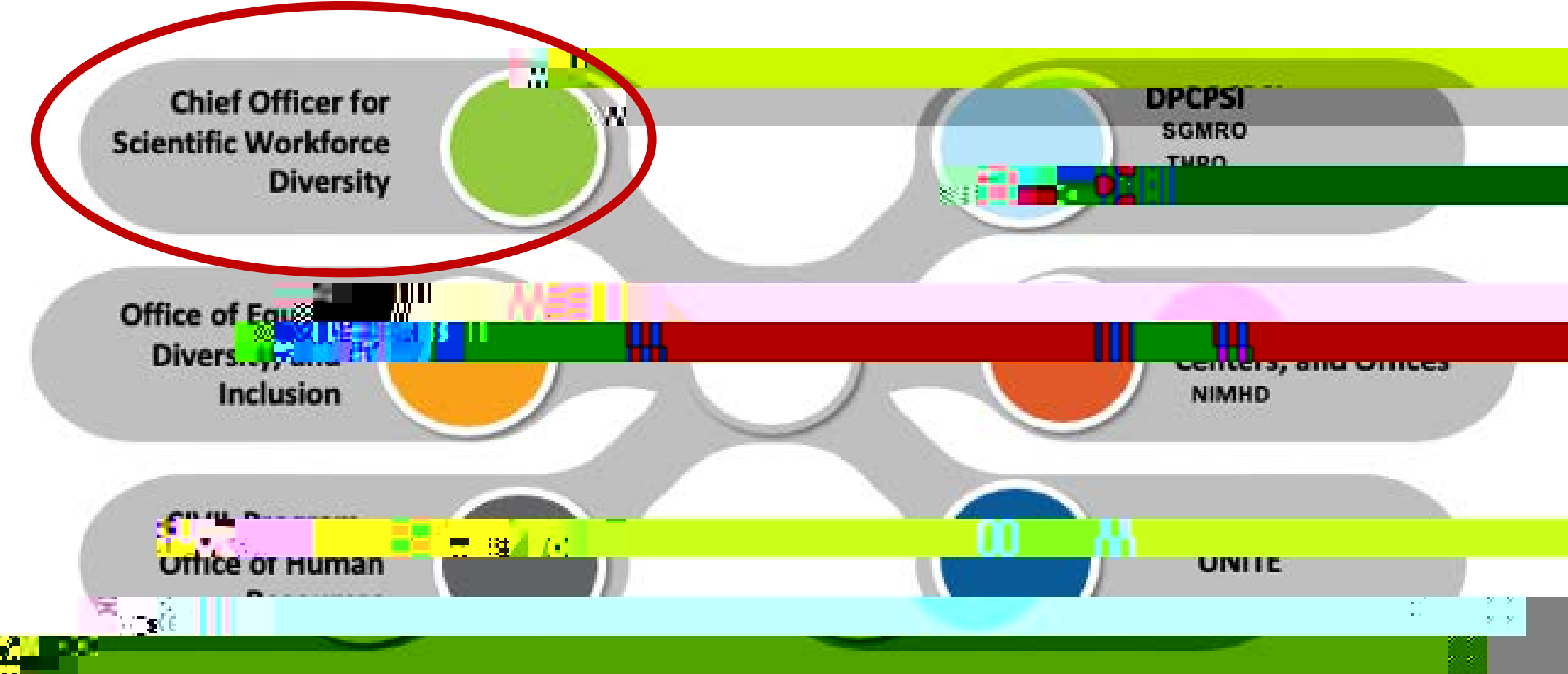


NIH DIVERSITY LANDSCAPE



Chief Officer for Scientific Workforce Diversity (COSWD)

MISSION

To lead the science of scientific workforce diversity, work across NIH and beyond to foster diversity, equity, and inclusion, and enhance creativity and innovation of science

GOAL

To be the NIH scientific leader in creating cultures of inclusive excellence, allowing NIH and NIH-funded institutions to benefit from a full range of talent



- + Build the evidence – using the NIH as a test bed for innovative scientific programs
- + Disseminate the evidence – through work with the full scientific community, from trainees to established tenured scientists
- + Act on the evidence – piloting integrated, institution-wide systems to address bias, faculty equity, mentoring, and work/life issues

NIH DIVERSITY LANDSCAPE

NIH Civil Program – Office of Human Resources

Provides central oversight of administrative inquiries into allegations into all forms of harassment and related inappropriate conduct, increasing consistency in management response across the NIH

Manages enhanced phone and web-based allegation reporting systems for both anonymous and non-anonymous reports

Coordinates with EDI to respond to Management Directive 715 (MD715) on NIH Anti-Harassment efforts

Collaborates with partner offices to conduct climate assessments, provide targeted training and outreach, and ensure corrective action is taken in a timely manner across the entire NIH community

Provides content and role-based toolkits
<https://civilworkplace.nih.gov>



Division of Program Coordination, Planning, and Strategic Initiatives

National Institute on Minority Health and Health Disparities

Promote research to understand and to improve the health of racial/ethnic minority populations

