NIH Advisory Committee to the Director Working Group on Diversity (ACD WGD)

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122nd Meeting of the Advisory Committee to the Director   **February 26, 2021**

NIH National Institutes of Health
Office of the Director
Scientific Workforce Diversity

ACD WGD Charter

UPDATED ACD WGD CHARGE

Updated ACD WGD Charge

Assist the ACD with developing effective diversity-related strategies for NIH, which include:

1. Enhancing access and opportunities <u>for all members of the biomedical research workforce</u>

2. Informing policy and procedural changes needed to <u>address disparities in research, training, and professional development awards</u>

3. Identifying strategies to <u>address underfunding of health disparities and minority health research</u>

4. Enriching the educational, mentoring, and scientific experience of individuals in the training pipeline

Updated ACD WGD Charge (Cont.)

5. Promoting personal and professional growth for researchers from diverse backgrounds, including URGs

6. Advancing programs that enhance the recruitment and retention of individuals from diverse backgrounds, including URGs, and programs that prepare them as scientific and administrative leaders

7. Fostering mutual respect, valuing of differences, cross-cultural understanding, and the realization of the value of diversity in science

8. Informing policy and procedural changes needed to <u>enhance personal and institutional accountability for upholding DEI as core values that influence behavior and decision making</u>

Brief Follow-up from June 2019 ACD Presentation

UPDATE ON FUNDING GAPS

Mentored Career-Development (K-Series) Applicants and Funding Rates
Type 1 and Type 2: FY2013 and FY2020 (by Race/Ethnicity)

