

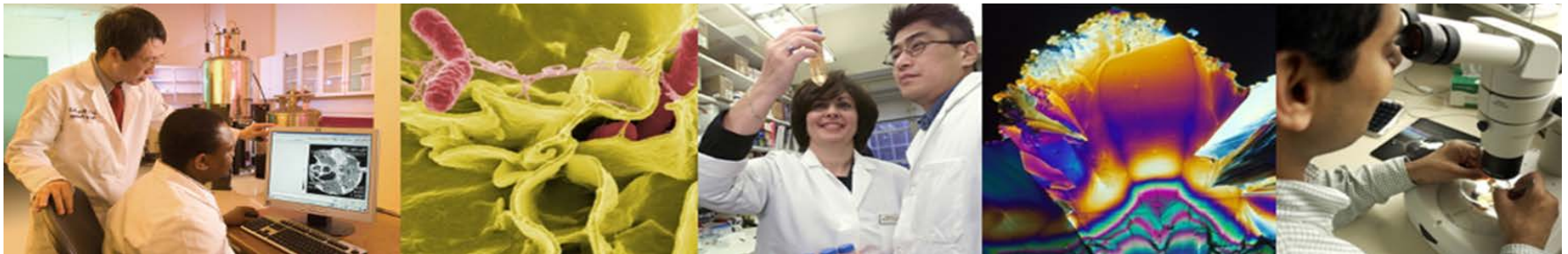
ACD Working Group on Diversity Updates

Reed Tuckson, MD, Co-Chair

Hannah A. Valantine, MD, Co-Chair

Richard Nakamura, PhD, Peer-review Co-Chair

Report to ACD: June 5, 2014



ACD Working Group on Diversity Updates

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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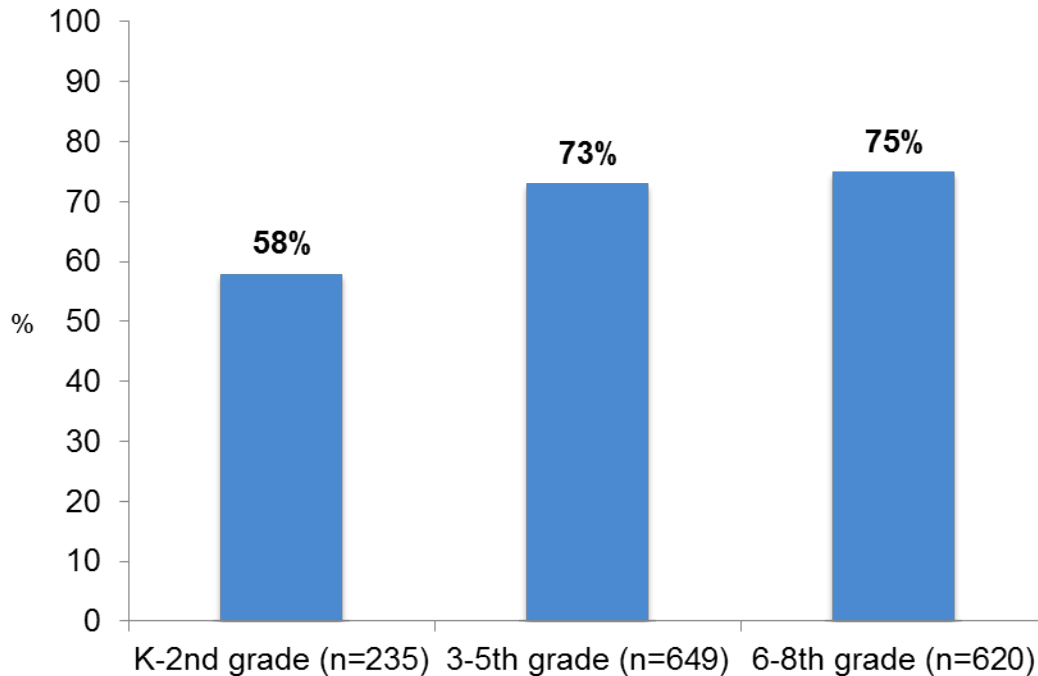
NIH Transformative Diversity Initiative

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



Reed Tuckson
Co-Chair



Mike Drake
UC Irvine



Scout
Fenway Institute



Hannah
Valantine
Co-Chair



Yvonne
Maddox
NIMHD/NIH



Abigail Stewart
Univ. of Michigan



Rosina Becerra
UCLA



Santa Ono
Univ. of
Cincinnati



Dana Takagi
UC Santa Cruz



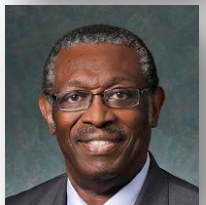
Sangeeta Bhatia
MIT



Joan Reede
Harvard



Clyde Yancy
Northwestern Univ.



Frank Douglas
Austen BioInnovation
Institute