# NIH-Wide Strategic Plan for Diversity, Equity, Inclusion, and Accessibility

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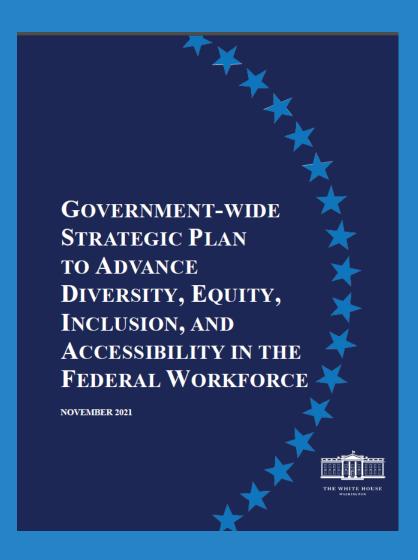UPDATE FOR DPCPSI COUNCIL OF COUNCILS: JANUARY 28, 2022

# 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

*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

# Process & Timeline

WE ARE HERE

| | Phase 1 | Phase 2 | Phase 3 | Phase 4 | Phase 5 | |
|---|---|---|---|---|---|---|
| Summer 2021 | Planning & WG Launch | Strategic Plan Framework | Public & NIH Input | Content Selection & Drafting Process | Review & Approval of Strategic Plan | Spring 2022 |

- Inventory
- Council of Councils
- RFI
- Other

# Working Group Coordination

## Co-chairs

➢ Chief Officer for Scientific Workforce Diversity, Marie Bernard

➢ Acting Director of the Office of Equity, Diversity, and Inclusion, Shelma Little

➢ Director of the Office of Human Resources, Julie Berko

## Management of Working Group

➢ DPCPSI Director, Jim Anderson

➢ Director of the Office of Evaluation, Performance, and Reporting, Marina Volkov, WG meeting facilitator

➢ OEPR Staff, Rachel Diamond, Sarah Rhodes, Kelly Singel

# Working Group Representatives

**ICs**: CC (Ila Flannigan, Alexis Braxton), CIT (Kevin Davis), CSR (Bonnie Ellis, Gabriel Fosu), FIC (Dexter Collins), NCATS (Penny Burgoon, Eric Sid), NCCIH (Mary Beth Kester, Rebecca Coca), NCI (Sanya Springfield, Shannon Bell), NEI (Karen Robinson-Smith, Mary Frances Cotch), NHGRI (Chris Gunter, Christina Daulton), NHLBI (Shkeda Johnson, Wayne Wang), NIA (Patricia Jones), NIAAA (Deidra Roach, Bridget Williams-Simons), NIAID (Juliane Caviston, LeShawndra Price), NIAMS (Stephanie Burrows, Jorge Zapata), NIBIB (Chris Cooper), NICHD (Toyin Ajsafe, Reon Holloway), NIDA (Albert Avila, Aria Crump), NIDCD (Mark Lucano), NIDCR (Denise Stredrick, Tamera Addison), NIDDK (Julie Wallace), NIEHS (Trevor Archer), NIGMS (Alison Gammie, Edgardo Falcon-Morales), NIMH (Meredith Fox, Lauren Hill), NIMH (Tilda Farhat, Kelvin Choi), NINDS (Angel de la Cruz, Michelle Jones-London), NINR (Olga Acosta, Jo-Ann Kriebel), NLM (Kathel Dunn, Troy Pfister)

**DPCPSI**: OAR (Felecia Bush, Renee Minnick), OBSSR (Deshiree Belis), ODP (Mary Garcia-Cazarin, Melissa Green Parker), ODSS (Alyssa Tonsing-Carter), OEPR (Marina Volkov, Sarah Rhodes, Kelly Singel, Rachel Diamond), ONR (Nicholas Jury) OPA (Rebecca Meseroll), ORIP (Mia Rochelle Lowden), ORIP (Oleg Mirochnitchenko), ORWH (Eddie Billingslea), ORWH (Shilpa Amin), OSC (Makyba Charles-Ayinde), SGMRO (Karen Parker), THRO (Dave Wilson)