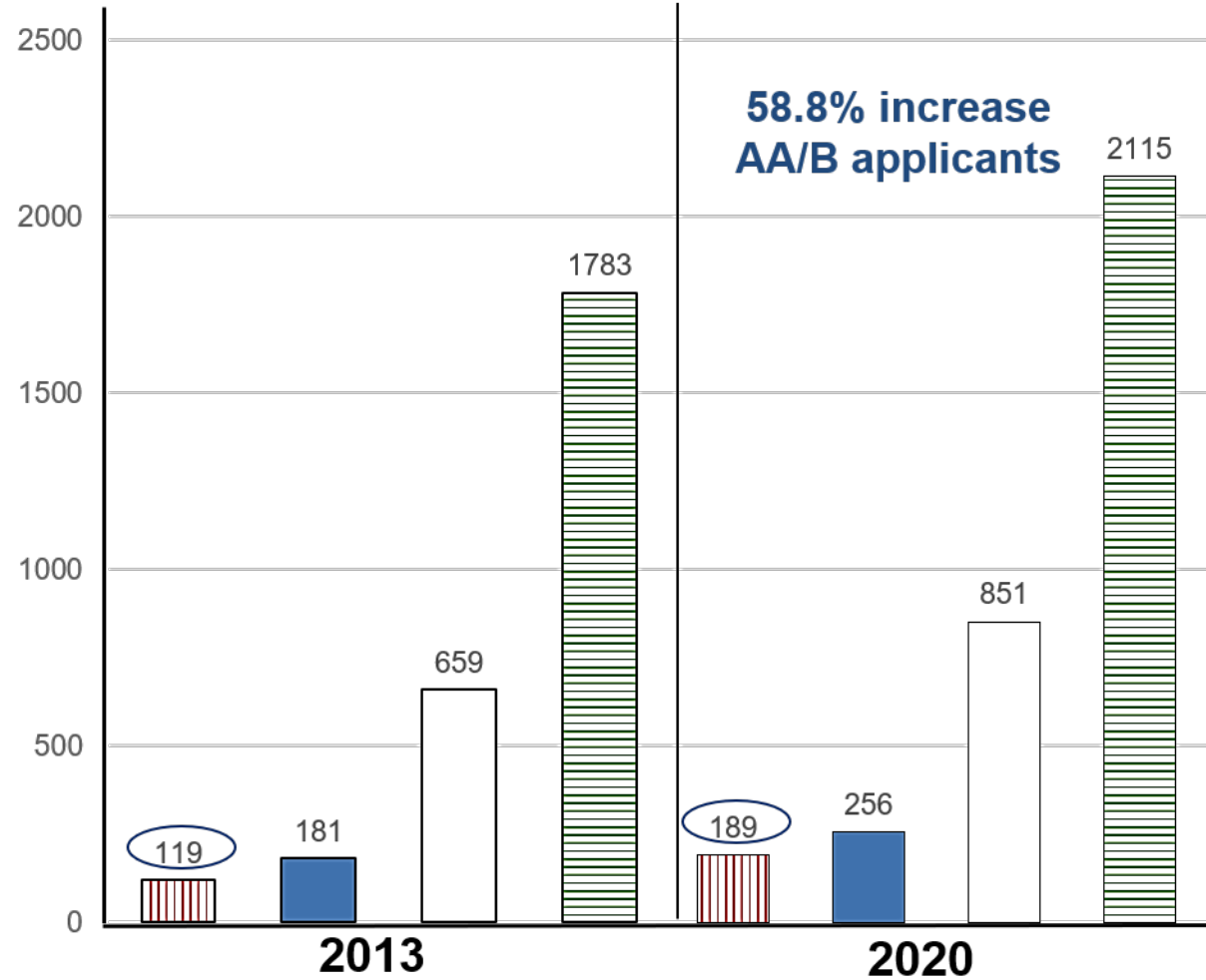**Number of Applicants**

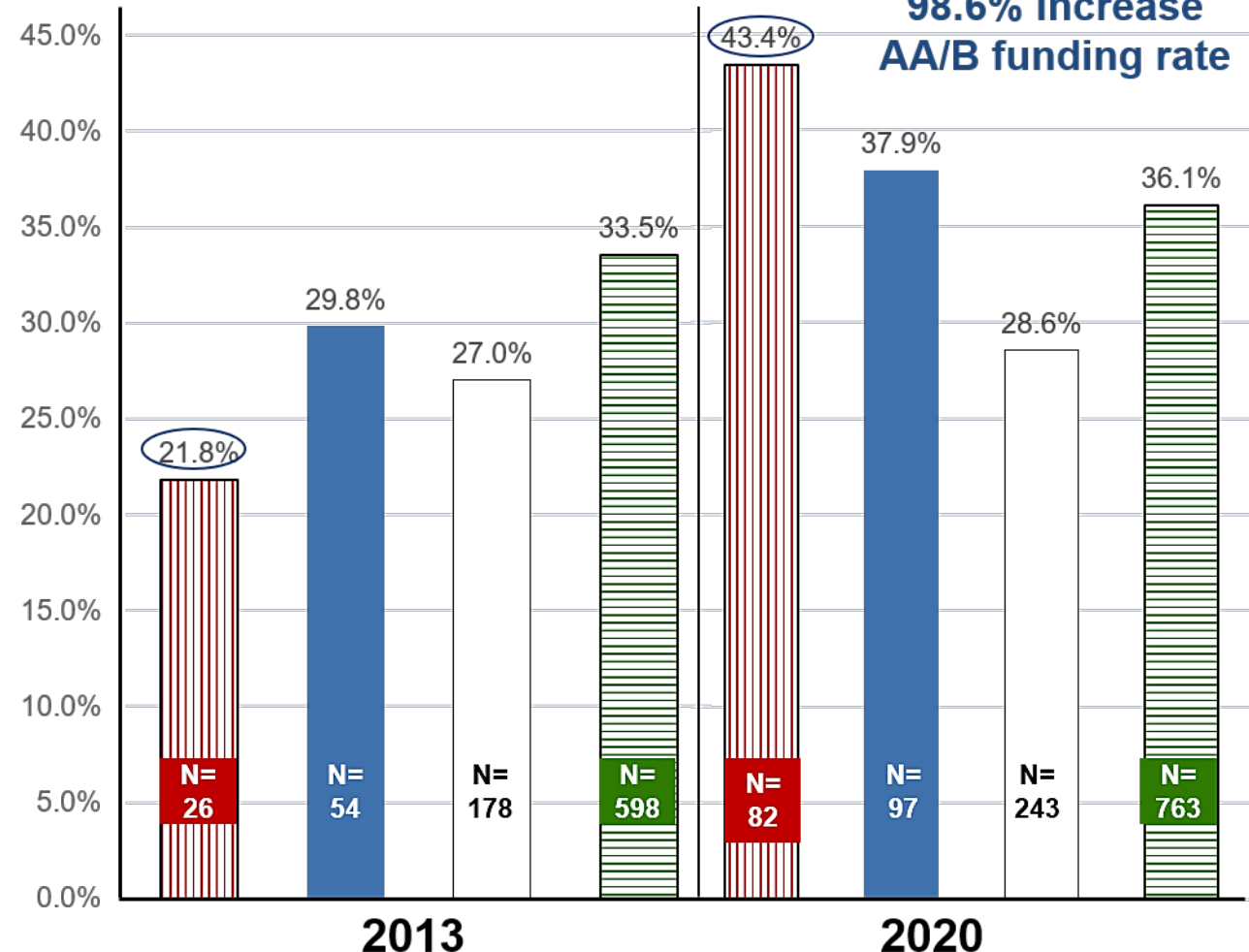**58.8% increase AA/B applicants**
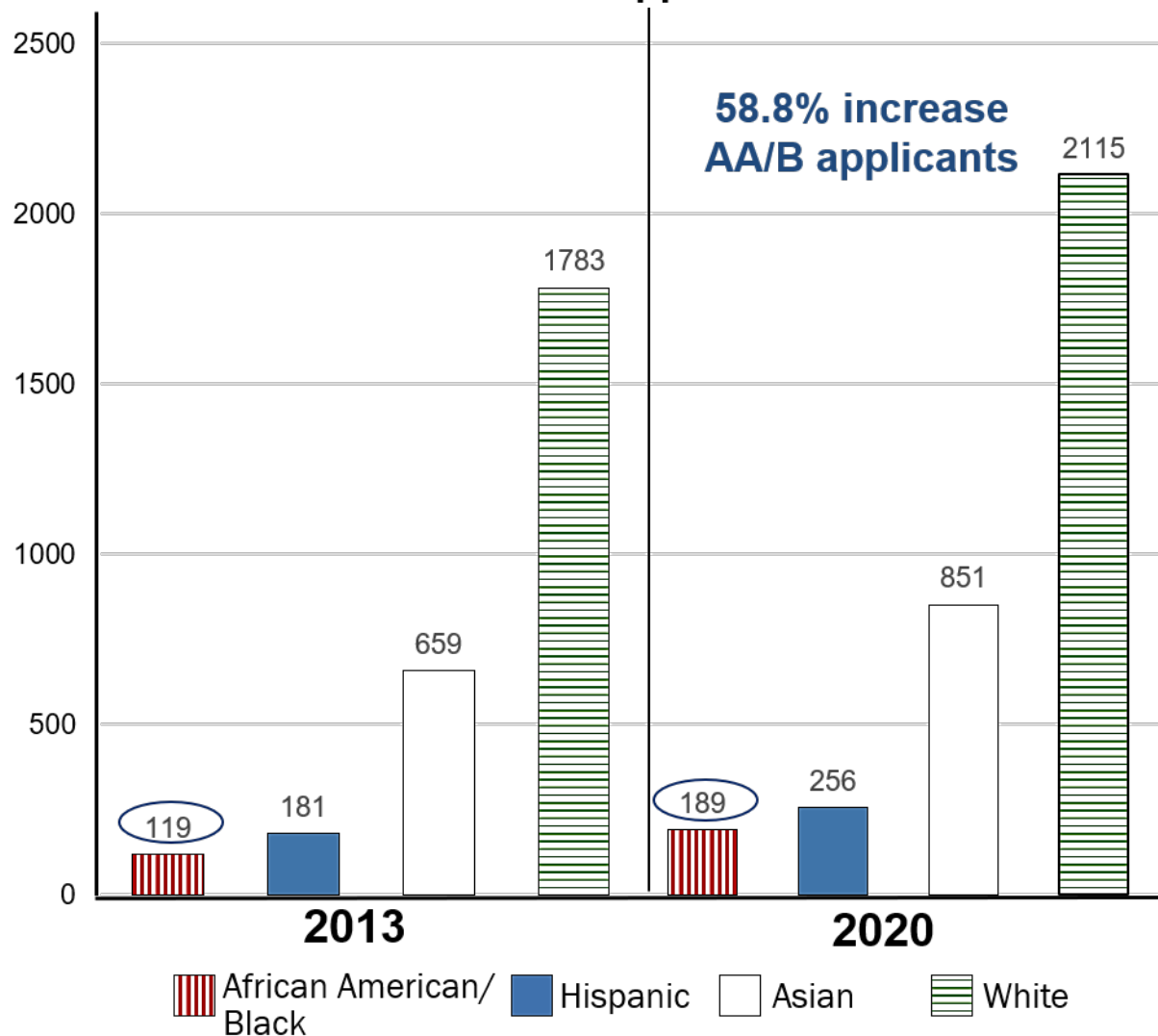
Notes:
- NIH awards are made to institutions, but for the purposes of this and other slides in this presentation, the terms "applications" and "awards" refer to those senior/key personnel on applications and/or awards, respectively.

