Advisory Committee to the Director
Working Group on Diversity

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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
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
Nortwestern 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 WGD BRW 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 NIH Building Infrastructure Leading to Diversity (BUILD)

To strengthen infrastructure of comparatively under-resourced institutions; high concentrations of students from disadvantaged backgrounds to 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 mentor 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:

http://build.nih.gov/newsroom/funding_opportunities.html
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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