ACD Working Group on Diversity Updates

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Report to ACD: June 5, 2014
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Agenda

• Overview; introductory remarks – Reed Tuckson

• WGD Updates
  - COSWD Updates – Hannah Valantine
  - COSWD strategic goals – Hannah Valantine
  - Peer Review Updates – Richard Nakamura

• Summary; Q & A
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COSWD Perspective

• First impressions from the COSWD: initial 8 weeks
• Environmental scan informed by:
  - Meetings with IC directors (one-on-one)
  - Director’s charge to ICDs
  - Survey: Working towards creating an Inclusive and Supportive Environment for Research (WISER)
• WGD action updates
• COSWD strategic challenges, short-term plan, vision
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Environmental Scan

Initial view from the COSWD- Eight Weeks

- Learning and engaging with the NIH community
- Connecting and building relationships
- Assessing the complex nature of the problem
  - Expanding R01-funded scientific workforce
  - Building the pipeline - training
  - Identify and incorporating best practices
  - Innovative new approaches
  - Evaluation
- Pace of change
Chief Officer for Scientific Workforce Diversity

COSWD Roles

• Coordinate NIH initiatives intended to enhance diversity of NIH-funded research workforce
• Oversee rigorous prospective evaluation of existing and newly developed NIH programs designed to enhance diversity of NIH-funded extramural and intramural research workforce
• Work collaboratively across NIH to enhance diversity of intramural investigators
• Practicing physician-scientist in the NIH Intramural Research Program
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Environmental Scan

Work collaboratively across NIH to enhance diversity of intramural investigators

Meetings with IC directors – Key Themes

• Enhance diversity of intramural investigators
  - Tenure, tenure track, staff scientists and staff clinicians
  - Leadership positions (branch and laboratory chiefs)

• Tools to expand diversity in applicant pools:
  - Scientist; senior leadership positions
  - COSWD engagement with search – provide tools
  - COSWD - new approaches to outreach

• Resources to enable successful recruitment
  - Strategic partnerships for pilots
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Environmental Scan

Coordinate NIH initiatives designed to enhance diversity of NIH-funded research workforce: Training programs

- Office of Intramural Training and Education (OITE)
  - Met with leadership and reviewed diversity outcomes
  - OITE contribution diversity (SIP; Community College)
  - COSWD collaborations with OITE
- NIGMS diversity training programs
  - Reviewed evaluation results
  - COSWD collaborations with NIGMS
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Environmental Scan

*Work collaboratively across NIH to enhance diversity of intramural investigators*

Director’s charge to ICs: Response Key Themes

**RECRUITMENT**
- Identify candidates from diverse backgrounds
- Improving outreach

**HIRING**
- Communicate how diversity supports NIH mission
- Educate search committees: value of diversity and impact of implicit bias

**ONBOARDING**
- Interventions to establish effective mentoring relationships

**BELONGING**
- Awareness of workforce climate (stereotype threat, implicit bias, IP, etc.)

**PROFESSIONAL DEVELOPMENT**
- Strengthening leadership skills: professional development activities.
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NIH Transformative Diversity Initiative

*Interrelated approaches*

- Enhancing the Diversity of the NIH-Funded Workforce
  - NIH Building Infrastructure Leading to Diversity (BUILD): *including social & psychological factors*
  - National Research Mentoring Network (NRMN)
  - Coordination and Evaluation Center (CEC)
- Increased Engagement by all NIH Leadership
  - COSWD
- Ensuring Fairness in Peer Review
Who is a “Scientist”?

Draw-A-Scientist Test: Percent of Students Who Drew a Male Scientist
(N=1504)

Timeline: Common Fund Diversity Program

UPDATE
• BUILD
  ➢ 58 applications
• NRMN
  ➢ 7 applications
• CEC
  ➢ 4 applications

IMPORTANT DATES
• Receipt Date: April 2, 2014
• Reviewer Orientation: May-June 2014
• CSR Review:
  ➢ BUILD—July 10, 2014
  ➢ NRMN—July 11, 2014
  ➢ CEC—July 15, 2014
• Kick-off Meeting: October 27-28, 2014
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Action Updates – Feb. 25th

• Criteria for reviewer selection for BUILD, NRMN, CEC
• Criteria for ensuring innovation – new approaches
• How best practices will be used to inform assessment
• Examples such as Myerhoff Scholars Program UMBC examined. Elements to consider include:
  - Longitudinal evaluation
  - Substantive research opportunities
  - Establishing a sense of belonging; science identity
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COSWD Strategic Challenges

• Decentralization of programs
• Breaking down silos and increasing trans-NIH communication/interactions
• Data: transparency; accuracy
• Identifying and disseminating evidence-base best practices
• Aligning the changing nature of science with the current culture
Chief Officer Scientific Workforce Diversity

- **Vision:** Build a diverse trans-NIH scientific workforce that is a model for capturing the brightest and most talented into biomedical research across our nation.

- **Initial steps:**
  - Environmental scan: Meetings with ICDs & SDs
  - Challenges & opportunities
  - Areas for early success
  - Establish partnerships for pilot testing new approaches

- **Initial goal:** Expand diversity in the IRP
  - Enhance diversity in applicant pools - tools
  - Provide resources for hiring most talented
  - Search process
  - Program to create climate of belonging
COSWD Vision – Five Year

NIH leading and catalyzing scientific workforce diversity through data-driven innovations to recruit and retain the most talented scientists

• Enhance diversity across NIH-funded scientific workforce
  - Clear Metrics: PI demographics; retention; grant funding; training
• Establish a coordinated system for prototyping, evaluating & disseminating successful diversity programs
• NIH brand as an established leader in diversity
  - Innovations in the science of diversity
• “Diversity Inclusion” - integrated into all we do
• NIH policies, procedures & processes require diversity
Members of ACD Working Group on Diversity

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