

U Committee Charge

To perform a broad, systematic self-evaluation to delineate elements that perpetuate structural racism and lead to a lack of diversity, equity, and inclusion within the NIH and the external scientific community.

U Committee: Overview

- **Approach to External Listening Sessions**
- **External NIH Community:** Multi-sectoral contributors and/or individuals who have an interest in biomedical research
- **Outreach:**
 - NIH networks, listservs, and social media accounts
 - Direct emails to points of contact (POCs) within and related to target sectors
- **Format:**
 - Virtual sessions held via Zoom with American Sign Language (ASL) interpreters
 - External facilitator to create a safe space for participants
 - Opportunities to speak or provide comments in the chat

U Committee: Cross-Cutting Observations

Listening Session Topics

State of equity in biomedical sciences

Challenges in career pathways and workforce

Practices and policies as barriers to equity

Challenges in health disparities research

Challenges in addressing healthcare equity and health outcomes

Actions and initiatives to address equity at participant institutions

Proposed solutions for NIH to consider

Summaries of the external listening sessions are available at www.nih.gov/ending-structural-racism/unite-events

CHALLENGES IN CAREER ADVANCEMENT FOR BIPOC

CHALLENGES IN HEALTH DISPARITIES RESEARCH

There is a need to increase funding for meaningful health disparities research that serves community needs

Acontextual Health Disparities Research

A lack of diversity, limited health disparities expertise (“health disparities tourism”), and lack of cultural knowledge within the research teams

Need for CBPR*

Importance of early and continuous engagement of community collaborators, equitable compensation, address community needs, provide support to ensure sustainability and improve outcomes

Data Aggregation

Combining data from diverse racial and ethnic groups, such as Latino/Hispanic and AANHPI* populations presumes subgroups have same needs and obscures between group differences

Culturally Incompetent Communication

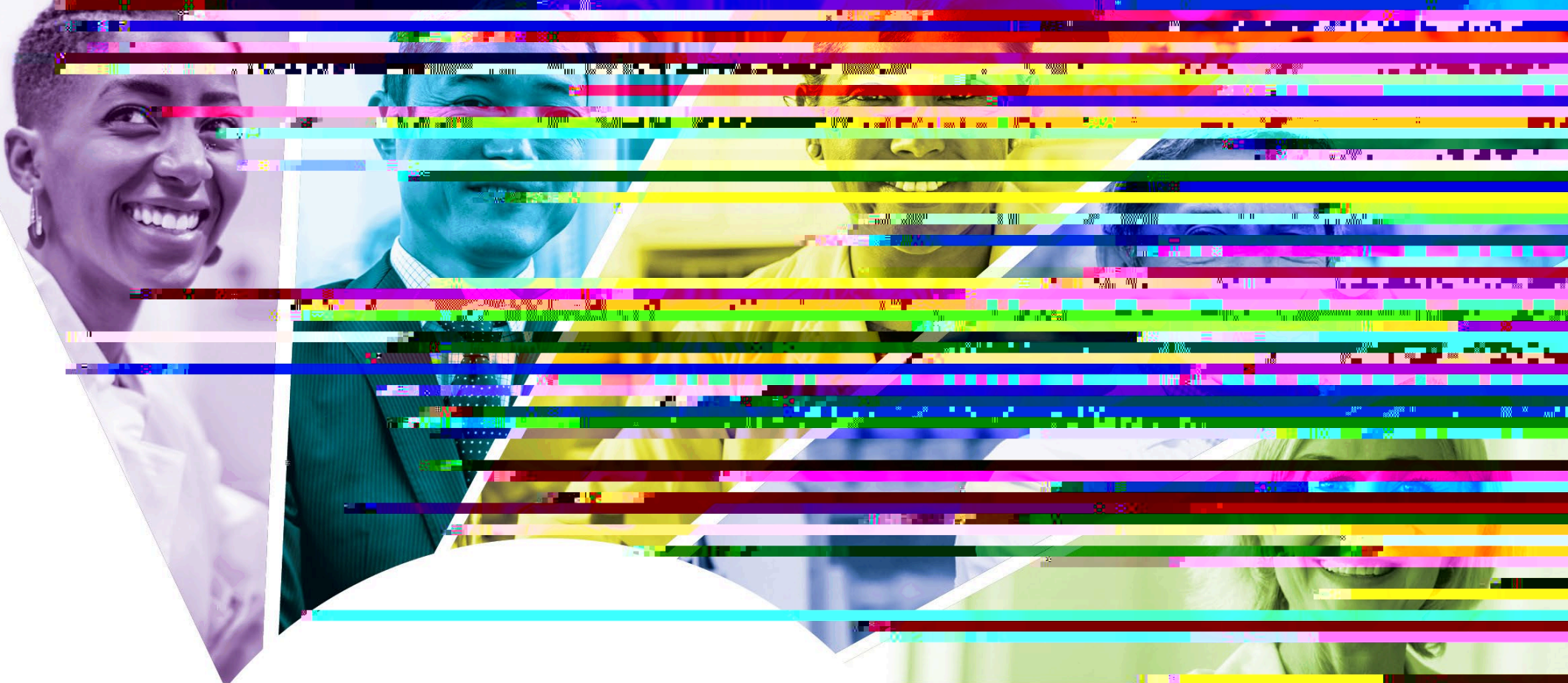
Use of complex terminology, not translated into multiple languages, ineffective patient-clinician communication, reduces inclusion in clinical research

