



# Advisory Committee to the Director

## Working Group on Diversity

**Reed Tuckson, MD**  
**Managing Director,**  
**Tuckson Health Connections**  
**Co-Chair ACD WG on Diversity**

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**Director, NIBIB**  
**Acting Chief Officer for Scientific**  
**Workforce Diversity, NIH OD**



# Advisory Committee to the Director

- Initial report prepared by the ACD Working Group on Diversity in the Biomedical Research Workforce (WGDBRW) on June 13, 2012:

## ***Draft Report of the Advisory Committee to the Director on Diversity in the Biomedical Research Workforce***

- Report outlined 13 initial recommendations



## ACD Working Group on Diversity

- **The ACD Working Group on Diversity (WGD) was established in response to one of the recommendations:**

NIH should establish a working group of the ACD, of racially and ethnically diverse scientists, to provide regular input to the Director of NIH, and the Institutes and Centers, regarding the state-of-the-art in effective programs that overcome or reduce disparities in research awards.

# Members of ACD Working Group on Diversity



Roderic Pettigrew  
**Co-Chair**



Mike Drake  
UC Irvine



Scout  
Fenway Institute



Reed Tuckson  
**Co-Chair**



Santa Ono  
Univ. of Cincinnati



Abigail Stewart  
Univ. of Michigan



Rosina Becerra  
UCLA



Joan Reede  
Harvard



Dana Takagi  
UC Santa Cruz



Sangeeta Bhatia  
MIT



John Ruffin  
NIMHD, NIH



Clyde Yancy  
Northwestern Univ.



Frank Douglas  
Austen BioInnovation  
Institute

# ACD Working Group on Diversity

## *To Date:*

1. Introductions of ACD WGD members.
2. Summary of charge and goals.
3. Review of ACD WGDBRW recommendations
4. Review of NIH initiatives and ongoing responsive actions



# ACD Working Group on Diversity in the Biomedical Research Workforce Recommendations: Comprehensive Strategy Update

- Peer Review



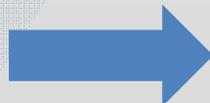
- Infrastructure



- Mentoring



- Pipeline



## Recommendations:

- #7 Feedback for unscored applications
- #9 Behavioral science WG to address biases
- #10 Implicit bias training
- #11 Anonymous reviews

## Increasing the Diversity of the NIH-Funded Workforce

The National Institutes of Health (NIH) aims to support bold and innovative research that increases diversity in the biomedical, behavioral, clinical, and social sciences.

The NIH Common Fund is launching the [Increasing the Diversity of the NIH-Funded Workforce](#) program to support the development of transformative approaches to increase the number of people from backgrounds underrepresented in biomedical research and related research-related career. This program consists of a series of integrated initiatives:

### NIH Building Infrastructure Leading to Diversity (BUILD)

To strengthen infrastructure of comparatively under-resourced institutions and increase high concentrations of students from disadvantaged backgrounds, BUILD will provide research experiences for undergraduates and resources for faculty.

### NIH National Research Mentoring Network (NRMN)

To coordinate nationwide pairings of students and faculty for robust mentoring relationships, develop standards for good mentoring, and provide training for mentors.

### Coordinating and Evaluation Center

To facilitate rigorous evaluation of the BUILD and NRMN initiatives and coordinate resource sharing between BUILD, NRMN, and existing diversity programs.

### NEW! Funding Opportunity Announcement Planning Grants for BUILD and NRMN

The NIH will support [6 month planning grants](#) for BUILD and NRMN, to enable institutions to form partnerships and develop strategies to prepare applications for multi-year BUILD and NRMN implementation grants.