**OD**: All of Us (Martin Mendoza, Justin Hentges), BRAIN (Ryan Richardson), COSWD (Charlene Le Fauve, Christy Ley), ECHO (Sonia Arteaga), EDI (Danny Dickerson, Kendrick Gibbs, Kay Johnson, Kimberly Kirkpatrick, Stephon Scott, Dawn Wayman), EDI/SEPM (David Rice Bali White Joy Postell Caroline Goon Ashley Wells Colin Frasier) HEAL (Erin Spaniol, Anna Mazzucco), IMOD (Melissa Laitner), OER (David Kosub, Rosalina Bray), OIR (Roland Owens), OLPA (Donna Crews), OM/EO (Leah Miller), OM/NBS (Kimberly Johnson), OM/ORS (Dever Powell), OM/ORS (Stephen Teagarden), OM/OSPMO (Kelley Timpa), OM/OHR (Kristen Dunn-Thomason), OSP (Jessica Tucker)

# Overarching Principles of the Plan

- Communicates aspirational goals for all NIH

- Broad scope

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

- Reports example accomplishments

- Conveys goals for the next 5 years

- Includes broad goals and specific priority 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

# Vision Statement

*To embrace, integrate, and strengthen diversity, equity, inclusion, and accessibility (DEIA) across all NIH activities to achieve the NIH mission.*

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

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

**Objective 3: Advance DEIA through Research**

DEIA Strategic Plan Framework

# Objective 1: Workforce

**Title: Implement Organizational Practices to Center and Prioritize DEIA in the Workforce**

➤ *Sub Objective: NIH Workforce*
- E.g., those working at NIH facilities such as federal employees, contractors, volunteers, intramural trainees and researchers

➤ *Sub Objective: Workforce at Institutions Supported by NIH Funding*

# Objective 2: Conduct

**Title: Grow and Sustain DEIA through Structural and Cultural Change**

➢*Sub Objective: Stewardship*

- ▪ *E.g., priority setting, scientific review process, reporting (e.g., MD-715), and communication*

➢*Sub Objective: Partnerships & Engagements*

- ▪ *E.g., with federal agencies, funded institutions, private sector, and public*

➢*Sub Objective: Accountability & Confidence*

- ▪ *E.g., listening sessions/town halls, inclusion in clinical research, ethical/equitable conduct of science, PMAP element for leadership, anti-harassment policies, sustainability*

➢*Sub Objective: Management & Operations*

- ▪ *E.g., accessibility and accommodations, continuous improvement, physical and technological infrastructure*

# Objective 3: Research

**Title: Advance DEIA through Research**

➢ *Sub Objective: Workforce*
- ▪ *E.g., DEIA best practices, evidence-building*

➢ *Sub Objective: Health*
- ▪ *E.g., Research in Minority Health, Health Disparities, and Disabilities/Accessibility*

# DEIA Inventory

➢Inventory of NIH ICO DEIA activities
- ▪ Status, accomplishments, alignment with Strategic Plan
- ▪ Will inform Strategic Plan content

➢Initial data collected by UNITE U Committee supplemented with EDI's MD-715 2020 Report data

➢Inventory will be used to:
- ▪ Identify strategic plan content
- ▪ Contribute to MD-715 reporting
- ▪ Track progress

# NIH-Wide DEIA Community

**NIH Office of Equity, Diversity, and Inclusion**: Serves as the focal point for NIH-wide policy formulation, implementation, consulting, and strategic management of the civil rights, equal opportunity, language access, reasonable accommodation, affirmative employment, diversity and inclusion programs for the NIH.

