced 10/13/21**

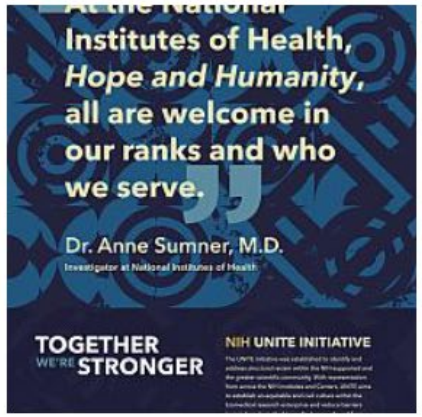
1) RFA-RM-21-021 Transformative Research to Address Health Disparities and Advance Health Equity (U01 Clinical Trial Allowed) – **6 awards**
2) RFA-RM-21-022 Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions (U01 Clinical Trial Allowed) -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

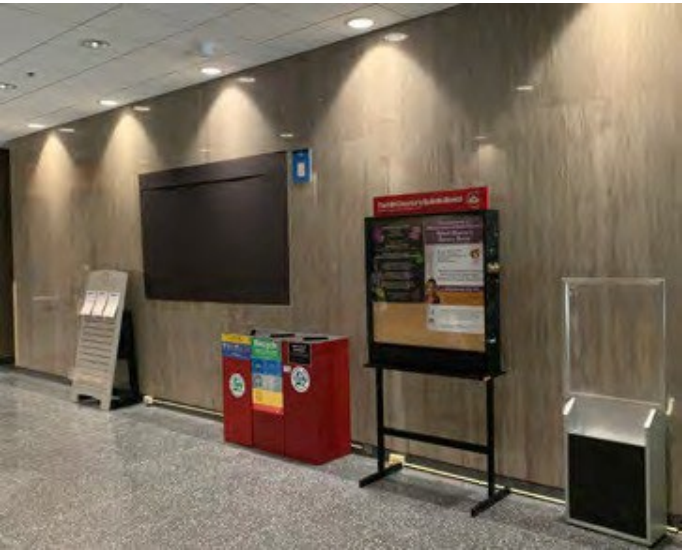
The NIH UNITE Initiative



Power of an Inclusive Workforce Recognition Project



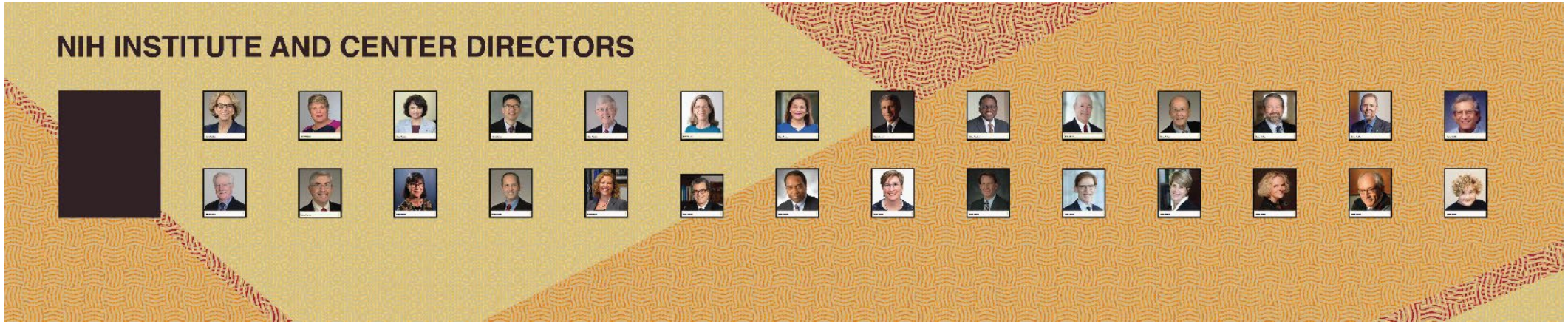




Before

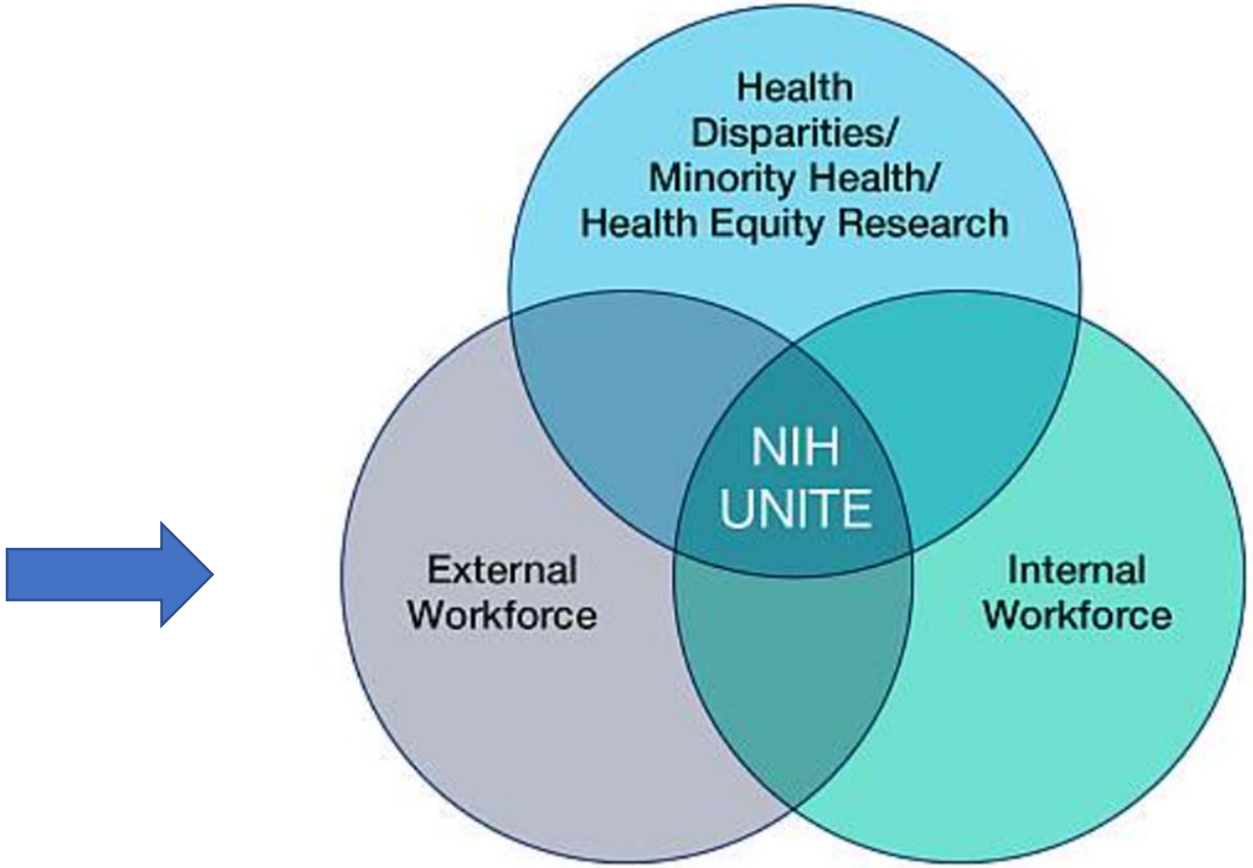
After

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.

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 UNITE

For fuller information regarding progress, milestones, and future directions see: https://www.nih.gov/ending-structural-racism/unite-milestones-progress -

AREAS TO BE ADDRESSED

- NIH UNITE
- **COSWD Activities**

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 – 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.

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?

- 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

GREAT MINDS THINK DIFFERENTLY

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