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Sexual & Gender Minority Research Office

Sexual & Gender Minority
Research Office

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Introduction

The Sexual & Gender Minority Research Office ([SGMRO](#)) coordinates sexual and gender minority (SGM)–related research and activities at the National Institutes of Health (NIH) by working directly with the agency’s Institutes, Centers, and Offices (ICOs). Each year, SGMRO publishes a qualitative summary of an illustrative sample of SGM health– and research–related endeavors occurring across the ICOs in this, the Fiscal Year 2022 SGMRO Annual Report. The report is intended to periodically provide insight into how NIH supports and advances SGM health and research and the SGM research workforce. It is organized around the four operational strategic goal areas of the [NIH Strategic Plan to Advance Research on the Health and Well-being of Sexual and Gender Minorities: Fiscal Years 2021–2025](#).

For reference, NIH announced an updated definition of SGM populations for NIH-supported research in August 2019 in notice [NOT-OD-19-139](#), as follows:

SGM populations include, but are not limited to, individuals who identify as lesbian, gay, bisexual, asexual, transgender, Two-Spirit, queer, and/or intersex. Individuals with same-sex or -gender attractions or behaviors and those with a difference in sex development are also included. These populations also encompass those who do not self-identify with one of these terms but whose sexual orientation, gender identity or expression, or reproductive development is characterized by non-binary constructs of sexual orientation, gender, and/or sex.

Goal One

Advance rigorous research on the health of SGM populations in both the extramural and intramural research communities

NOTICES AND OPPORTUNITIES FOR FUNDING

In fiscal year 2022 (FY22), NIH supported research on an array of topics in SGM health through the issuance of SGM-focused and -relevant funding opportunities. FY22 marked the seventh year of the SGMRO-led [SGM Administrative Supplements Program \(NOT-OD-22-032\)](#), which allows the addition of SGM populations and SGM-relevant research questions, as well as the expansion or enhancement of collection and analyses of SGM data to existing parent grants. Ten awards totaling \$946,013 were made to investigators with parent grants at seven different academic and research institutes. SGMRO, the Office of AIDS Research (OAR), Office of Behavioral and Social Sciences Research (OBSSR), and Office of Disease Prevention (ODP)—all within the Division of Program Coordination, Planning, and Strategic Initiatives (DPCPSI) in the NIH Office of the Director (OD)—along with the respective institutes, co-funded these exemplary administrative supplements. In FY22, SGM administrative supplements were funded for the first time by investigators supported by the National Institute of Arthritis and Musculoskeletal and Skin Diseases (NIAMS) and in the states of Alabama and Arizona. Since the inception of the program in 2015, 20 ICOs have provided a total of \$8,204,381 to 86 unique and highly meritorious supplements from investigators in 28 states; Washington, D.C.; and Uganda.

The National Institute on Minority Health and Health Disparities (NIMHD) re-issued its notice of special interest (NOSI)¹ in SGM health research in July 2022. Seventeen ICOs signed on to the [NOSI](#), which promotes research that describes the biological, clinical, behavioral, and social processes that affect the health and development of SGM persons and their families. It also promotes research that leads to the development of acceptable and appropriate health interventions and health service delivery methods that will enhance the health and development of these populations. The National Institute of Allergy and Infectious Diseases (NIAID) re-issued a [program announcement](#) for research focused on characterizing the biological and immunological effects of hormonal, pharmacological, and surgical interventions utilized by transgender persons, as well as the impact of these interventions on susceptibility to HIV and other sexually transmitted infections. SGMRO developed and 12 other ICOs signed on to the first-ever [NOSI](#) in research specifically intended to stimulate investigation

¹ NOSIs highlight scientific topics of particular interest to one or more NIH funding components and direct applicants to relevant active notices of funding opportunities for submission of applications. More information can be found in [NOT-OD-19-107](#).

into the biomedical, clinical, behavioral, and social processes that affect the health and welfare of bisexual and bisexual+ individuals² and the development of acceptable, appropriate, and relevant interventions, preventive strategies, and service delivery methods for these populations.

The NIH Common Fund's Community Partnerships to Advance Science for Society ([ComPASS](#)) program was established in FY22. The program aims to develop, share, and evaluate community-led health equity structural interventions that leverage partnerships across multiple sectors to reduce health disparities. It will also develop a new health equity research model for community-led, multisectoral structural intervention research across NIH and other federal agencies. Research supported by ComPASS is anticipated to improve health outcomes in those affected by health disparities and inequities, such as members of SGM communities, and to inform social policies, systems, and practices to achieve optimal health for all. ComPASS released its first funding opportunity in FY22 ([OTA-22-007](#)) and expects to make its first awards in FY23. ComPASS is co-led by the Common Fund, NIMHD, National Institute of Mental Health (NIMH), National Institute of Nursing Research, Office of Research on Women's Health (ORWH), and the Tribal Health Research Office.

In FY22, the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK) published [NOT-DK-22-003: NIDDK Encourages Research on Sex/Gender Differences, Sexual and Gender Minority-Related Research and Race/Ethnic Diversity](#). This notice informs the scientific community that NIDDK encourages investigators to consider the implications of SGM status and research on differences in health status across biological and social constructs of identity, including social and ecological factors and interactions. Assessing the contributions of these constructs can assist in better understanding and improving health outcomes among SGM populations across NIDDK's scientific research areas.

In FY22, numerous ICOs released notices of funding opportunities (NOFOs) and continued support for existing ones that solicited research focused on or relevant to the health and well-being of SGM communities, including the following:

- [Advancing Communication Strategies to Support Future HIV Vaccine Use \(R01 Clinical Trial Optional and R21 Clinical Trial Optional\)](#)
- [Advancing Integrated Models \(AIM\) of Care to Improve Maternal Health Outcomes among Women Who Experience Persistent Disparities](#)
- [Community Level Interventions to Improve Minority Health and Reduce Health Disparities](#)
- [Community Partnerships to Advance Science for Society \(ComPASS\) Program: Community-Led, Health Equity Structural Intervention Initiative](#)
- Emergency Award HEAL Initiative:³ [Optimizing Existing Evidence-Based](#) and [Developing and Optimizing](#) Multi-Component Service Delivery Interventions for People with Opioid Use Disorder, Co-Occurring Conditions, and/or Suicide Risk
- [Enhanced Interpersonal Focused Strategies for Suicide Prevention Interventions](#)
- Expanding Collaborative Implementation Science to Address Social and Structural Determinants of Health and Improve HIV Outcomes ([R01 Clinical Trial Required](#) and [R24 Clinical Trial Not Allowed](#))

² Bisexual+ is an umbrella term that is intended to encompass non-monosexual identities, including but not limited to bisexual, pansexual, sexually fluid, and queer.

³ The Helping to End Addiction Long-term® Initiative, or NIH HEAL Initiative®.

- [Expanding Differentiated Care Approaches for Adolescents Living with HIV \(R01 Clinical Trial Optional and R34 Clinical Trial Optional\)](#)
- [Expanding Prevention Strategies for Mental Disorders in Mobile Populations in Humanitarian Crises](#)
- [Fogarty HIV Research Training Program for Low- and Middle-Income Country Institutions](#)
- [Galvanizing Health Equity Through Novel and Diverse Educational Resources \(GENDER\) Research Education R25](#)
- [HEAL Initiative: Advancing Health Equity in Pain Management](#)
- [HEAL Initiative: Prevention and Management of Chronic Pain in Rural Populations](#)
- [Innovations for Healthy Living—Improving Minority Health and Eliminating Health Disparities](#)
- [Innovative Pilot Mental Health Services Research Not Involving Clinical Trials](#)
- [Limited Competition: Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions](#)
- [Patient-Clinician Relationship: Improving Health Outcomes in Populations that Experience Health Care Disparities](#)
- [Policy and Alzheimer’s Disease \(AD\) and Alzheimer’s Disease-Related Dementias \(ADRD\) Healthcare Disparities: Access, Utilization, and Quality](#)
- [Prevention and Treatment through a Comprehensive Care Continuum for HIV-affected Adolescents in Resource Constrained Settings Implementation Science Network \(PATC³H-IN\) Clinical Research Centers and PATC³H-IN Coordination, Translation and Advanced Methods and Analytics Center](#)
- [Research on Community Level Interventions for Firearm and Related Violence, Injury and Mortality Prevention \(CLIF-VP\)](#)
- [Social disconnection and Suicide Risk in Late Life \(R01 Clinical Trial Optional and R21 Clinical Trial Optional\)](#)
- [Stimulants and HIV: Addressing Contemporary and Recurring Epidemics](#)
- [Technologies for Improving Minority Health and Eliminating Health Disparities](#)
- [The Role of Work in Health Disparities in the U.S.](#)
- [Understanding and Addressing Misinformation among Populations that Experience Health Disparities](#)
- [Understanding Suicide Risk and Protective Factors among Black Youth \(R01 Clinical Trial Not Allowed and R21 Clinical Trial Not Allowed\)](#)
- [Using Just-in-Time Adaptive Interventions to Optimize Established Adolescent Mental Health Treatments](#)