### Funding Opportunities At a Glance:

- **Grant Mechanism:** P20
- **Budget:** not to exceed \$150,000 in direct costs (BUILD)  
not to exceed \$130,000 in direct costs (NRMN)
- **Duration:** 6 months from time of award
- **Letter of Intent Due Date:** April 10, 2013
- **Application Due Date:** May 10, 2013
- **Earliest Start Date:** September 2013

For more information on these Funding Opportunities, [including important information about institution eligibility](#), please visit:

### BUILD:

- Strengthen Under-resourced Institutions
- Scholarships and Mentored Research: Collaboration with Varied Institutions

### Mentoring Network:

- Nationwide Pairings of Mentees-Mentors
- Career - long mentoring

### Coordinating & Evaluation:

- Leverage existing programs; Assessment, Feedback & Modification of BUILD and NRMN

# ion Implementation

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### NIH National Research Mentoring Network (NRMN)

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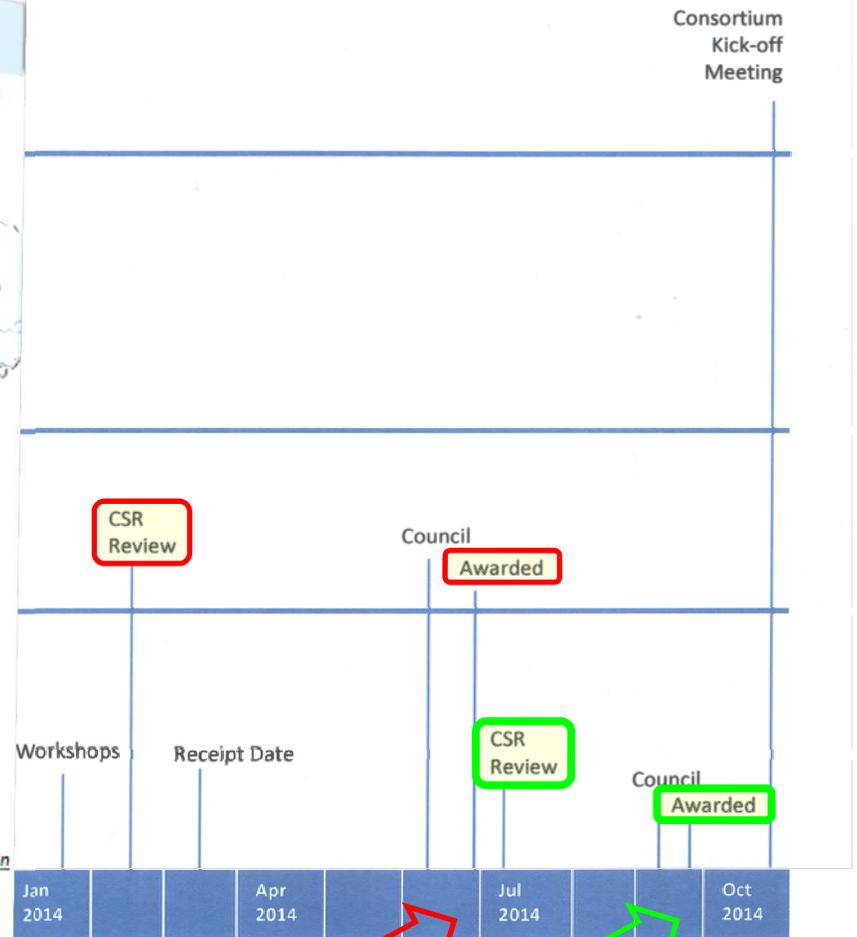
For more information on these Funding Opportunities, including important information about institution eligibility, please visit:

BUILD Planning Grant: <http://grants.nih.gov/grants/guide/rfa-files/RFA-NM-13-001.html>

NRMN Planning Grant: <http://grants.nih.gov/grants/guide/rfa-files/RFA-NM-13-002.html>



Please scan the QR code or visit the "Increasing the Diversity of the NIH-Funded Workforce" website (<http://commonfund.nih.gov/diversity/>) for more information and resources for applicants. Resources available on this website include archived recordings of BUILD and NRMN planning grant webinars, webinar slide presentations available for download, a list of Frequently Asked Questions, and a link to sign up for the "Increasing the Diversity in the NIH-Funded Workforce" email list.



# Diversity Efforts



## Chief Officer for Scientific Workforce Diversity

- **CF:** Increasing Diversity of NIH-Funded Workforce
- **NIH Intramural Program:** Evaluation to determine basis for low diversity & steps to improve
- **IC Diversity Programs:** Assessment for effectiveness, opportunities for synergy, need for change
- **Fairness (Peer Review/ Recruitment/ Promotions):** Fall Workshop with Leadership on *implicit bias, stereotype threat, belonging*
- **Outreach:** Webinars, Briefings, Regional Meetings