

Promoting Diversity, Equity, and Inclusion in Biomedical Research

Advisory Committee to the Director Meeting
February 26, 2021

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1 _1HZ UHVHDUFK RQ KHDOWK GLVSDULWLHV PLQR

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7 _7UDQVSDUHQF\ FRPPXQLFDWLRQ DQG DFFRXQV
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FRAMEWORK

Focused on systems and institutions , versus individuals

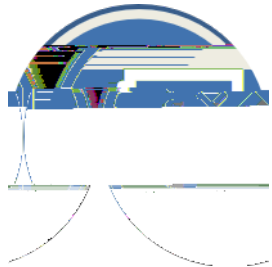
ACKNOWLEDGING

Foundational Efforts

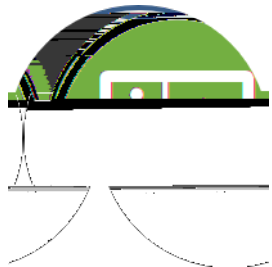


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‡ 'HILQHG WKH H[SHFWHG WLP HOLQHV



¾ &RQGXFW ,QLWLD /LV±&RQSQJWHVVRQVEHU
‡ +HOG OLVWHQLQJ VHVLRQV ZLWK WKH 81,7(&

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FRAMEWORK

Focused on Culture Change, Recruitment and Retention/ Advancement with Accountability for NIH Internal Workforce

CULTURE CHANGE

Define inclusive culture, promote positive behavior and growth opportunities, expand NIH anti-racism policies, make harassment and discrimination reporting and investigation safe and accessible, enhance anti-racism training, identify and dismantle processes that may perpetuate systemic racism

RECRUITMENT

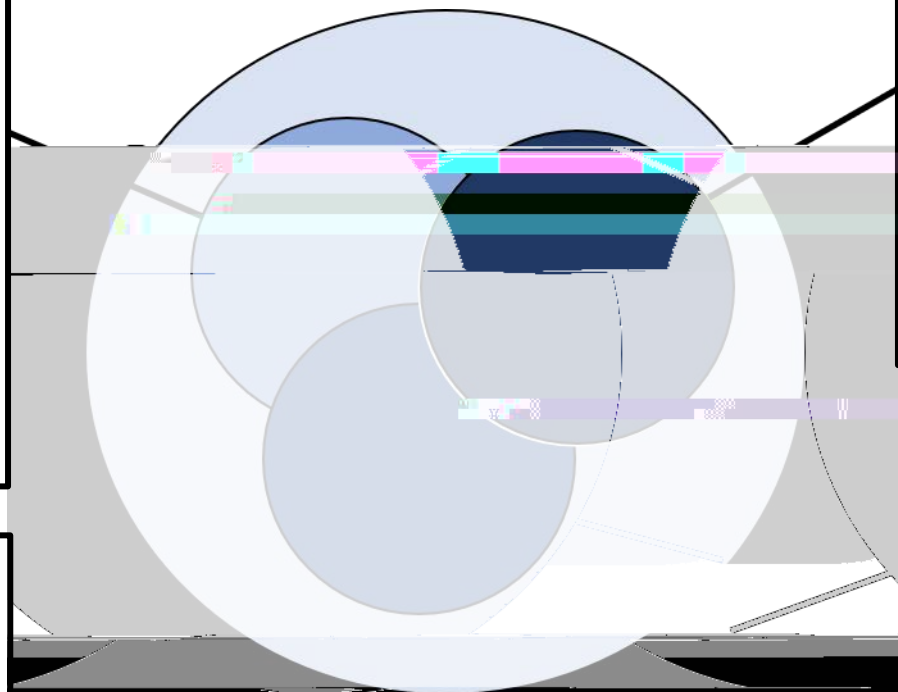
Enhance and implement recruitment strategies for diversity at all levels within the NIH community

RETENTION/ ADVANCEMENT

Establish Anti-Racism Steering Committee. Promote practices that create effective mentoring and enhance retention and promotion at all levels within the NIH community