NIH emphasized high-priority opportunities related to SGM health through deployment of numerous NOSIs, many of which announced the availability of associated administrative supplement funding. FY22 SGM-relevant NOSIs included the following:

- [NOSI: Addressing Evidence Gaps in Screening](#)
- [NOSI: Administrative Supplements for HIV/AIDS and Aging Research](#)
- [NOSI: Administrative Supplements for Research on Sex and/or Gender Influences](#)

- [NOSI: Administrative Supplements for Research on Women’s Health in the Institutional Development Award \(IDeA\) States](#)
- [NOSI: Administrative Supplements to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility \(DEIA\) Mentorship](#)
- [NOSI: Administrative Supplements to Support *All of Us* and Health Disparities-Related Pilot Research Projects at NIMHD-Funded Research Centers in Minority Institutions \(RCMI\)](#)
- [NOSI: Administrative Supplements to Support Research on Preventive Interventions with Populations that Experience Health Disparities](#)
- [NOSI: Biologic Factors Underlying Dental, Oral, and Craniofacial Health Disparities](#)
- [NOSI: IMPROVE Initiative: Implementation Science to Advance Maternal Health and Maternal Health Equity](#)
- [NOSI: Increasing Uptake of Evidence-Based Screening in Diverse Populations Across the Lifespan](#)
- [NOSI: NIDCD Health Disparities and Inequities Research⁴](#)
- [NOSI: Preventive Interventions to Address Cardiometabolic Risk Factors in Populations that Experience Health Disparities](#)
- [NOSI: Reducing Stigma Related to Drug Use in Human Service Settings](#)
- [NOSI: Research on Addressing Violence to Improve Health Outcomes](#)
- [NOSI: Research on the Health of Women of Understudied, Underrepresented, and Underreported \(U3\) Populations](#)
- [NOSI: Sex and Gender Differences in Alzheimer’s Disease and Alzheimer’s Disease-Related Dementias \(AD/ADRD\)](#)

NIH continued its investment in coronavirus-19 (COVID-19)–related research dedicated to underserved and vulnerable populations, including SGM people, through such funding mechanisms as emergency and urgent award solicitations and NOSIs. Some examples include the following:

- [Emergency Awards: RADx[®]-UP—Social, Ethical, and Behavioral Implications \(SEBI\) Research on Disparities in COVID-19 Testing among Underserved and Vulnerable Populations⁵](#)
- [Emergency Award: RADx-UP Community-Engaged Research on Rapid SARS-CoV-2 Testing among Underserved and Vulnerable Populations](#)
- [Evaluating the Impact of COVID-19 Pandemic-related Food and Housing Policies and Programs on Health Outcomes in Health Disparity Populations](#)
- [NOSI: Research to Address Vaccine Uptake and Implementation among Populations Experiencing Health Disparities](#)
- [Urgent Award: COVID-19 Mental Health Research \(R01 Clinical Trial Required and R01 Clinical Trial Optional\)](#)

NIH supported SGM data collection and evaluation efforts by encouraging research on SGM-relevant measures, data science, implementation, and secondary analyses. For example, the program announcement [Measures and Methods to Advance Research on Minority Health and](#)

⁴ NIDCD = National Institute on Deafness and Other Communication Disorders.

⁵ RADx-UP = Rapid Acceleration of Diagnostics—Underserved Populations.

[Health Disparities–Related Constructs](#) was released in November 2021 by NIMHD and nine co-signing ICOs, including SGMRO. The objective of this initiative is to produce knowledge that can inform the field about the types of measurement and methodological approaches that may be most suitable for different health disparities–related research questions or specific populations, settings, or contexts. Funded activities may include research to improve measures and methods for complex social constructs (e.g., structural racism) and processes (e.g., coming out) that capture the lived experience of [health disparity populations](#), including SGM individuals. The National Cancer Institute (NCI), in partnership with SGMRO, announced that recipients of NCI-funded P30 Cancer Center Support Grants could apply for administrative supplements to study the implementation of standardized⁶ sexual orientation and gender identity (SOGI) data collection at NCI-Designated Cancer Centers. SGMRO co-funded 5 of 14 supplements [awarded](#) in FY22. Additional relevant data-related opportunities included the following:

- Accelerating the Pace of Child Health Research Using Existing Data from the Adolescent Brain Cognitive Development (ABCD) Study ([R01-Clinical Trial Not Allowed](#) and [R21-Clinical Trial Not Allowed](#))
- [Addressing Mental Health Disparities Research Gaps: Aggregating and Mining Existing Data Sets for Secondary Analyses](#)
- [Leveraging Health Information Technology \(Health IT\) to Address and Reduce Health Care Disparities](#)
- Measures and Methods for Research on Family Caregivers for People Living with Alzheimer’s Disease and Related Dementias (AD/ADRD) ([R01 Clinical Trial Not Allowed](#) and [R21 Clinical Trial Not Allowed](#))
- [NOSI: Administrative Supplements for Advancing the Ethical Development and Use of AI/ML in Biomedical and Behavioral Sciences](#)
- [NOSI: Administrative Supplements to Advance Precision Medicine Using the All of Us Research Program’s Data](#)

The National Advisory Council on Minority Health and Health Disparities approved research concepts relevant to SGM populations and health in FY22 that could ultimately be incorporated into future funding opportunities. [Addressing Health and Health Care Disparities in Sexual and Gender Minority Populations](#) will solicit research projects to address gaps in health and health care disparities research, specifically in SGM populations and across multiple topics of interest. [Understanding and Addressing Misinformation Among Populations That Experience Health Disparities](#) will seek to stimulate multidisciplinary research to better understand and mitigate the harmful effects of the dual public health threats of misinformation and disinformation among disparity populations (including SGM persons), as well as to inform public health practice.

SCIENTIFIC GATHERINGS

NIH ICOs convened, contributed to, and participated in various FY22 scientific workshops, conferences, and meetings with important implications for the pursuit of SGM health and research. In April 2022, the National Human Genome Research Institute (NHGRI) hosted a virtual workshop titled “Future Directions in Genomics and Health Equity Research.” The workshop emphasized the

⁶ Studies were required to utilize SOGI measures recommended by the National Academies of Sciences, Engineering, and Medicine Consensus Study Report. More information on the report is presented under Goal 4 of this report.

scientific value of diversity and inclusion as the participants identified and prioritized future research needs in genomics to advance health equity. The workshop explored best practices for making genomic data, technology, and genomically informed health care ethical, representative, accessible, and beneficial to all, with a specific recommendation to further explore sexual orientation, gender, and intersex status. A summary of presentations, research opportunities, recommendations, and a recording of the workshop were [published online](#) in 2022.

NHGRI is also highly supportive of the study of ethical, legal, and social implications (ELSI) of genetic and genomic research for individuals, families, and society. To create more opportunities for ELSI researchers to share their research and engage with one another, NHGRI established the ELSI Biennial Congress guided by the principles of inclusion, diversity, and access. During the 2022 ELSI Biennial Congress, several sessions addressed SGM-related topics, including a presentation titled “Queering the ELSI of Genomics” and the [presentation](#) of a manuscript titled “Supporting Shared Decision Making for Parents of Infants/Young Children with Disorders/Differences of Sex Development: Creation of a Genetic Testing Decision Aid.”

In June 2022, the National Heart, Lung, and Blood Institute (NHLBI) convened basic and clinical researchers at a [workshop](#) on sex and gender differences in COVID-19 outcomes and management related to heart, lung, blood, and sleep disorders. Their charge was to review the state of the science and strategize about translation of basic biological discoveries in this space into clinical applications. Scientific collaborators from NIAID, NIMHD, ORWH, and the Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD) complemented the NHLBI perspective on the research landscape. Talks addressed social and structural COVID-19 disparities in transgender communities, gender-affirming hormone therapy and susceptibility to SARS-CoV-2 (the virus that causes COVID-19), and the personal experiences of a transgender person with acute and long COVID-19.

ODP provided funding to several conference grants with sessions that addressed issues and research on SGM health. NHLBI and ODP provided grant support for the Society of Behavioral Medicine’s 2022 [Annual Meeting](#), which featured paper sessions, live research spotlight sessions, and panel discussions about lesbian, gay, bisexual, transgender, queer, intersex, and other SGM (LGBTQI+) topics, such as sexual orientation concealment and mental health among men of color who have sex with men, fluidity in sexual orientation identity and gender of sexual partners of cisgender adolescents over time, and dyadic exercise for psychological distress among LGBT cancer survivors and caregivers. ODP, the National Institute on Alcohol Abuse and Alcoholism (NIAAA), and several other institutes and centers supported a conference grant for the Society for Prevention Research’s 2022 [Annual Meeting](#). The meeting included a full session on pandemic-related health disparities among SGM adults, as well as a presentation on participatory implementation approaches to suicide prevention for SGM students in high schools.