- To mitigate potential PII concerns, racial/ethnic groups with populations less than or equal to 12 were omitted (i.e., American Indian/Alaska Native and Native Hawaiian/Pacific Islander).

Legend: African American/Black | Hispanic | Asian | White

K-Series Award Progress – FY2013 and FY2020:
Far too few applications coming from and grants going to AA/B scientists

Number of Applicants

58.8% increase AA/B applicants

2013: 119, 181, 659, 1783
2020: 189, 256, 851, 2115

Funding Rates

98.6% increase AA/B funding rate

2013: 21.8% (N=26), 29.8% (N=54), 27.0% (N=178), 33.5% (N=598)
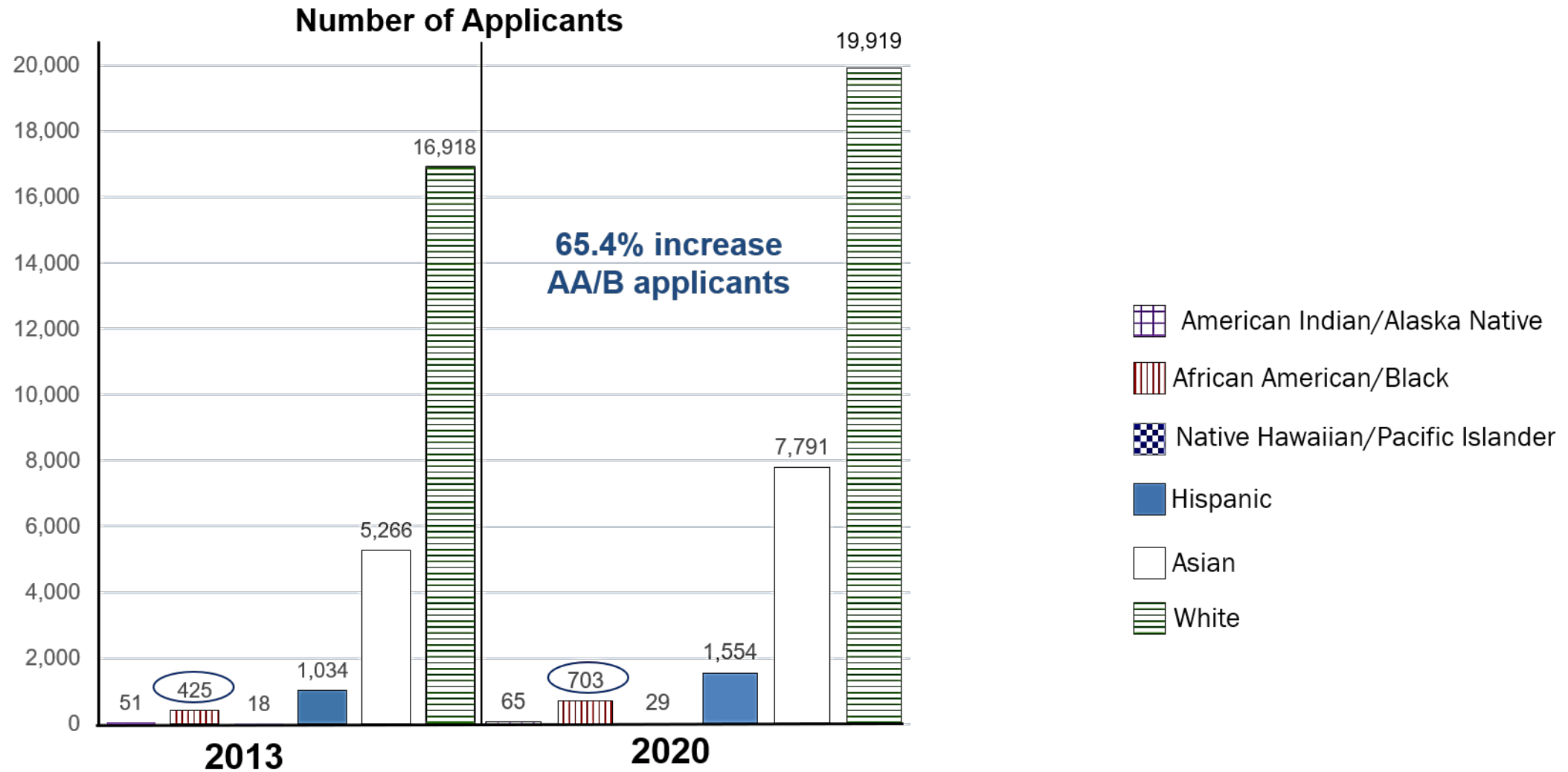2020: 43.4% (N=82), 37.9% (N=97), 28.6% (N=243), 36.1% (N=763)