“Some in the field are starting to use the term ‘context expert’ to signify that many are experts in their own community, condition, context, culture, etc. And they advocate for ‘context experts’ to be paid just as much as ‘content experts.’”

*CBPR = Community Based Participatory Research

*AANHPI = Asian American, Native Hawaiian, and Pacific Islander

Vanessa Marshall (NIMHD) *
Troy Muhammad (NCI)
Roland Owens (OIR/OD)



NIH UNITE initiative

N Committee Update

June 10, 2022

Michele K. Evans (NIA)

Anna María Nápoles (NIMHD)

Robert Rivers (NIDDK)

Gwen Bishop (NIDCD)

Vence Bonham (NHGRI)

Juanita Chinn (NICHD)

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I Committee: Priorities

- Establish an NIH Anti-Racism Steering Committee (ARSC)
- Progress and Accomplishments

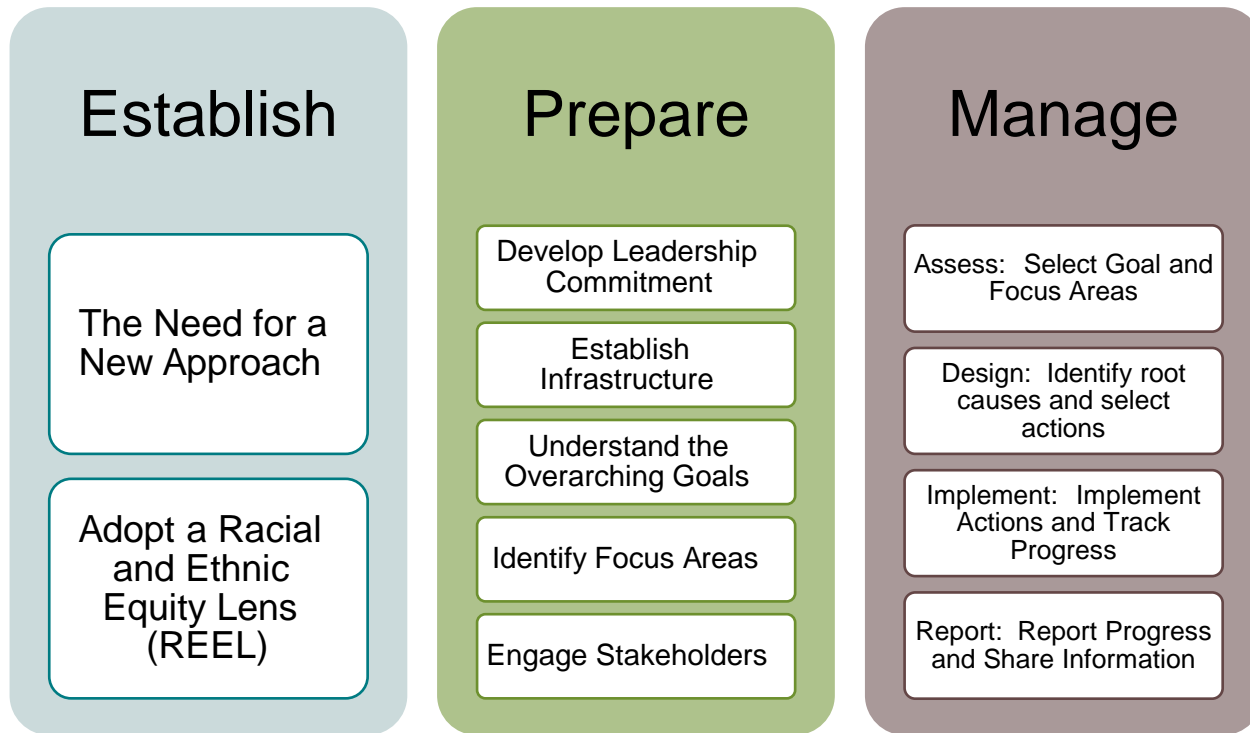
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I Committee: Priorities

