



# The National Institutes of Health Fiscal Year 2021 – 2025 Strategic Plan to Advance Research on the Health & Well-being of Sexual & Gender Minorities

**DRAFT OUTLINE**



National Institutes of Health  
*Sexual & Gender Minority Research Office*





## NIH DIRECTOR'S MESSAGE

## SGMRO DIRECTOR'S MESSAGE

### ROLE OF THE SEXUAL & GENDER MINORITY RESEARCH OFFICE

The role of the SGMRO includes the following activities:

- **Coordinate** SGM health research activities across the NIH.
- **Represent** the NIH at conferences and events focused on SGM research.
- **Serve** as a resource for the extramural and NIH communities about SGM-related research activities.
- **Connect** extramural researchers with key NIH contacts.
- **Convene** conferences and workshops to inform priority setting and research activities.
- **Collaborate** with NIH ICOs on the development of SGM health research reports.
- **Manage** information dissemination related to SGM research.
- **Leverage** resources and develop initiatives to support SGM health research.

The SGMRO does not have grant-making authority. The SGMRO serves as a liaison for the research community and coordinates with all the ICOs to ensure SGM populations are considered and represented in research activities across the agency.

### OVERALL STRATEGIC PRIORITIES ACROSS THE RESEARCH CONTINUUM

#### STRATEGIC PLANNING PROCESS

The following process was undertaken during the strategic plan development to gather input on the scientific themes and operational goals and the process of drafting the strategic plan. A timeline is provided in the Appendix.

- Internal NIH-wide survey
- [Council of Councils SGM Research Working Group](#) feedback
- [NIH SGM Research Coordinating Committee](#) feedback
- Public comments from the Request for Information and listening session
- Council of Councils feedback
- NIH DPCPSI, ICO, and Office of the Director leadership review

#### OVERARCHING CONSIDERATIONS

Intersectionality

Life Situations

Aging

SGM Subpopulations

Relevant Research Frameworks





## SCIENTIFIC THEMES AND RESEARCH OPPORTUNITIES

Scientific Theme 1: Clinical Research

Scientific Theme 2: Social and Behavioral Research

Scientific Theme 3: Research in Chronic Diseases and Comorbidities

Scientific Theme 4: Methods and Measurement Research

## SERVE AS AN EFFICIENT AND EFFECTIVE STEWARD OF PUBLIC RESOURCES

### OPERATIONAL STRATEGIC GOAL AREAS

**Goal 1: Advance rigorous research on the health of SGM populations in both the extramural and intramural research communities.**

*Objective 1:* Develop scientific workshops to identify scientific research opportunities.

*Objective 2:* Encourage ICOs to set SGM health-specific and relevant research as a priority.

*Objective 3:* Expand awareness of SGM-relevant initiatives at the NIH and the SGMRO, through SGM, diversity, and other administrative supplements.

*Objective 4:* Increase grant support for SGM health-specific research.

**Goal 2: Expand SGM health research by fostering partnerships and collaborations with a strategic array of internal and external stakeholders.**

*Objective 1:* Increase communications and training with ICOs and external stakeholders.

*Objective 2:* Increase SGM expertise in NIH review panels and study sections.

*Objective 3:* Encourage cultural competency training opportunities on the specific characteristics of SGM health research to NIH-funded extramural and intramural clinical trainees and researchers.

**Goal 3: Foster a highly skilled and diverse workforce in SGM health research.**

*Objective 1:* Provide resources for training on and about SGM health-relevant research considerations as part of the professional training opportunities and tools for extramural and intramural NIH staff.

*Objective 2:* Continue to conduct regional and scientific workshops focused on SGM health research.

*Objective 3:* Develop a grant mechanism to support institutional training efforts.

*Objective 4:* Encourage recruitment and retention of SGM researchers through SGM, diversity, and other administrative supplements.

*Objective 5:* Collaborate with NIH training and workforce offices on SGM diversity issues to address the [NIH Workplace Climate and Harassment Survey](#) results concerning SGM populations to create a more welcoming environment.

*Objective 6:* Develop resources for the NIH community and external organizations.





Goal 4: Encourage data collection related to SGM populations in research and the biomedical research workforce.

*Objective 1:* Encourage expansion of SOGI data collection and subsequent analyses in health care and related settings through such mechanisms as surveys, national data sets, and administrative data collection.