Legend: African American/Black | Hispanic | Asian | White

R01eq Applicants and Funding Rates
Type 1 and Type 2: FY2013 and FY2020 (by Race/Ethnicity)

Number of Applicants

65.4% increase AA/B applicants

Legend:
- American Indian/Alaska Native
- African American/Black
- Native Hawaiian/Pacific Islander
- Hispanic
- Asian
- White

2013 values: 51, 425, 18, 1,034, 5,266, 16,918
2020 values: 65, 703, 29, 1,554, 7,791, 19,919
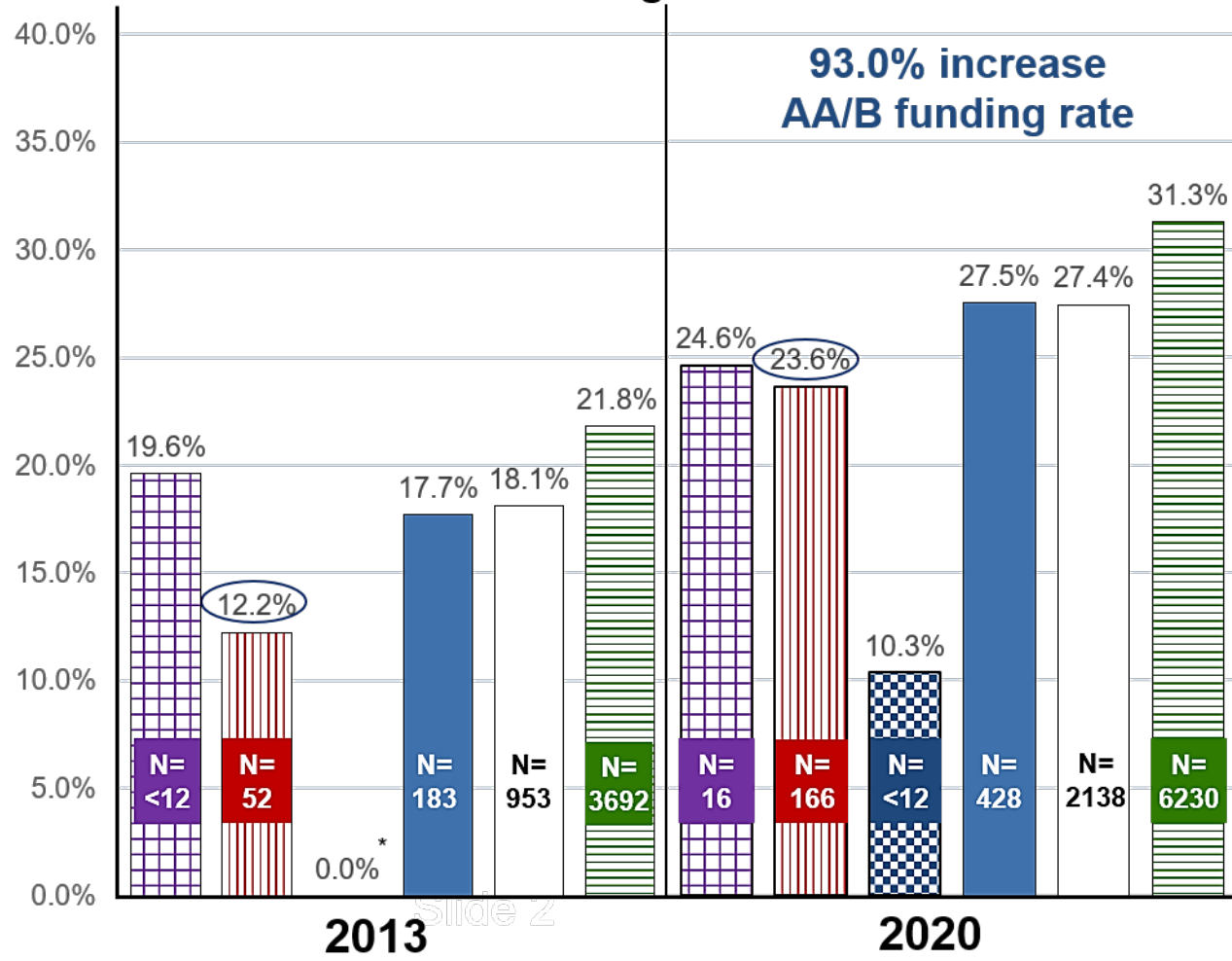
R01eq Award Progress – FY2013 and FY2020:
Far too few applications coming from and grants going to AA/B scientists