- Enact IC specific Racial & Ethnic Equity Plans (REEPs)
- Progress and Accomplishments
 - All ICs submitted REEPs April 1, 2022
- Next Steps
 - Implementation/Activation of IC REEPs
- Metric(s) of Success
 - Progress in achieving IC REEP goals

I Committee: Priorities

Racial and Ethnic Equity Plan Process



Goals

1. Apply the Racial and Ethnic Equity Lens (REEL) Framework to IC's workforce, structures, and systems.
2. Identify and dismantle any racial and ethnic disparities in the IC's workforce.
3. Enhance the diversity of IC's workforce.

I Committee: Priorities

- **Progress and Accomplishments**
 - Broadened NIH Director's awards categories
- **Next Steps**
 - Develop New recommendations for Awards/Categories
 - Monitor nomination demographics and success rates
- **Metric(s) of Success**
 - Greater equity in NIH Awards

I Committee: Priorities

- Develop a listserv for Federal affinity groups and other groups internal and external to NIH to promote vacancy announcements
- Progress and Accomplishments
 - New initiative in implementation stages
- Next Steps
 - Meet with IC Leadership to promote listserv
 - Collaborate with OHR to implement listserv
 - Collaborate with the Office of Communications and Public Liaison for marketing and launch of listserv
- Metric(s) of Success
 - Broaden and increase the pool of applicants from underrepresented populations who apply to NIH job vacancies.

T Committee Charge

To ensure transparency, accountability, and sustainability of all UNITE efforts amongst NIH Internal and External Stakeholders.