In response to a congressional request to address NIH efforts related to women’s health research, ORWH hosted an [event](#) in October 2021 titled “Advancing NIH Research on the Health of Women: A 2021 Conference.” Key external partners were in attendance, and issues of relevance to SGM women were discussed. In the [report](#) prepared in response to the congressional request, the Advisory Committee on Research on Women’s Health included the recommendation to “enhance clinical research on structural barriers for patients from underrepresented communities, including but not limited to underrepresented racial and ethnic populations, rural communities, and sexual and gender minority populations.” Public comments received also addressed the need for better data collection in maternal morbidity and mortality research that includes SGM persons.

NIDDK program staff developed a flyer sharing SGM-related research opportunities and resources available through the institute and across NIH and distributed it at several scientific conferences in 2022, including the annual American Diabetes Association (ADA) Scientific Sessions, the annual American Association for the Study of Liver Diseases (AASLD) Liver Meeting, the GLMA Annual Conference on LGBTQ+ Health, and the Obesity Society ObesityWeek® conference. In addition, these opportunities and resources were discussed by program staff during NIDDK-focused presentations made at the ADA and AASLD meetings.

PUBLICATIONS AND PLANNING

NIH also contributed to and supported SGM research-related publications in FY22. The SGMRO Director and program staff at the NIMH co-authored a [paper](#) on incorporating a trauma-informed perspective on HIV-related research with transgender and gender diverse individuals. Building on the 2020 [HIV-Related Intersectional Stigma Research Advances and Opportunities Workshop](#), NIMH and OAR funded a [special issue](#) in the *American Journal of Public Health* titled “Addressing Intersectional Stigma and Discrimination to Improve HIV-Related Outcomes.” Released in June 2022, the issue includes articles underscoring the importance of taking actions to reduce HIV-related intersectional stigma and discrimination. Numerous SGM topics are discussed in the supplement, including the role of spaces and places in intersectional stigma among sexual minority men, coalitions as interventions against intersectional stigma, and how HIV criminalization can punish the most vulnerable. The supplement launch was mentioned at an AIDS 2022 [satellite session](#), “Launch of the 2022 *AJPH* Special Issue: Addressing HIV-Related Intersectional Stigma and Discrimination to Improve Outcomes and Inform Public Health Efforts.”

The ODP collected and forwarded comments from subject matter experts at NIAID, NICHD, and SGMRO as part of a federal partner review to update the U.S. Preventive Services Taskforce (USPSTF) [recommendation statement](#) on preexposure prophylaxis (PrEP) for the prevention of HIV infection. The current statement recommends considering PrEP for men who have sex with men (MSM), transgender people, and other people at increased risk of HIV acquisition. SGMRO provided comments specifically intended to help update recommendation language and content about SGM populations. The USPSTF was still [reviewing the topic](#) as of December 2, 2022, but feedback from NIH and other agencies will inform decision-making on recommendation updates.

The OAR Director published a [blog post](#) on National HIV Testing Day about practicing self-care through HIV testing. The blog described several pertinent research endeavors designed to increase HIV testing by better understanding and addressing socioecological barriers and facilitators, developing strategies for Black MSM in the South, and investigating self-testing options. The blog emphasized the importance of universal HIV testing and the ability of individuals to link to the appropriate services for their own health and the health of their loved ones.

In December 2021, NIDDK published the [NIDDK Strategic Plan for Research](#). The plan was developed to accelerate research on the causes, treatment, and prevention of diseases and conditions within NIDDK’s mission and underscores NIDDK’s commitment to empowering multidisciplinary researchers; engaging diverse communities of interest; and leveraging discoveries of connections among diseases across NIDDK’s mission to improve prevention, treatment, and health equity. In Research Opportunity 3.1, NIDDK encourages identification and characterization of populations that are not being reached with current intervention delivery strategies, including SGM groups, and using this knowledge to improve dissemination and implementation strategies

to advance health equity. Research Opportunity 4.2 is to ensure that communities of interest that engage in research are representative of the populations affected by diseases in NIDDK's mission, including SGM people. The institute supports the promotion of diversity in clinical research, through such efforts as reaching out to SGM communities to help identify NIDDK-relevant research opportunities.

In 2022, a Training Subgroup was developed within the NIDDK Inclusion, Diversity, Equity, Accessibility, and Civility (IDEA-C) Steering Committee's LGBTQ+ Community Support Workgroup. The subgroup interfaced with staff at the National Library of Medicine (NLM) to perform a literature review identifying publications within the NIDDK mission that also have relevance to SGM research. The results of this review are being analyzed and will be used to help identify gaps in these research areas and also to identify speakers for a seminar series to be hosted by the workgroup.

To inform strategic planning efforts for health equity, NINDS issued a [request for information \(RFI\)](#) on gaps and opportunities in health equity and conducted a comprehensive portfolio analysis of relevant funded research. The RFI responses helped the institute gather community perceptions on health equity research priorities and potential interventions for neurological disorders. Respondents described facilitators and barriers to healthcare access, including inequities specific to the LGBTQI+ community. The health disparities research portfolio analysis revealed SGM research to be a gap area in the NINDS portfolio. The results of these analyses were presented to the National Advisory Neurological Disorders and Stroke (NANDS) Council in February 2022 and were used to inform research recommendations to NINDS leadership. A manuscript summarizing the findings from each of these analyses was submitted for publication to *Neurology* in 2022.

To further support NINDS' health equity strategic planning, a workgroup of the NANDS Council was convened. This group of subject matter experts reviewed the impact of social determinants of health on neurological disease and interventions and identified key research gaps and opportunities to either prevent the risk of neurologic disease or alter outcomes of neurologic disease. They developed the Determinants of Inequities in Neurological Disease, Health, and Well-Being Framework to guide and inspire a new generation of neurologic research that pushes the field to design and test new approaches in pursuit of health equity, population health, and social justice. The framework expands the lens of those looking to reduce or eliminate inequities associated with race, socioeconomic status, LGBTQI+ identity, and other socioecological characteristics in neurologic disease. This group also delivered several research recommendations to NINDS leadership, and NINDS staff are already working to implement these recommendations. Relevant activities included disseminating SGM-related NOFOs, updates, and initiatives through weekly Office of Global Health and Health Disparities listserv distributions and increasing outreach to early career investigators with research interests in SGM neuroscience-related topics. To disseminate this work to the research community, workgroup members authored several publications detailing their findings and research recommendations; these are currently under review and planned for publication in *Neurology* in 2023.

Goal Two

Expand SGM health research by fostering partnerships and collaborations with a strategic array of internal and external stakeholders

PARTNERSHIPS AND ENGAGEMENT

NIH recognizes the immense importance of establishing and maintaining ties to the internal and external communities interested in and working toward the advancement of SGM health and well-being. To that end, the agency spearheads, coordinates, leads, contributes to, and otherwise supports a variety of collaborative ventures involving the components of NIH, the U.S. Department of Health and Human Services (HHS), other agencies within the Federal Government, and extramural sectors.

The NIH-wide Social Determinants of Health (SDOH) Research Coordinating Committee (RCC) was launched in April 2022. The establishment of the SDOH RCC represents an important opportunity to better understand and expand SDOH and related research at the agency for the benefit of all people, including SGM populations and others who bear an excess burden of adverse structural and social conditions. The SDOH RCC seeks to utilize relevant NIH-wide investments, efforts, and expertise to accelerate research on the conditions in which people are born, live, learn, work, play, worship, and age, as well as the wider set of forces and systems shaping the conditions of daily life. RCC members represent many perspectives and ICOs from across the agency, including SGMRO . In FY22, the RCC defined and began pursuing activities to achieve the committee's overarching goals, including the formation of working groups that will discern the scope of SDOH activities at NIH to inform future endeavors. FY22 committee meetings covered such topics as capturing SDOH constructs using measures in the NIH-funded [PhenX Toolkit](#),¹ using SDOH information to learn more about health and disease from the *All of Us* Research Program (*All of Us*) data set, and understanding SDOH better through different conceptual frameworks.

The ORWH-led Sex and Gender in Health and Disease Scientific Interest Group (SGHD SIG) works to foster interdisciplinary collaborations among NIH scientists and catalyze new collaborations between NIH and other research institutions with a focus on sex, gender, their intersection, and their influence on health and disease. The SGHD SIG highlighted rigorous research on the health of SGM populations in an FY22 webinar on trends in methamphetamine use, use disorder, and related overdose deaths among adults in the United States.

¹ The PhenX Toolkit is currently primarily funded by NHGRI, with current co-funding from NHLBI, NIMHD, NINDS, and OBSSR. Prior funding was provided by NCI, NIMH, the National Institute on Drug Abuse, and the NIH Tobacco Regulatory Science Program.

The NIAID-coordinated [Inter-Centers for AIDS Research \(CFAR\) Transgender Health Working Group](#) seeks to bring together researchers and communities across the CFARs working to promote the health and well-being of transgender people. The working group held its first meeting in October 2021. During the meeting, members discussed the main objectives of the working group: advancing relevant science, supporting community empowerment and collaboration, and building a network of transgender health researchers and community members to collaborate and strengthen relationships across the CFARs.