Number of Applicants

65.4% increase AA/B applicants

- 19,919
- 16,918
- 7,791
- 5,266
- 1,554
- 1,034
- 703
- 425
- 65
- 51
- 29
- 18

2013 **2020**

Funding Rates

93.0% increase AA/B funding rate

Category	2013	2020
American Indian/Alaska Native	19.6% (N=<12)	24.6% (N=16)
African American/Black	12.2% (N=52)	23.6% (N=166)
Native Hawaiian/Pacific Islander	0.0% *	10.3% (N=<12)
Hispanic	17.7% (N=183)	27.5% (N=428)
Asian	18.1% (N=953)	27.4% (N=2138)
White	21.8% (N=3692)	31.3% (N=6230)

2013 **2020**
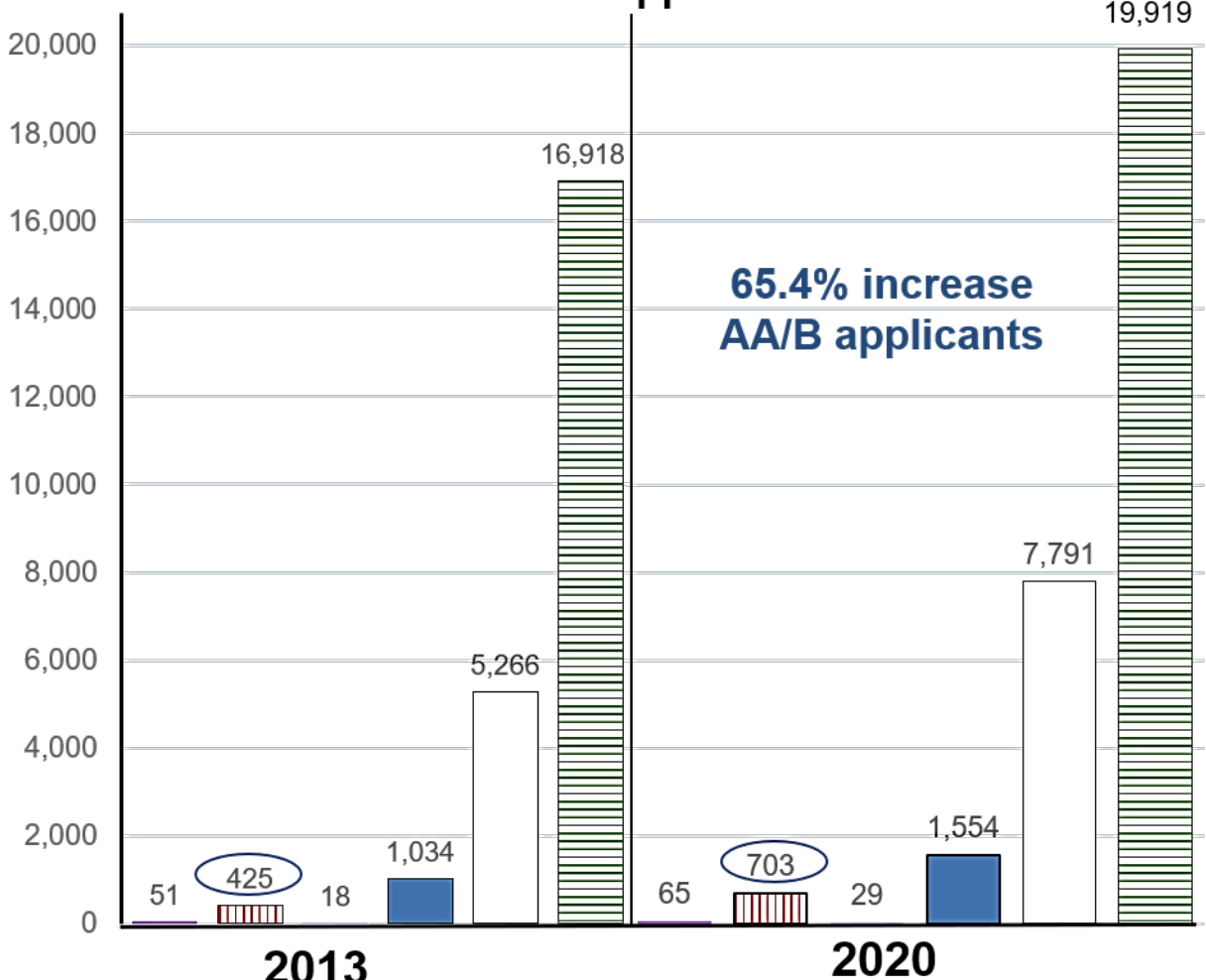
American Indian/Alaska Native   African American/Black   Native Hawaiian/Pacific Islander   Hispanic   Asian   White