*Objective 2:* Leverage existing data sets by engaging with ICOs and external organizations to collect SOGI data.

*Objective 3:* Enhance SOGI-related data resources and data sharing, ensuring data privacy and security.

## MANAGEMENT AND ACCOUNTABILITY

SGM Research Portfolio Analysis

SGMRO Annual Report

Mid-Course Review

Official Reports and Reviews

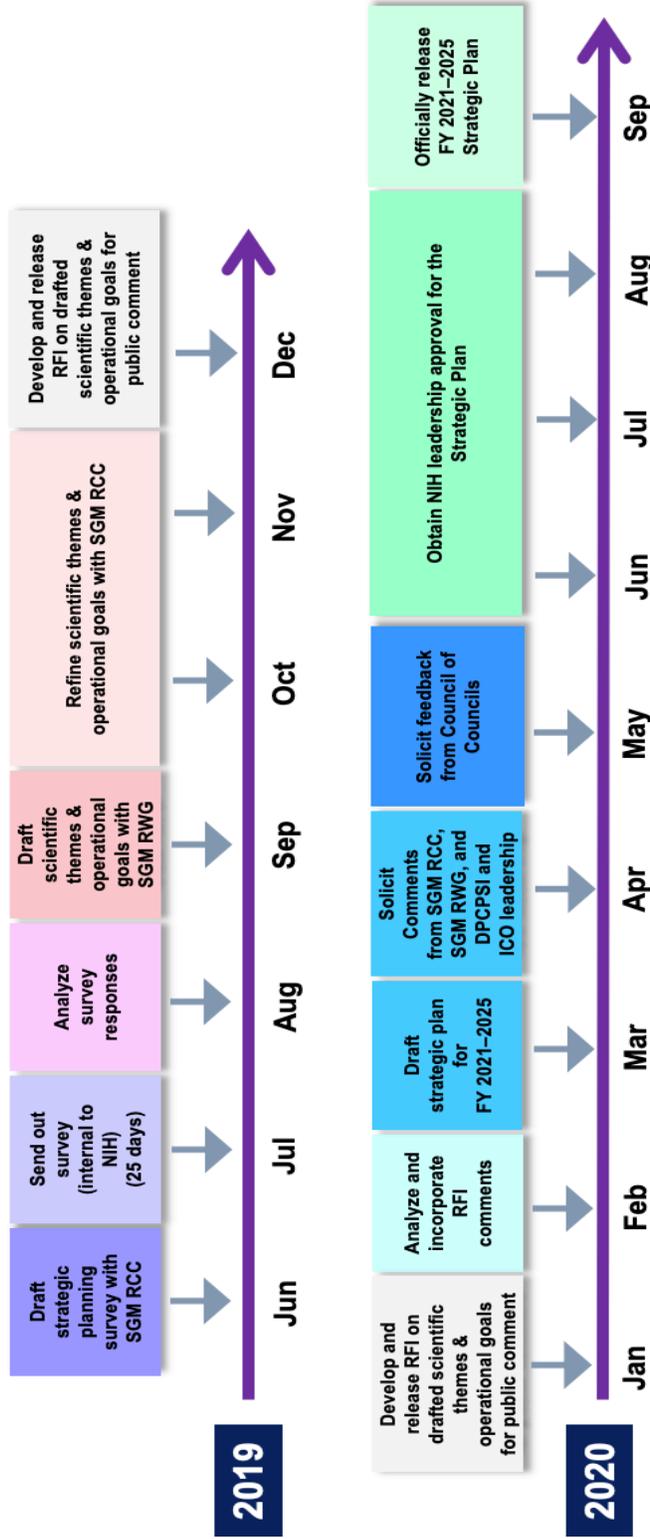
SGM Health Research Listening Sessions

Presentations

## CLOSING STATEMENT



# SGMRO 2021-2025 STRATEGIC PLANNING TIMELINE



SGM RCC = Sexual & Gender Minority Research Coordinating Committee  
 SGM RWG = NIH Sexual & Gender Minority Research Working Group  
 RFI = Request for Information  
 DPCPSI = Division of Program Coordination, Planning, and Strategic Initiatives  
 ICO = NIH Institutes, Centers, and Offices