NICHD participates in the White House Task Force to Address Online Harassment and Abuse. This task force was [established](#) in response to the need for government leadership to address online harms, which disproportionately affect women, girls, people of color, and LGBTQI+ individuals. In consultation with survivors, advocates, educators, experts from diverse fields, and the private sector, the task force will develop specific recommendations to improve relevant prevention, response, and protection efforts through programs and policies in the United States and globally.

The [National Strategy on Gender Equity and Equality](#) was released in October 2021 by the White House Gender Policy Council. The strategy outlines guiding principles, strategic priorities, and a plan for implementation to help close persistent, pernicious gender gaps and ensure that “all people have the opportunity to live up to their full potential, regardless of gender identity or other factors ...” More than 30 U.S. federal agencies (including NIH institutes and offices) and each component within the Executive Office of the President contributed to the document. Senior designees from each agency and office shared their visions, ideas, and feedback on the strategy’s content. Input and recommendations were also provided by external groups representing multiple sectors, including nonprofits, community-based organizations, worker organizations, and youth leaders. LGBTQI+ persons are identified as communities of particular interest throughout the agenda, including in references to its intersectional scope and focus on historically underserved groups and in nearly all of the strategic priorities described.

The National Strategy on Gender Equity and Equality lays out 10 strategic priorities to advance gender equity and equality, including one on closing gender gaps in science, technology, engineering, and mathematics (STEM) fields. To address this priority and the associated objective of encouraging STEM innovation and entrepreneurship, the NIH Coordinating Committee on Research on Women’s Health (CCRWH) Sex, Gender, and Intersectionality (SG&I) Innovations Working Group was established and held its first meeting in February 2022. This working group’s purpose is to stimulate and accelerate innovation for women’s health research and sex-, gender-, and intersectionality-informed interventions, thereby creating scientific, societal, and entrepreneurial opportunities that promote gender equity, inclusive of SGM women and people assigned female at birth. The working group is composed of CCRWH members (including an SGMRO representative), other NIH personnel, and federal liaisons from various agencies.

The [SG&I Innovations Collaborative](#) held its launch at the May 2022 NIH Vivian W. Pinn Symposium. This collaborative seeks to turn discovery into innovation and health by working together across sectors and countries to integrate an understanding of sex, gender, and intersectionality throughout the biomedical research continuum and scientific enterprise to increase responsible, applicable, and open science worldwide. It will receive guidance and input from the SG&I Innovations Working Group and other committees focusing on the health and careers of women. The specific goals and priority actions for the collaborative and the five pillars of the biomedical research enterprise with which the collaborative will engage to drive systemic change were developed throughout FY22. Both the SG&I

Innovations Working Group and SG&I Innovations Collaborative are inclusive of SGM women and people assigned female at birth and focus on their needs, issues, and considerations.

NIH strives to engage external communities in pursuit of the agency mission. In FY22, the HHS Equity Technical Assistance Center (ETAC) within the Office of the Assistant HHS Secretary for Planning and Evaluation created the HHS Peer Learning Community on Equitably Engaging Individuals with Lived Experience. This group assembled representatives from across HHS, including various components of NIH and the Office of the Secretary, to share lessons about concrete, practical strategies for equitably and meaningfully engaging individuals with lived experience in HHS policy, program, research, and analysis work, recognizing both the relevant lived experiences many HHS staff bring to the work that can be leveraged and the logistical, financial, legal, and other considerations that influence how this work occurs. SGMRO participated in the peer learning community to proffer SGM-specific considerations. The group sunsetted in September 2022. ETAC subsequently used discussions and insights from the peer learning community proceedings to publish resources on what lived experience is, to develop strategies to engage in and address barriers to equitably identifying and engaging people with lived experience, and to determine how best to recruit these individuals into relevant HHS efforts.

NICHD representatives serve on the Population Association of America (PAA) Diversity, Equity, and Inclusion (DEI) Committee. The committee's charge is to ensure that PAA fulfills its commitment to DEI with respect to a broad array of social positions, including gender, gender expression, and sexual orientation. DEI principles apply to all aspects of the organization, such as membership, session topics, opportunities for presenting research, serving on committees, and leadership roles.

At the end of FY21, NIH published an RFI in the *Federal Register* on research opportunities and operational activities outlined in the [NIH Strategic Plan to Advance Research on the Health and Well-being of Sexual and Gender Minorities: Fiscal Years 2021–2025](#). The RFI presented an opportunity to receive feedback directly from SGM-focused organizations, researchers, nonprofits, community members, and the public. The RFI closed in December 2021. SGMRO summarized the responses received and shared the results with the SGM Research Working Group (RWG) of the NIH Council of Councils in summer 2022 to inform its [Mid-Course Review](#) of the strategic plan.

All of Us now has 13 national engagement partners with 246 sub-awardees that are engaging communities traditionally underrepresented in biomedical research. Among them are awardees that conduct strategic engagement and outreach to SGM communities to promote enrollment and retention. These partners hosted community and Pride events at a variety of venues in FY22, such as the following:

- 49th Anniversary Gala and Coronation of the Imperial Court of Sacramento
- Baltimore Pride
- Bi+ Empowerment Conference: A Uniting, Supportive, Experience (BECAUSE)
- Biomedical HIV Prevention Summit
- Black Queer AF Music Festival
- BlaqOut! 2022
- Chicago Midsommarfest
- Columbus (OH) Pride
- Equality California LGBTQ+ Leadership Summit

- FilmOut San Diego LGBTQ Film Festival
- HIV and Aging Conference/Pride Lines
- Houston Heavy Hitters Pride 2022
- Houston's Black Pride Splash Weekend
- Hyde Park Arts Center Pride Festival
- MASS Community Resource Fair
- Midwest LGBTQ Health Symposium
- Monkeypox Vaccine Clinic/LGBT Detroit
- National AIDS Education & Services for Minorities' National African American MSM Leadership Conference on Health Disparities and Social Justice
- National LGBTQ Health Conference
- NYC Gaymers Pride School Festival
- Old Dominion University's Lavender Reception
- Philadelphia Trans Wellness Conference
- Queering the Parks
- Saving Ourselves Symposium
- Silicon Valley Pride
- Stanford Center for Clinical Research Clinical Research Conference
- Stanford Health Matters
- Stanford University's 2022 Health Equity Symposium
- Stanford's 16th Annual BeWell Cardinal Walk
- Stanford's Evening of Queer Joy: About Us, For Us, By Us
- Step OUTside Fest at the Brooklyn Community Pride Center
- Trans Solutions Research & Resource Center National HIV Testing Day
- Wisconsin LGBTQ+ Health Summit
- World Professional Association for Transgender Health 27th Scientific Symposium

COMMUNICATIONS

NIH continues to build relationships with internal and external communities via presentations to an array of audiences on SGM-relevant and -focused information, resources, and opportunities.

As part of the NCI's Research in Understudied Populations and Cancer Disparities Webinar Series, the institute conducted the [webinar](#) "Cancer Research Efforts Focusing on Sexual and Gender Minority (SGM) Populations." The webinar featured presentations from two researchers working with the LGBTQ+ community to better understand and help eliminate the cancer disparities facing these populations.

NIAID's Division of AIDS Cross-Network Transgender & Gender Diverse Working Group (TGDWG) hosted a panel presentation, "It's About Time—HIV Research Just for Transgender Women," at the U.S. Conference on HIV/AIDS in December 2021.

In January 2022, the OAR Director spoke about the NIH HIV/AIDS research program and Ending the HIV Epidemic in the age of COVID-19 at the National African American MSM Leadership Conference on Health Disparities and Social Justice. The OAR Director also discussed women's representation in NIH-funded HIV/AIDS studies based on an analysis of NIH HIV/AIDS research focused on and/or including transgender women at the May 2022 Women's Research Initiative on HIV/AIDS meeting "Advancing Meaningful Inclusion of All Women in HIV Research and Clinical Trials."

In March 2022, the National Institute on Drug Abuse (NIDA) hosted a webinar on intersectional stigma, mental health, and alcohol use among Black sexual minority men as part of its Intramural Research Program Tuesday Seminar Series.

SGMRO team members presented at in-person and virtual events on the work and resources of the office, SGM work and events at the agency, grantspersonship, and priority issues in SGM health and research (particularly SOGI data and the 2022 National Academies of Sciences, Engineering, and Medicine [NASEM] Consensus Study Report [Measuring Sex, Gender Identity, and Sexual Orientation](#)). Examples of FY22 presentations are listed below.