**NIH Office of Human Resources, NIH Civil Program**: Fosters civility throughout the NIH community

**NIH Chief Officer for Scientific Workforce Diversity Office**: Leads NIH's thought in the science of scientific workforce diversity, using evidence-based approaches to catalyze cultures of inclusive excellence.

**NIH Office of Extramural Research**: Supports the NIH extramural research community by providing policy, guidance, systems and other support to the recipient community

**NIH Office of Intramural Research**: Responsible for oversight and coordination of NIH intramural research, training, and technology transfer

**National Institute of Minority Health and Health Disparities**: Leads scientific research to improve minority health and reduce health disparities.

**NIH Office of Research on Women's Health** Crafts and implements the NIH Strategic Plan for Women's Health Research and co-funds research on the role of sex and gender on health.

**NIH Sexual & Gender Minority Research Office**: Coordinates NIH sexual and gender minority–related research and activities

**NIH Tribal Health Research Office**: Coordinates NIH Tribal health research, gathers input from Tribal communities on NIH policies, programs and activities, and creates opportunities for AI/AN researchers.

# NIH-Wide DEIA Community

ACD Working Group on Diversity

ACD Working Group on Diversity, Subgroup on Individuals with Disabilities

ACD Working Group on Diversity, Diversity Program Consortium Subgroup

ACD Working Group on Changing the Culture to End Sexual Harassment

Anti-Racism Steering Committee

Coordinating Committee for Research on Women's Health (CCRWH)

CCRWH Women of Color Sub Committee

Diversity Catalysts

Next Generation Researchers Initiative Working Group

NIH BluePrint and BRAIN Training, Inclusion, and Equity Team

NIH Disability Engagement Committee

NIH Equity Committee

NIH Research Coordinating Committee on Social Determinants of Health

NIH Section 508 Coordinators

NIH Working Group on Women in Biomedical Careers

Institute, Center, and Office Directors (ICDs)

Tribal Health Research Coordinating Committee (THRCC)

Steering Committee Diversity Working Group

Sexual and Gender Minority Research Coordinating Committee (SGMRCC)

TAC Diversity Subcommittee

UNITE Initiative

# NIH-Wide DEIA Community

Abilities SIG
African American/Black Scientists
AI/AN Health Communications & Information
American Muslim Professional Group
Asian American, Native Hawaiian, & Pacific Islander Employment Engagement Committee*
Asian & Pacific Islander American Organization
Association of Women in Science
Bethesda Campus Christian Fellowship
Black Employment Engagement Committee*
Black Scientists and Friends
Blacks In Government
Caribbean Association at NIH
Conéctate (Get Connected!) with Acquisitions
DEAF Network
Diversity Council
Eight Changes for Racial Equity
FAN
NIH FAPAC
Fellows Committee
Fellows of All Abilities (FAAb)
Fellows and Friends
Genomics & Health Disparities SIG

LGBTQI+ WG on Genomics Education
Hispanic Employment Engagement Committee*
Hispanic Employee Organization
Hispanic Health Research SIG
HOLA
India
Korean Scientists Association
Korean Women in Science
LGBT Fellows and Friends
Mom-Dad-Docs
NIH iCAP Movement Towards Inclusion: Trans-
NIH Community of Administrative Professionals
NIH Special Populations Research Forum
Native American Employment Engatement Committee*
Native American Elders Disability Group
Network of African American Fellows
Network of Minority Health Research Investigators
Orthodox Jewish Women Support Group
People with Disabilities Employment Engagement Committee*
Salutaris

Sex & Gender in Health and Disease SIG
Sexual & Gender Minority Health SIG
Sexual and Gender Minority Employment Program Advisory Committee*
Society for the Advancement of Chicanos/Hispanics and Native Americans in Science
Special Populations Research Forum
Taiwanese Association
Three Blind Mice
Veterans Recruitment and Retention Force
Women in Science
Women of Color Committee
Women's Employment Engagement Committee*
Women Scientist Advisors

*EDI Special Emphasis Portfolio Advisory Committees*

# Questions & Comments