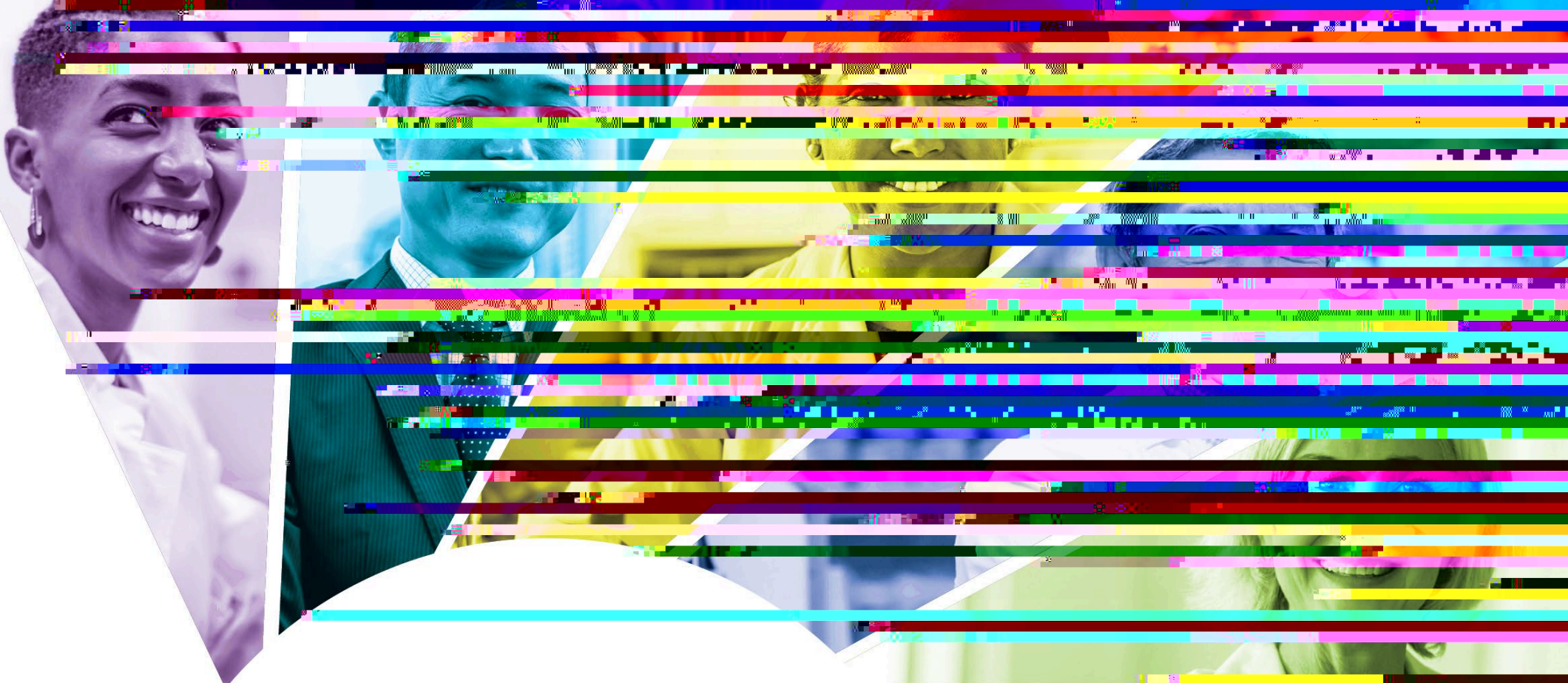
Includes coordinating NIH-wide efforts and communicating findings from UNITE committees to internal and external stakeholders and the general public, and facilitating communication among NIH Institutes, Centers, and Offices.

T Committee: Priorities

- Develop resources to communicate UNITE efforts and change the culture around diversity, equity,

SELECT 2022 ACCOMPLISHMENTS

- Provided ongoing content development and strategy for the [Ending Structural Racism](#) (ESR) webpages
- Enhanced the UNITE intranet site and toolkit with new content and resources
- Provided insights to help launch the [UNITE GChairs' Corner](#)
- Updated racial and ethnic demographic data via the UNITE [Data Dashboard](#)
- Authored publication - Dr. Sadhana Jackson's STAT news Op-Ed – [The power of inclusion: Overturning the 'white wall' standard](#) – detailing academic medical journey and the Recognition Project
- Facilitated internal DEIA virtual discussions via UNITE Teams