PRESENTATIONS TO NIH AND OTHER GOVERNMENT ASSEMBLIES

- [21st Century Scholars Program](#)
- 56th Meeting of the NIH Advisory Committee on Research on Women's Health
- Administration for Children and Families Office of Planning, Research, and Evaluation
- *All of Us* Patient-Provided Information Committee
- CCRWH
- Centers for Medicare & Medicaid Services Pride Employee Resources Group
- Common Data Elements Task Force
- Department of State's Secretary's Office of Global Women's Issues
- Department of the Interior
- DPCPSI All Hands Meeting
- Environmental influences on Child Health Outcomes (ECHO)
- Federal Committee on Statistical Methodology Measuring SOGI Research Group
- Health Resources and Services Administration (HRSA) Office of Rural Health Policy's Equity Workgroup Data Committee
- Healthy People 2030 LGBT Health Workgroup
- HHS Data Council
- HHS Equity Learning Session
- HHS LGBTQI+ Coordinating Committee
- HHS LGBTQI+ Coordinating Committee Research and Data Subcommittee
- HHS Steering Committee on Violence Against Women Meeting
- HRSA Employee Health Equity Interest Group—Pride Month
- National Institute of Environmental Health Sciences (NIEHS) Epidemiology Branch
- NHLBI Office of Science Policy, Engagement, Education, and Communication
- NIAID Office of Strategic Planning, Initiative Development, and Analysis Brown Bag Meeting

- NIEHS Workshop on Environmental Impacts on Women’s Health Disparities and Reproductive Health
- NIH-Wide Measurement Coordination Group Q2 Meeting
- [NIH Academy on Health Disparities](#)
- NIH Council of Councils
- NIH Data Policy, Tools, and Analysis Meeting
- NIH HIV/AIDS Executive Committee Early Career Investigator Workshop
- NIH Intramural Research Program Trainee 3-Minute Talks
- NIH OD Equity Council
- NIH Planning and Evaluation Meeting
- NIH Tribal Advisory Committee
- NIMHD Health Disparities Research Institute
- NIMHD Staff Meeting
- Office of Equity, Diversity, and Inclusion Staff Meeting
- ORWH GENDER R25 Technical Assistance Webinar
- ORWH Staff Meeting
- Pride in Federal Service Webinar Series
- U.S. Geological Survey’s Ecosystems Mission Area on DEIA

PRESENTATIONS TO EXTRAMURAL INSTITUTIONS, CONFERENCES, AND OTHER RESEARCH-RELATED SETTINGS

- 4th Annual University of Arizona Health Sciences LGBTQ+ National Symposium and Community Fair
- 10th Annual LGBT Health Workforce Conference
- American Association for Public Opinion Research Annual Meeting
- American Association for Public Opinion Research DC Chapter Webinar
- Cedars Sinai LGBTQ+ Cancer Symposium
- Centers for AIDS Research
- The George Washington University
- Joint Statistical Meeting
- Marymount University Graduate Public Health Equity Guest Lecture
- Multi-Regional Clinical Trials Bioethics Collaborative of Brigham and Women’s Hospital and Harvard
- Patient-Centered Outcomes Research Institute
- Phreesia Lifesciences
- Prevent Cancer Foundation 2022 Advocacy Workshop
- University of California, San Diego

Goal Three

Foster a highly skilled and diverse workforce in SGM health research

REMOVING BARRIERS TO EQUITY IN THE WORKFORCE

NIH is committed to the principles of diversity, equity, inclusion, and accessibility (DEIA) and has initiated and sustained numerous programs, events, and opportunities that are of particular relevance to populations traditionally marginalized in the workforce, including SGM people.

The Scientific Workforce Diversity (SWD) Committee within the STRategies to enRich Inclusion and achieve Equity ([STRIVE](#)) Initiative has led a series of activities to better understand ways to foster DEIA within NICHD's extramural workforce and training programs, including through involvement of SGM persons. The "[Path to Enhancing Scientific Workforce Diversity](#)" workshop continued the committee's efforts by highlighting innovative systems-level models and strategies to develop and sustain a scientific workforce that embodies DEIA. Participants also discussed how these models and strategies can further inform endeavors to increase DEIA in NICHD's research populations. The discussion considered individual, institutional, and programmatic factors that influence NICHD's capacity for developing, sustaining, and enhancing a scientific ecosystem built on DEIA principles. The results of this meeting have been incorporated into the development of the STRIVE SWD Action Plan.

Program staff from NIAID's Division of Allergy, Immunology, and Transplantation's Radiation and Nuclear Countermeasures Program are prioritizing informing the radiation research community about training, education, and DEIA opportunities by presenting to diverse audiences, including SGM people, on the importance of diversity in the conduct of science and research funding. Team members have served as workshop facilitators, provided feedback on research aims for K99/R00 applications, and spoken to community college students about leveraging diversity supplements to advance a research path. Representatives from multiple divisions within NIAID also continued to participate in the NIAID DEIA Council to promote an inclusive and diverse workplace at the institute.

NIAMS supported the 2022 Gordon Research Seminar and Gordon Research Conference on Musculoskeletal Biology and Bioengineering. The leaders of the conference and seminar designed both events to improve DEI in the field. The two meetings featured scientists from underrepresented groups, and the conference Power Hour directly addressed the challenges women face in science and intersectionality with race, SOGI, and disability.

In January 2022, NIDDK's IDEA-C Steering Committee's LGBTQ+ Community Support Workgroup released a report that included next steps for supporting LGBTQ+ staff at NIDDK, as well as the results of the LGBTQ+ strategic planning exercise and IdeaScale campaign held in 2021. The workgroup organized NIDDK's first LGBTQ+ Listening Circle, held in conjunction with LGBTQ+ Pride Month in June. The group also distributed several email messages to the broad NIDDK community in 2022 in support of the LGBTQ+ workforce and encouraged the use of Pride Month graphics and Zoom background templates. In 2022, the NIDDK Director's William G. Coleman Jr. Award for Diversity and Inclusion was awarded to the NIDDK SGM Science and NIDDK LGBTQ+ Community Support Workgroups for outstanding efforts to promote SGM-related scientific research and workforce DEI.

ORWH and 11 participating ICOs released the [GENDER](#)¹ Research Education R25 request for applications in July 2022. The R25 supports research education activities in the mission areas of the NIH that complement or enhance the training of the workforce to meet the nation's diverse health research needs. This specific funding opportunity supports skills development courses and development of courses, curricula, and methods on how health is influenced by sex as a biological variable and/or by gender as an identity, social, cultural, or structural variable.

In FY22, the NIH Common Fund issued its [second round of awards](#) through the Faculty Institutional Recruitment for Sustainable Transformation (FIRST) program to enhance diversity and inclusion among biomedical faculty. These awards provide funds to recruit diverse cohorts of early stage research faculty and establish inclusive environments to help those faculty succeed. NIH encourages FIRST cohort awardees to actively recruit candidates from groups that have been historically underrepresented in the health sciences, including SGM persons.

The *NIDDK Research Strategic Plan's* Research Opportunity 2.3 to bolster workforce development and training to increase and diversify the pathway of clinical investigators underscores the importance that the workforce includes representation from all populations, including SGM groups. It explicitly recommends increasing and retaining the number of people from SGM groups who conduct clinical research.

PROMOTING INCLUSIVITY

A number of FY22 resources, activities, and presentations focused on promoting inclusion of SGM communities. SGMRO announced the release of a new resource: [The Importance of Gender Pronouns & Their Use in Workplace Communications](#). This resource—developed in conjunction with the NIH Office of Equity, Diversity, and Inclusion (OEDI)—is intended to facilitate inclusive, affirming, and welcoming workplace environments for all individuals, regardless of gender. The document identifies such topics as the significance of gender pronouns and proper usage, legal rights protecting sexual and gender minority employees, and mistakes to avoid. This resource can be accessed on the SGMRO [website](#) and is available as a downloadable PDF.

The agency took several steps to promote safety, belonging, visibility, and support for the LGBTQI+ community at large, both at NIH and beyond. The Office of Research Services (ORS) Director initiated and received funding for a project to construct the first gender-neutral restroom on the NIH campus. The SGMRO Director participated in a kickoff meeting with ORS and the Office of Research Facilities, which will handle the design and construction contracts. This is intended to help cultivate a safe environment for all NIH staff.

¹ Galvanizing Health Equity Through Novel and Diverse Educational Resources.

The NICHD STRIVE Health Disparities Research Committee announced “[STRIVE for Change: Drawing on Our Strengths Art Challenge](#),” an effort to engage youth and showcase partnerships, traditions, practices, or other cultural aspects that promote positive health outcomes. The challenge solicited single still graphic art submissions that focus on one or more minoritized communities that experience health disparities (including SGM communities), address a specific type of disadvantage, and highlight community strengths and ways that people in the community manage adversity and encourage resilience.

NIH held a Virtual Town Hall on DEIA in June 2022 for all NIH staff, including employees, contractors, fellows, and trainees. In attendance were the NIH Acting Director and Acting Principal Deputy Director, as well as leadership from OEDI and COSWD. This hour-long event provided a platform for members of various communities that experience employment disparities and inequities, including SGM people, to individually share with leadership their perspectives on workforce-related challenges, potential solutions, and means to increase and improve DEIA at the agency. Following up on this town hall, NIH senior leaders scheduled or held listening sessions in FY22 to hear more details about specific workforce-related challenges and recommendations for effecting change directly from staff representing the many NIH [Special Emphasis Populations](#).