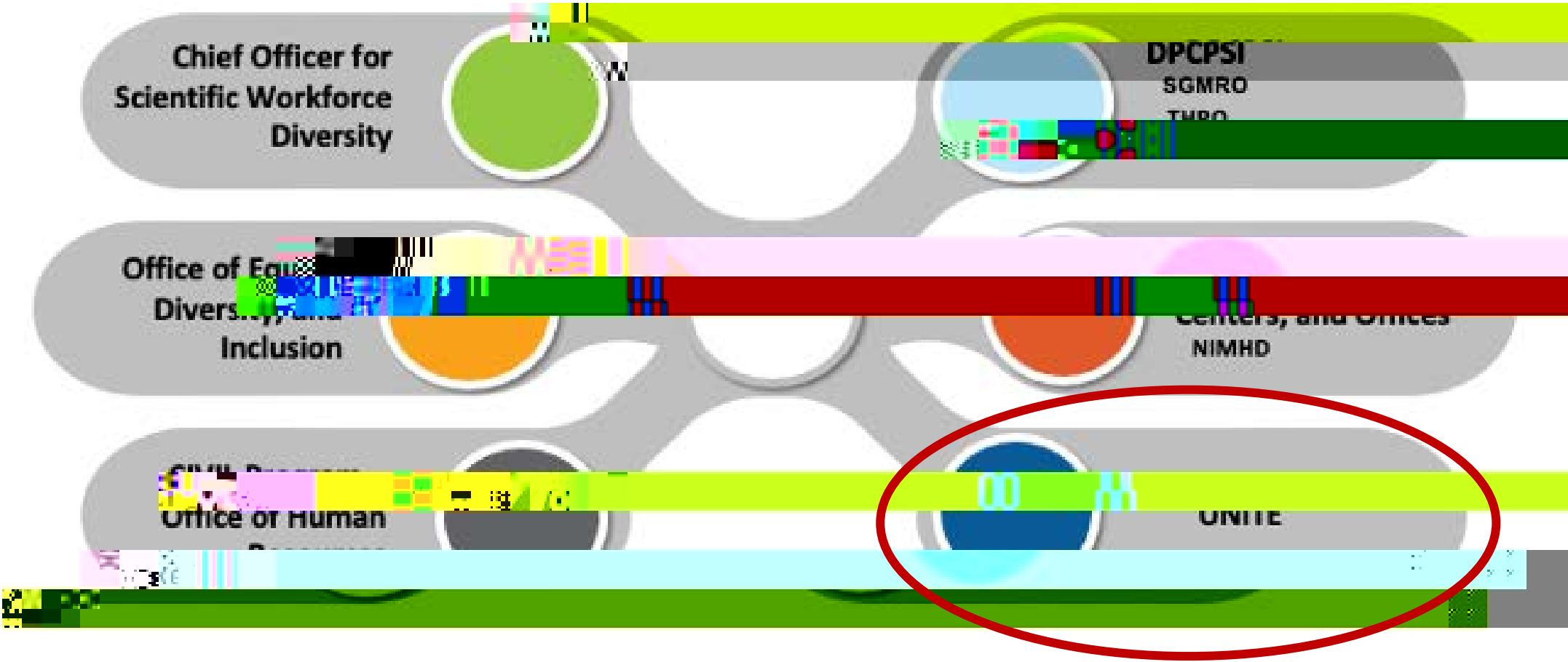
- Social epigenomics research to understand mechanisms

Advance scientific understanding of the upstream causes of health disparities and develop interventions to modify

- Understanding and Addressing the Impact of Structural Racism and Discrimination on Minority Health and Health Disparities

Develop and test interventions to reduce health disparities

NIH DIVERSITY LANDSCAPE



Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*

Acknowledgement



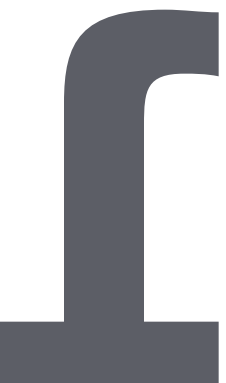
“To those individuals in the biomedical research community who have endured disadvantages due to structural racism, I am truly sorry. NIH is committed to instituting new ways to support diversity, equity, and inclusion, and identifying and dismantling any policies and practices at our own agency that may harm our workforce and our science.”

— Francis S. Collins

Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
- Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - **Ongoing**



Initial UNITE Recommendations/*Actions*



- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
- Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - *Ongoing*
- Launch a multi-phased, -tiered, and -integrated Common Fund Initiative focused on transformative health disparities research initiatives to reduce health disparities/ inequities –

Initial UNITE Recommendations/*Actions*



- Develop a sustainable process to systematically gather and make public the demographics of our internal and external workforce - **Ongoing**

UNITE Recommendations Going Forward

- To facilitate HD/MH/HE research, the President's budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC



UNITE Recommendations Going Forward



- To facilitate HD/MH/HE research, the President's budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC
- Continue to listen and learn from a wide variety of stakeholders, including those who are not frequently engaged

UNITE Recommendations Going Forward



- To facilitate HD/MH/HE research, the President's budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC
- Continue to listen and learn from a wide variety of stakeholders, including those who are not frequently engaged
- **Develop actionable data dashboards that track and provide visualizations of intramural workforce and NIH HD/MH/HE research investments with key performance indicators and metrics**

UNITE Recommendations Going Forward

- Increase URG career opportunities, starting with increasing IC participation in Science Education Partnership Award (SEPA) – targeting K – 12 STEM education



UNITE Recommendations Going Forward



- Increase URG career opportunities, starting with increasing IC participation in Science Education Partnership Award (SEPA) – targeting K – 12 STEM education
- Examine NIH staff (e.g., PO, SRO) interactions with applicants (e.g., URG applicants) to address bias or inequities that may impact funding opportunities
- Develop programs to expand NIH interactions with and support of HBCUs, TCUs and other MSIs
- **Change physical and virtual representations at NIH to more accurately reflect the diversity of our society**

The NIH UNITE Initiative



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