ACCOUNTABILITY

Make diversity, equity, and inclusion a priority across NIH and amongst leadership. Name Diversity Officer for each I/C



Foundational Efforts

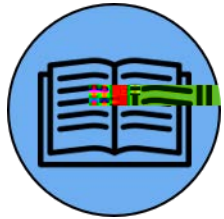
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, PPHGWH GDWD ZLOO EH DQDO\JHG 6SULQJ DC

NIH Workforce

NIH Senior Leadership (n=157)

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Current Efforts and Next Steps



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SROLFLHV ILQDOLJHG 6SULQJ SXEOLVKHG LQ 1,+

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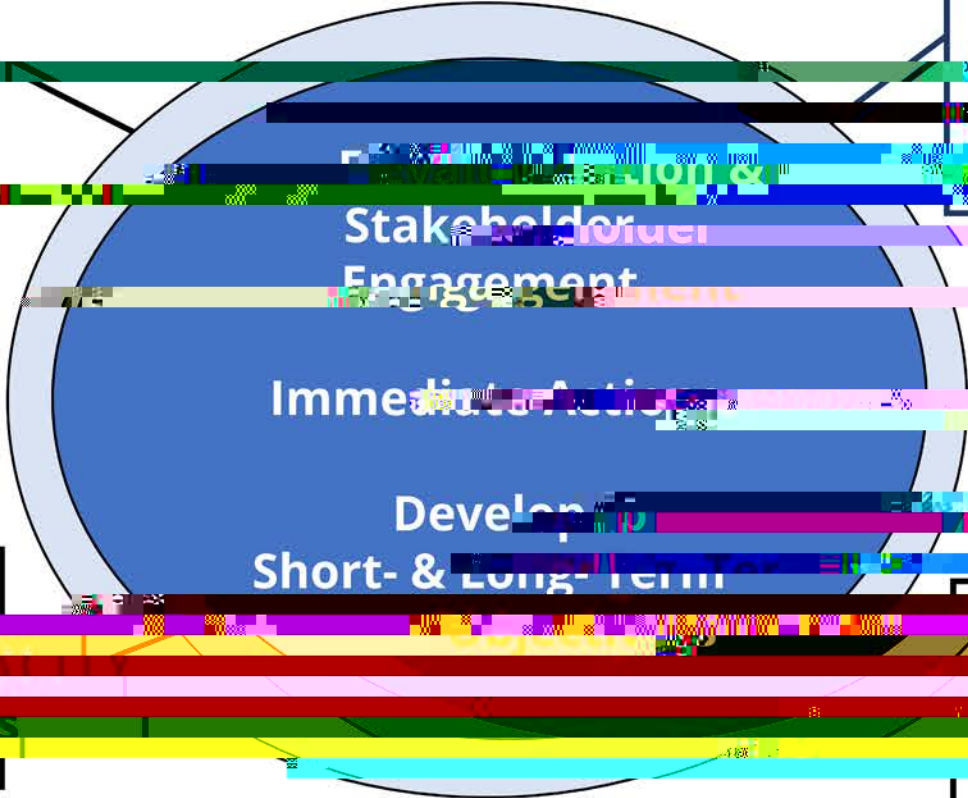


FRAMEWORK

Changing NIH policies, culture and structures to promote extramural workforce diversity and inclusion