Under the aegis of the Network of the National Library of Medicine ([NNLM](#)), which comprises more than 8,000 institutions nationwide, NLM sponsors public health outreach activities on SGM issues. The NNLM Region 5 (University of Washington) Regional Medical Library program core, “Reaching More People in More Ways,” aims to advance health equity, health literacy, and data-driven health by increasing community-driven approaches for outreach and engagement through leveraging existing member partnerships, developing new partnerships with libraries and organizations sharing a mission to serve underrepresented populations, and supporting cross-regional and national NNLM collaborations. The core will support inclusive programming that addresses SGM status; race and ethnicity; cognitive and physical abilities; religious background or identification; socioeconomic status (past and current); education level, health literacy and linguistic needs; geographic location, including underrepresented populations from medically underserved areas; and other factors or demographics that create unequal access to the highest level of health.

The NCI Division of Cancer Control and Population Sciences presented “LGBTQIA+ Communities in the Workplace” at a September 2022 internal all-hands meeting to invite conversation and engagement for future activities related to the workforce. NCI featured a three-researcher panel titled “Promoting Sexual and Gender Minority Inclusiveness in Research” at the Annual NCI Community Oncology Research Program Principal Investigator Meeting to encourage researchers to foster more inclusive environments.

A representative from the NIAID TGDWG presented a talk titled “TRANSitioning to Inclusive Research Environments” at the Association of Nursing in AIDS Care in November 2021. An NIMH representative presented “Intersectionality Research Funding and Training Opportunities: Insights from the NIH” in July 2022 at the Intersectionality Training Institute’s Intersectionality Research, Policy, and Practice Summer Intensive in Philadelphia.

A training segment titled “Sexual and Gender Minority Research and Community Support at NIDDK” was included as part of the NIDDK Commitment to EDI module in the NIDDK Extramural Staff Training program. The training provided relevant background and definitions and information on NIDDK workgroups in support of SGM people; discussed specific inclusion of SGM populations as part of the *NIDDK Strategic Plan for Research* and the importance of SGM research and funding

opportunities; and offered key takeaways from both the NIH-wide and NIDDK-specific SGM portfolio analysis, a description of the SGMRO and the NIH-wide SGM Research Coordinating Committee ([SGM RCC](#)), and SGM health and employee resources.

As part of its DEIA Workshop Series, co-sponsored by the Chief Officer for Scientific Workforce Diversity Office (COSWD), the NIH Office of Intramural Research sponsored the seminar “LGBTQ Community in STEM.” Attendees included intramural principal investigators and other leaders. The seminar explored the finding that LGBTQ students are less likely than others to remain in a STEM major, mechanisms underlying this disparity, and potential interventions. Major foci included identity in science, self-efficacy, belonging, safety, and social factors affecting SGM students and their progression and success in scientific careers.

The NIH OEDI led the FY22 NIH Pride campaign “[Together Toward Discovery](#).” The office teamed up with [Salutaris: the NIH SGM Employee Resource Group](#) for several events designed to unite and celebrate the NIH LGBTQI+ community, including the Outdoor Pride Picnic on the main campus of NIH and marching in the Capital Pride Alliance Pride Parade. OEDI hosted an open Twitter chat, “Intersecting Identities: Experiences of LGBTQIA+ People in the Workforce,” during which NIH community members discussed how intersecting identities shape and impact the workplace and overall life experiences of LGBTQI+ people. NIH Pride was capped with a panel discussion titled “Together Towards Discovery: The Impact of Intersecting Identities on Work at NIH,” co-hosted by OEDI and Salutaris.

NIH personnel participate in and co-chair committees within Pride in Federal Service (PFS). PFS is a federal interagency community of practice focused on inclusion and consideration of SGM populations in federal employment and is composed of people representing numerous federal LGBTQI+ Employee Resource Groups. As part of the PFS [2021 Virtual Summit Series](#), an SGMRO team member presented at a November 2021 panel of federal employees discussing the process of questioning, coming out, and navigating being newly out at work.

SUPPORTING THE RESEARCHER COMMUNITY

NIH supports educating, informing, training, engaging with, facilitating interaction among, spotlighting, and generally assisting intramural and extramural SGM health researchers. A [NOSI](#) was issued by 27 NIH ICOs in February 2022 to announce the availability of administrative supplements to recognize excellence in DEIA mentorship. These supplements allowed expansion of research projects of exceptional mentors with demonstrable commitment and contributions to enhancing DEIA in the health sciences. This program exemplifies NIH support for cultivating DEIA in future generations of scientists.

The NIH [SGM Health Scientific Interest Group](#) brought together intramural and extramural scientists working or interested in SGM health and research at several events spanning FY22.

- In December 2021, staff from *All of Us* provided a deeper technical dive into its Researcher Workbench for the SIG. The meeting covered how to use the Workbench and included an overview of SGM-related data. A live demonstration of the platform was followed by a short question-and-answer session.
- In December 2021, the SIG hosted an End-of-Year Networking Session. Attendees selected a research area of interest and were organized into corresponding breakout rooms along with NIH staff.

- In February 2022, the Co-Directors and the Participant Engagement Director of the [PRIDE Study](#) presented an overview of the study at an internal meeting of the SIG. They also discussed research workforce diversity and how PRIDENet works to engage SGM research participants.
- In June 2022, as part of Pride Month activities, the SIG held a Grantspersonship Workshop for trainees that offered breakout sessions with representatives from NIAAA, NIDA, NIMH, and the Center for Scientific Review (CSR). Participants learned about institute- and center-specific research priorities and the peer review process and received advice on how to submit an NIH grant application.

NIH hosts and supports many formal programs and events focused on workforce and career development. The Office of Intramural Training and Education (OITE) manages the [Amgen Scholars Program at NIH](#), which provides undergraduates the opportunity to work alongside NIH scientists as they engage in independent research, career development, and exploration of how science, policy, and community involvement can help eradicate health disparities and inequities. The FY22 program devoted a full session of its health disparities intensive to SGM health disparities, including a discussion of the research, communication, and policy aspects of the topic. One of the scholar's final policy briefs focused on LGBTQ+ youth. SGMRO personnel mentored two of the scholars.

NIDA funds programs that provide opportunities for training, education, and/or development of investigators early in their career and include a focus on SGM populations and investigators from SGM populations. These include the University of California, San Francisco [Visiting Professor Program](#) (also funded by NIMH), the [Fordham University HIV and Drug Abuse Prevention Research Ethics Training Institute](#), and the [University of California, Los Angeles HIV/AIDS, Substance Abuse, and Trauma Training Program](#). NIDA staff provide outreach to these programs regarding agency priorities, grant-writing, and other skills and knowledge necessary for successful independent research support. NIDA staff have provided similar support to early career programs at the CFARs.

The NIMHD [Health Disparities Research Institute](#) program provides research career development opportunities for promising early career scientists with an interest in minority health and health disparities research to gain knowledge and skills crucial to becoming independent researchers. In August 2022, NIMHD hosted a cohort of 74 scholars for a [weeklong training program](#) that featured customized minority health and health disparities lectures, small group discussions, mock grant reviews, seminars, and networking opportunities with program officers and investigators working at NIH. SGM-relevant topics in research and grantspersonship were discussed throughout the institute. SGMRO staff participated in the NIH Program Official Meet and Greet event alongside representatives from other ICOs, presenting information on the office, the NIH-wide SGM research portfolio, and SGMRO-specific funding considerations. The event offered an opportunity for investigators interested in or pursuing SGM health research to ask questions and engage with the NIH community and one another.

The SGMRO Director presented virtually on the office and SGM health research at the 2022 [Health Science Communications and Policy Workshop](#). This workshop taught NIH intramural postbaccalaureate fellows how communication campaigns are used to influence public health and how policy and funding decisions are made. It combined interdisciplinary science communications content, an understanding of the policymaking process, professional skills development, and career exploration. Various topics in SGM health were examined in the 2022 workshop, using intersectionality, stigma, mental health, COVID-19, and health disparities as case studies. The annual workshop is a collaboration among OAR, OITE, and SGMRO.

In April 2022, OAR hosted a [Workshop for Early Career Investigators in HIV/AIDS](#) in conjunction with ICOs that support HIV/AIDS research. The workshop afforded HIV/AIDS researchers early in their careers the opportunity to learn about the importance of mentorship, key resources, and the peer review process. They also had an opportunity to hear about HIV/AIDS-related priorities and programs from nine different ICOs (including SGMRO) and interact with ICO program representatives and one another.