NIH UNITE initiative

E Committee Update

June 10, 2022

E Committee: Extramural Research Ecosystem

FRAMEWORK

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



- Supports innovation in preK-

E Committee: Priorities

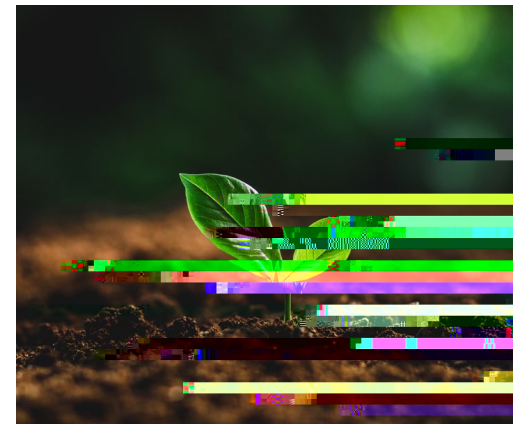
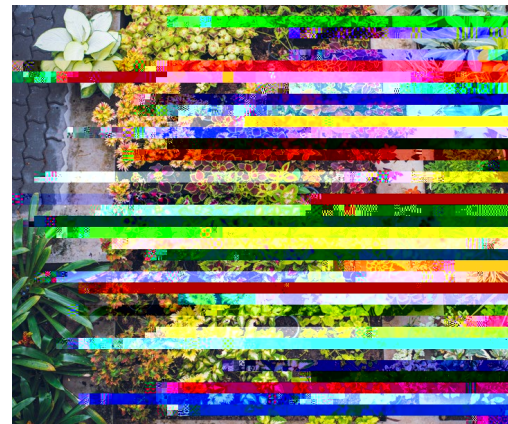
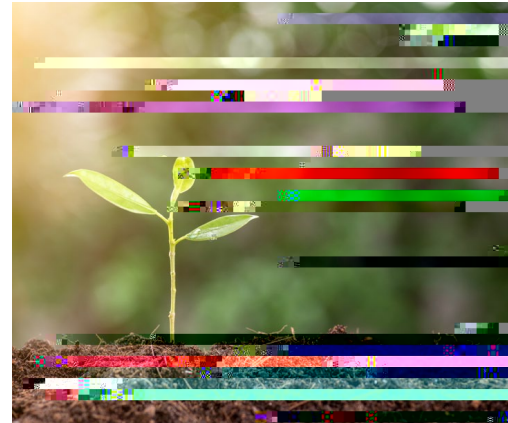
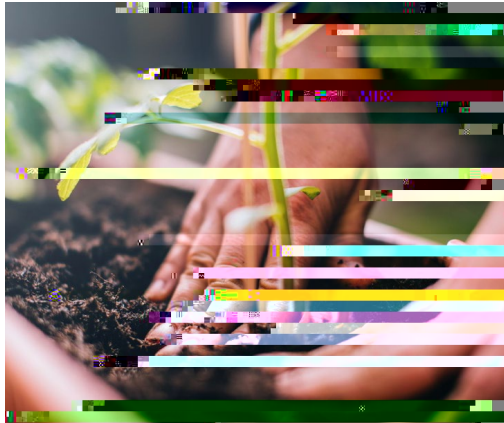
URG CAREER PATHWAYS

- **Additional Initiatives Under Development: Career Pathways**
- Incorporate additional diversity and mentor training language into parent training grant (T32) and fellowship (F) FOAs
 - Expectation of mentor training and assessment
 - Making Recruitment Plan to Enhance Diversity score-driving
- Expand use of diversity supplements for small business grants (SBIR/STTR)
- Increase opportunities for entrepreneurial training for faculty, students and trainees at minority-serving institutions
- Expand use of Plan to Enhance Diverse Perspectives in NIH FOAs
 - Developed by BRAIN initiative
 - Being piloted by several additional ICs

E Committee: Priorities

INEQUITIES AT EXTRAMURAL INSTITUTIONS: ENVIRONMENT & CULTURE

- Why is institutional culture important?



Assessing the Value of Climate Assessments: Progress and Future Directions

Sylvia Hurtado

University of California

Kimberly A. Griffin

Duquesne State University

Lucy Arellano

University of California

Marcelo Cuellar

University of California

“This potential prize competition aims to **acknowledge transformative cultures, systems, projects, and processes that institutions of higher education have developed to achieve inclusive excellence** by creating research environments that promote and value a culture of diversity, equity, inclusion, and accessibility... Another objective of this prize competition is to **seek best practices for implementing institutional approaches that lead to successful transformative and enhanced culture change** and advancement of students and faculty from underrepresented groups in biomedical and biobehavioral disciplines in institutions of higher education. ”

E Committee: Priorities

INEQUITIES AT NIH: POLICIES & PROCEDURES



E Committee: Priorities:

E Committee: Priorities

RESEARCH RESOURCES & CAPACITY AT MSIs

- **Institutional Research Capacity Building Needs Assessment and Action Plan Development Grants**

- Allow minority-serving institutions to assess their needs for enhancing their biomedical research and training capacities
- Provide support for development of action plans based on the results of the assessments
- Identified needs might include, e.g.:
 - Development/enhancement of sponsored programs administrative capabilities
 - New equipment

E Committee: Priorities

RESEARCH RESOURCES & CAPACITY AT MSIs

- **Additional Initiatives Under Development: Capacity Building**
 - Reissuance of Sponsored Programs Administration Development (SPAD) program
 - Enhance NIH Pathways to Excellence and Innovation (PEI) Initiative
 - Enhance communication between the NIH and minority-serving institutions
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