URG CAREER PATHWAYS

INEQUITIES AT NIH

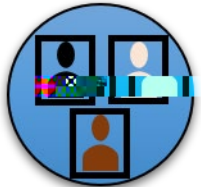


LIMITED
AT HEALTH SERVICES & MSIS

INEQUITIES AT NIH
PROCESSES & PROCEDURES

Foundational Efforts

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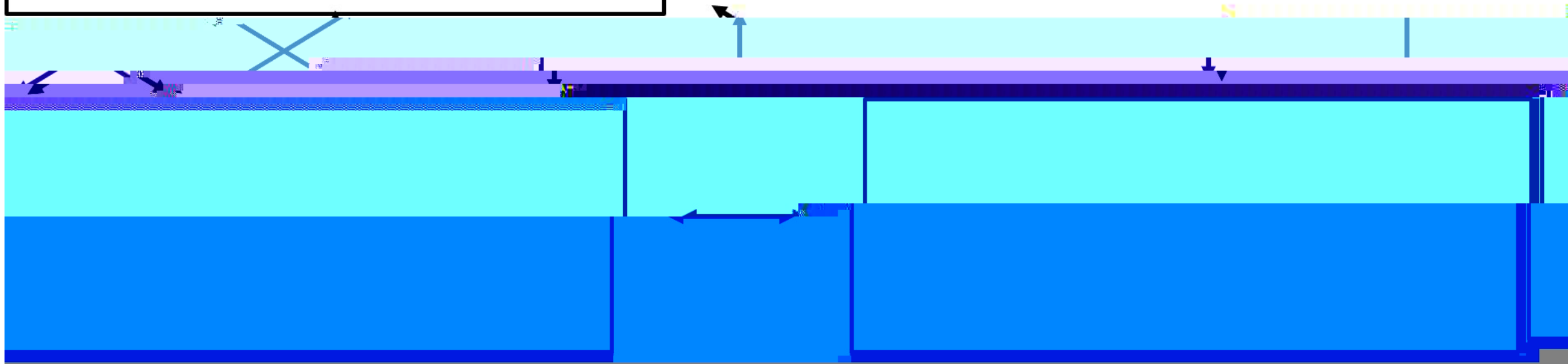
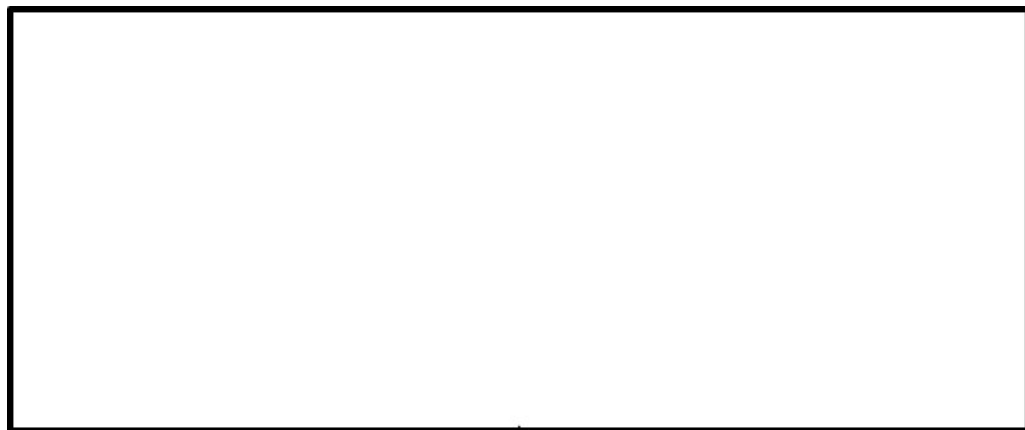
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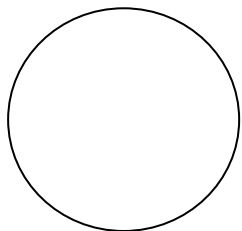
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FRAMEWORK

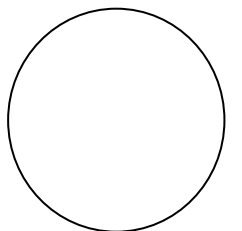
Focused on



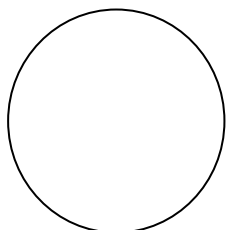
Foundational Efforts



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‡ 2XWOLQH D IUDPHZRUN EDVHG RQ WUDQVSDUHQF\
‡ (VWDEOLVK VKRUW MIHQDWHG RQ JHFRPPHQGDV
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¾ &RRUGLQDWH 81,7(FRPPXQLFDWLRQ &RPSOHVW
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Current Efforts and Next Steps

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‡ /DXQKFD PXSQWVHG UHG DQGHJUDWHG &RPPRQ)XQG ,QL
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