In July 2022, SGMRO coordinated the first [SGM Health Research Regional Workshop](#) since FY20. The event was convened in Chicago in conjunction with the Institute for Sexual and Gender Minority Health and Wellbeing at Northwestern University. NIH participants included staff from *All of Us*, CSR, NCI, NHLBI, NIMH, SGMRO, and the National Institute on Aging (NIA). Workshop attendees were able to learn about SGMRO, SGM-related research and activities at NIH, grantpersonship, ICO research priorities in SGM health research, tools, resources, SGM people and culture in science, and establishing and sustaining a career in SGM health research. The workshop aimed to increase knowledge around NIH structure and granting; facilitate extramural mentoring relationships in the Midwest; and enhance capacity in SGM health research among students, postdoctoral fellows, and early career researchers.

Technical assistance remains a crucial avenue for furthering SGM health research at NIH. The SGMRO team assists current and future SGM health investigators in submitting applications by providing technical assistance that helps them determine the most appropriate NOFOs, funding mechanisms, and administering ICs for their work. ICO program staff offer ICO-specific technical assistance related to SGM health-related research by fielding specific questions, providing recommendations for aligning applications with ICO priorities, and holding webinars to discuss individual funding opportunities. SGMRO also furnishes technical assistance and expertise to NIH personnel concerning SGM-specific needs, considerations, and language in various initiatives, collaborations, NOFOs, and other activities.

SGMRO continued to highlight SGM health research and researchers in FY22. The [Scientific Webinar Series](#) gave investigators the opportunity to broadly share information about their research programs on COVID-19 health research with and for SGM communities, the impact of the COVID-19 pandemic on minoritized youth and young adults in the United States, COVID-19 and racial trauma in the United States, and minority stress and cardiovascular health among SGM populations.

SGMRO's [SGM Health Researcher Spotlight](#) featured interviews with six early stage and more established investigators on their career trajectories and advice for success. FY22 interviewees have research interests in SDOH, youth mental health and substance use disparities, multidimensional social support among LGBTQ+ childbearing parents, HIV-related disparities, clinical care practices for intersex youth and young adults and/or those diagnosed with variations in sex characteristics, and the experiences of SGM people with cancer and their caregivers.

SGMRO held the fifth annual [NIH SGM Research Investigator Awards Program](#) in September 2022. The program honored two early stage investigators and a more established distinguished investigator for their exemplary contributions in fields related to SGM health and well-being. Awardees were invited to present on their research programs during the virtual ceremony.

Goal Four

Encourage data collection related to SGM populations in research and the biomedical research workforce

THE NATIONAL ACADEMIES REPORT

There is growing acknowledgment of the need to develop, improve, and increase the usage of measures and methods that accurately identify and describe SGM persons. To help address this need, SGMRO and 18 other NIH ICOs¹ commissioned NASEM to review current measures and methodological issues related to ascertaining sex as a non-binary construct and SOGI in research, administrative, and clinical settings.

In March 2022, NASEM released its Consensus Study Report [Measuring Sex, Gender Identity, and Sexual Orientation](#). This report has since served as the foundation for and a primary driver of the SGMRO's work on advancing and increasing SGM measurement in research and surveys, clinical settings, and administrative data collection. Collecting data to better represent SGM communities is valuable and vital to keeping NIH research rigorous and accurate, maintaining inclusive program administration with investigators and program participants, and tracking and improving the health of the nation. The report includes recommended measures for capturing data on SOGI and variations in sex characteristics, as well as key [research recommendations](#). In 2022, SGMRO, sometimes in collaboration with NASEM panel members, provided more than 50 presentations about the report findings within NIH, across HHS, and at multiple conferences. SGMRO also provided one-on-one consultations related to the NASEM report recommendations and SGM data collection to investigators and program administrators throughout NIH, including, but not limited to, *All of Us*, NIMH, OEDI, the NIH Blood Bank, and the Clinical Center.

The Clinical Genome Resource, or [ClinGen](#), is an international consortium dedicated to constructing a central resource that defines the clinical relevance of genes and variants for use in precision medicine and research. Primarily funded by NHGRI with content curation support from other ICs, ClinGen has more than 2,200 members across 56 different countries. To assess the diversity of this workforce, the ClinGen Justice, Equity, Diversity, and Inclusion Coordination Team developed a demographics survey in FY22 that included questions about gender identity (including current gender and sex assigned at birth) based on the 2022 NASEM report recommendations. The survey was

¹ SGMRO led this effort. The report was also supported by *All of Us*, COSWD, NCI, NHGRI, NIA, NIAID, NICHD, NIEHS, NIMH, NIMHD, NINDS, OAR, OBSSR, ODP, OEDI, OITE, ORWH, and the Office of Strategic Coordination.

sent to the entire consortium in 2022 with the goal of using the results to inform the development of strategies to promote diversity, including SGM diversity, in the ClinGen workforce.

DEIA IN DATA

NIH made strides in incorporating DEIA into data-related efforts in FY22. A subcommittee of the SGM RCC, including members from six ICOs (NIA, NICHD, OEDI, ORWH, the National Center for Advancing Translational Sciences, and the National Institute of Dental and Craniofacial Research) led by SGMRO, worked together to update one of the [frequently asked questions](#) about inclusion on the basis of gender and other variables on the NIH-wide Grants & Funding website. The question pertains specifically to collection and reporting of sex and gender from self-identified transgender, non-binary, and other gender minority individuals in NIH inclusion enrollment tables. The update, published in June 2022, will help investigators to more accurately describe their study populations and will enhance inclusivity in NIH-supported research.

The Representative Studies Rubric ([RSR](#)) is a 12-item questionnaire intended to evaluate and help enhance representation in HIV/AIDS clinical research involving chronically underrepresented populations, including transgender persons and people of racial and ethnic groups like Latina, Latino, Latine, and Latinx communities. Representatives of the NIAID TGDWG and the Office of HIV/AIDS Network Coordination Legacy Project presented on the RSR to the NIH HIV/AIDS Executive Committee in June 2022 and at the August 2022 ORWH staff meeting. The RSR was updated most recently in September 2022 and is currently publicly available for researcher use.

The NIH Artificial Intelligence/Machine Learning (AI/ML) Consortium to Advance Health Equity and Researcher Diversity ([AIM-AHEAD](#)), established in 2021 and administered by the Office of Data Science Strategy, is composed of institutions and organizations with a mission to serve underrepresented and underserved groups disproportionately impacted by health disparities, such as SGM persons. This consortium works to enhance the participation and representation of researchers and communities underrepresented in AI/ML modeling and applications and to improve the capabilities of this emerging technology, beginning with electronic health records and extending to other diverse data to address health disparities and inequities. In FY22, AIM-AHEAD supported work to leverage AI/ML to address under-diagnosis and under-recognition of intersex status.

NIA-funded Alzheimer's Disease Research Centers ([ADRCs](#)) at major medical institutions across the United States work to translate research advances into improved diagnosis and care, as well as to identify strategies to treat and possibly prevent Alzheimer's disease and related dementias (ADRD) in all people. Each ADRC has its own area of focus, but they work together as a network, sharing new research ideas, approaches, and data through the National Alzheimer's Coordinating Center ([NACC](#)). The NACC appointed a special *ad hoc* committee in 2022 that was tasked with identifying SGM-related measures that could be adopted and used in research data collection across the ADRC programs.

NICHD launched its STRIVE Initiative to improve DEIA in all aspects of its research and workforce to make meaningful changes to its health disparities research portfolio. Each of the three STRIVE committees drafted action plans. The STRIVE DEIA Action Plan, which aims to create a roadmap for promoting DEIA within the NICHD workforce, has identified gaps in the types of demographic information collected to support DEIA-related actions and recommends that future actions include additional identity characteristics, including SOGI data. The STRIVE SWD Action Plan, which aims to foster DEIA within NICHD extramural and intramural workforce and training programs, identified

a need for effective engagement—specifically from SGM individuals, among other groups who are not currently represented in NIH demographic data—in order to help NICHD further extramural workforce diversity. The STRIVE Health Disparities Research Action Plan, which aims to address health disparities research in NICHD populations, identified goals to promote inclusion of populations experiencing health disparities in all NICHD human subjects research, including SGM persons, and to incorporate intersectionality of identities into health disparities research. This action plan also suggests refining existing tools and measures to be more culturally sensitive and to include SOGI, among other measures.

DISCUSSING DATA NEEDS

SGM data needs were deliberated at a variety of FY22 events. In March 2022, NINDS, in collaboration with NIA, hosted its fourth [ADRD Summit](#). Following each summit, a report with nationwide research recommendations is generated that ultimately helps guide NIH investments in ADRD research. Under the topic of health equity in AD/ADRD research, recommendation 6 of the [ADRD Summit 2022 Report](#) emphasizes documenting and monitoring inequities in AD/ADRD prevalence, incidence, diagnosis, and treatment across a range of SDOH, including SOGI. The Health Equity in AD/ADRD Committee also identified as one of its highest priorities the inclusion of underrepresented populations in research (which includes SGM populations) to improve representative sampling and retention of diverse communities in research.