* No Awarded Applicants

Suggestions for the ACD's Consideration

ACD WGD REPORT ON RACISM IN SCIENCE

ACD WGD's Deliberations on Racism in Science: Suggestions for the ACD's Consideration

- The ACD WGD met on two occasions in summer 2020 to reflect on the renewed call for racial reckoning and to discuss ramifications for the scientific workforce.

- The ACD WGD's suggestions, grouped into four themes, are detailed in the *ACD WGD Report on Racism in Science* and captured on the following slides.

- NIH must implement expedited, targeted interventions to effectively "move the needle," and the ACD WGD encourages NIH to thoroughly explore what options are available within the confines of the law.

Theme #1: Acknowledge Racism and Inequity & Provide Support to Black Members of the Scientific Community

Suggestions:

1. Acknowledge the prevalence of racism and anti-Blackness in the scientific workforce

2. Openly discuss the impact of systemic racism and inequity on Black scientists

3. Present research with honest and precise language about racial and ethnic disparities

4. Provide personal- and institutional-level support for Black members of the scientific community

Theme #2: Conduct Research to Understand Systemic Racism in Research Studies and the Scientific Workforce

Suggestions:

1. Research potential interventions to address systemic racism in research studies and the scientific workforce

2. Leverage cross-disciplinary and community-based research to enhance the diversity of researchers and participants

3. Increase funding for health disparity and community-based research

4. Update funding applications to include criteria for external validity and best practices for enhancing diversity

Theme #3: Monitor Acts of Racial Bias and Change the Culture Surrounding Diversity, Equity, and Inclusion

Suggestions:

1. Identify institutional practices that bolster systemic racism and implement changes

2. Monitor incidents of racial discrimination at institutions to ensure progress and lasting change

3. Encourage scientific community members and others at NIH-funded institutions to report incidents of bias and mistreatment (via periodic climate surveys, real-time reporting, etc.)

4. Implement targeted trainings and behavioral interventions to combat implicit bias

5. Empower scientific community members to be allies to colleagues from URGs by actively combatting racial discrimination

Theme #4: Make Structural Changes to Mitigate the Impact of Racism and Implicit Bias in the Scientific Workforce

Suggestions:

1. Create and enhance training and career pathway programs that encourage students from URGs to pursue degrees and jobs in STEM

2. Create incentives for institutions to enhance representation and diversity through training programs and community-based partnerships

3. Implement trainings and standards for admissions and hiring committees to mitigate the impact of racism and implicit bias

4. Create annual Diversity, Equity, & Inclusion reporting requirements for researchers and institutions funded by NIH

Suggestions for the ACD's Consideration

FEEDBACK & DISCUSSION