In the previously mentioned NHLBI workshop, “Sex/Gender-Specific COVID-19 Outcomes and Management Relevant for Heart, Lung, Blood, and Sleep Disorders: From Bench to Bedside,” several knowledge gaps relevant to SGM data collection were identified. These included underrepresentation of SGM populations in COVID-19 studies and subsequent subgroup analyses; the importance of sex assigned at birth and gender identity in determining COVID-19 susceptibility, pathophysiology, and treatment efficacy and effectiveness; and the need for more data disaggregation. The workshop facilitated discussion on improving the operationalization and capture of sex, gender identity, and sexual orientation variables to better understand how these factors affect immune and other responses to SARS-CoV-2 infection.

NLM co-sponsored the December 2021 workshop “Exploring Ethical Considerations of Health Sciences Research Data,” hosted by the Research Data Management Librarian Academy. The workshop highlighted ethical considerations and practical implications during the process of collecting, coding, processing, analyzing, sharing, and reusing clinical, patient, public health, and other health sciences research data. Featured panelists shared information about decision support tools to facilitate awareness of ethical considerations when designing artificial intelligence and digital health research, as well as insights on how fairness is measured in artificial intelligence and how accepted measurement methods hide historical discrimination and inequality, both of which are highly relevant to SGM populations and research.

In September 2022, the NIMH Office of Disparities Research and Workforce Diversity hosted the [webinar](#) “Advancing Methods and Measures to Examine the Underlying Mechanisms of Violent Death in LGBTQ Populations.” More than 210 registrants participated in this research methods training webinar and learned about the lack of SOGI data and context in mortality statistics; novel means of measuring SOGI using postmortem data when there is a violent death among LGBTQ individuals; and ways to improve surveillance and electronic medical record systems for SOGI data collection, use, and quality.

TECHNICAL SUPPORT AND TOOLS

Technical assistance is a crucial conduit for aiding the scientific community in initiating, sustaining, and expanding SGM data collection and usage in multiple contexts, and tools like evidence agendas, standard measures, and portfolio analyses enable researchers and other relevant parties to work more independently toward this goal.

The Office of the Assistant Secretary for Health (OASH) requested that SGMRO provide consultation for states and technical support for regional offices on collecting SOGI data. For example, New Mexico is working to add SOGI information in all places across the state where other demographic information is collected in response to a state-level executive order. OASH also reached out to SGMRO to respond to a request from HHS Region 8 (serving Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming) for a presentation and consultation about the feasibility of and strategies to support SOGI data inclusion across the region.

SGMRO also regularly participates in a federal workforce SOGI data testing workgroup that supports offices in testing SOGI workforce questions. All collaborations on technical assistance related to federal workforce data collection are closely coordinated with the Office of Personnel Management.

With momentum from the increasing engagement and success of NIH- and HHS-based technical assistance on SGM measurement and data collection, SGMRO submitted the proposal “Addressing Equity Through Robust Sexual and Gender Minority Data” to the HHS Secretary’s Challenge and was selected as a winner. This project will span and be tracked over three years. It is meant to be collaborative across HHS and will be facilitated through the SGMRO’s crosscutting work and leadership with the HHS LGBTQI+ Coordinating Committee.

The interagency [Measuring SOGI Research Group](#) of the Federal Committee on Statistical Methodology explores best practices for SOGI measurement in federal information collection efforts. Co-chairs and members of the group provided technical assistance in FY22 on the inclusion of SOGI questions in national surveys to various federal agencies in the form of relevant background information, recommendations on data measures, and planned research review. In August 2022, several members of the research group (including two from SGMRO) also joined an interagency working group formed in response to Executive Order 14075. The working group consisted of more than 45 staff members from more than 20 federal agencies who received 70+ RFI submissions and conducted nine listening sessions over three months to produce [The Federal Evidence Agenda on LGBTQI+ Equity](#).

Common Data Elements (CDEs)² provide a way to standardize data collection, harmonize data sets, and increase comparability across studies. NINDS maintains its own [CDE project site](#), which houses CDEs for the neurological clinical research community. NINDS identified a lack of SDOH and SGM research-relevant CDEs in the project and recommended developing a collection specific to neurological disorders to fill this gap. The NINDS’ CDE project and Steering Committee leadership are attempting to update NINDS CDEs accordingly and are strategizing how to incorporate CDE-related advances in the research and science of SGM measurement and implement best practices and recommendations from the 2022 NASEM Consensus Study Report [Measuring Sex, Gender Identity, and Sexual Orientation](#).

Through NLM’s continuing leadership of the NIH-led interagency CDE Task Force and its support of the NIH CDE Governance Committee, NLM assisted with numerous ongoing NIH-wide activities

² A CDE is a fixed representation of a variable comprising one defined question paired with a specified set of allowable responses that are used in common across multiple studies, research sites, initiatives, or data sets.

to identify, harmonize, endorse, and promulgate CDEs to improve capture of data regarding SDOH and demographics, including SGM indicators from large-scale, multiproject, multisite intramural and extramural NIH research initiatives. These efforts are intended to enable NIH-funded research to better address minority health, health disparities, and health equity.

Healthy People 2030 ([HP2030](#)) decennially sets data-driven national objectives to improve health and well-being; several core and developmental [objectives](#) pertain directly to the health and safety of LGBT persons. In FY22, ODP provided co-funding for year two of its interagency agreement with the HHS Office of Disease Prevention and Health Promotion, titled “Using Healthy People 2030 to Advance Health Equity: Data Visualization and Disparities Measurement.” This agreement supports HP2030 efforts to illustrate persistent disparities, highlight gaps in care and opportunities for advancing health equity, and motivate action to improve health equity and outcomes for vulnerable populations, including SGM folks. Work began in FY22 on developing an interactive Health Disparities Tool that will allow users to interface with HP2030 data from all data sources used to track program objectives. If a data source used to measure an objective includes LGBTQI+ populations in its data set, that information will also be available for analysis in the disparities tool.

The [SGMRO Portfolio Analysis: Fiscal Year 2020](#) was published in FY22, sharing with the public and scientific communities for the sixth time essential characteristics of the NIH-supported portfolio in SGM research, including the relative representation of different fields and communities during the reporting period. FY22 saw the third release of associated portfolio snapshots, which describe in greater detail the research being conducted across the agency focused on [bisexual](#), [transgender](#), and [intersex people and individuals with variations in sex characteristics](#). NIH [RePORTER](#) records 546 projects related to SGM health funded by 21 ICOs for FY21, reflecting an 81.4% increase in the number of projects comprising the NIH SGM research portfolio between FY15 and FY21.

Looking Back and Moving Forward

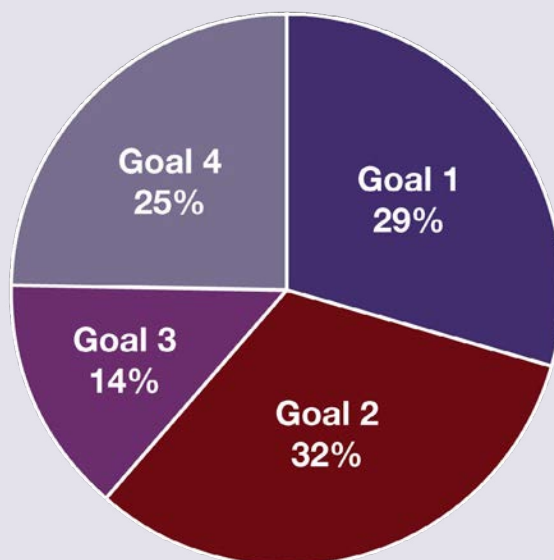


Figure 1. FY22 activity count by NIH SGM Research Strategic Plan goal

In FY22, NIH marked a variety of accomplishments in the agency’s pursuit of the goals outlined in the [NIH Strategic Plan to Advance Research on the Health and Well-being of Sexual and Gender Minorities: Fiscal Years 2021–2025](#), as depicted in Figure 1. Goals 1, 2, and 4 were more represented in the distribution of activities, partly due to the large number of relevant NOFOs and presentations occurring in FY22. However, many activities were reported under each of the goals, signifying broad progress in implementing the strategic plan.

In September 2022, the NIH SGM RWG of the Council of Councils conducted a mid-course review of the SGM research strategic plan to assess goal-specific progress to date and generate a [report with recommendations](#) for further advancing SGM health and research in the years to come. Specific recommendations included diversifying monetary support for research and researchers, intra- and inter-agency collaborations, and demographic data collection from investigators and Clinical Center patients. The NIH Council of Councils subsequently accepted the RWG’s recommendations and submitted them to the NIH Office of the Director. The report was accepted by NIH leadership.

FY22 was a year of many developments for SGM health, research, researchers, and LGBTQI+ communities. Building on the momentum of prior years’ work, as detailed in the [SGMRO Annual Report Fiscal Year 2021](#) and previous [Annual Reports](#), NIH contributed to this expanding research portfolio through dedicated financial and technical support, multilevel collaborations, workforce development, and propagation of data collection and utilization. There remains a considerable journey ahead to health equity for SGM persons; NIH stands ready to take the next steps forward for all LGBTQI+ communities.



National Institutes of Health
Sexual & Gender Minority Research Office