NIH UNITE initiative

I Committee Update

June 10, 2022

nih.gov/ending-structural-racism

Together, We Are Stronger.

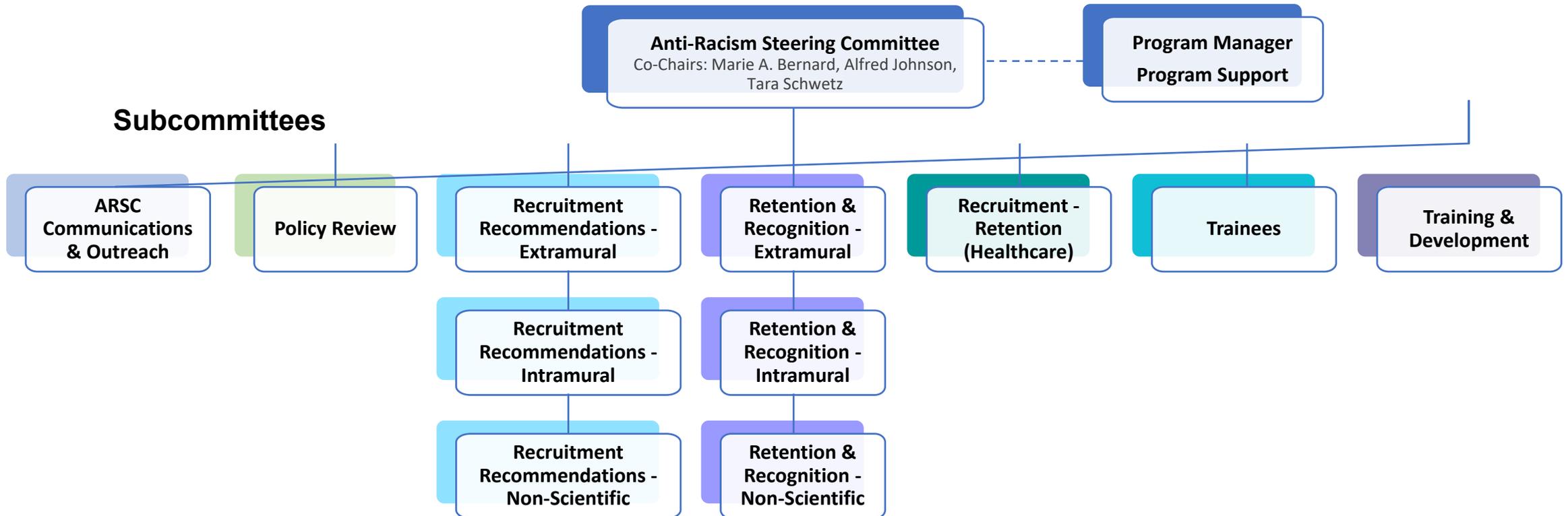NIH National Institutes of Health
Turning Discovery Into Health

I Committee Charge

To change the NIH organizational culture and structure to promote diversity, equity, and inclusion throughout the NIH workforce.

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I Committee: Priorities

- **Establish an NIH Anti-Racism Steering Committee (ARSC)**

- **Progress and Accomplishments**
  - ARSC established ~ 500 members
  - Established 11 ARSC/SME and task-specific sub committees

- **Next Steps**
  - Develop specific and actionable proposals

- **Metric(s) of Success**
  - IC representation in ARSC;
  - Successful implementation of proposals

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I Committee: Priorities
Anti-Racism Steering Sub-Committees

Anti-Racism Steering Committee
Co-Chairs: Marie A. Bernard, Alfred Johnson, Tara Schwetz

Program Manager
Program Support

Subcommittees

- ARSC Communications & Outreach
- Policy Review
- Recruitment Recommendations - Extramural
  - Recruitment Recommendations - Intramural
  - Recruitment Recommendations - Non-Scientific
- Retention & Recognition - Extramural
  - Retention & Recognition - Intramural
  - Retention & Recognition - Non-Scientific
- Recruitment - Retention (Healthcare)
- Trainees
- Training & Development

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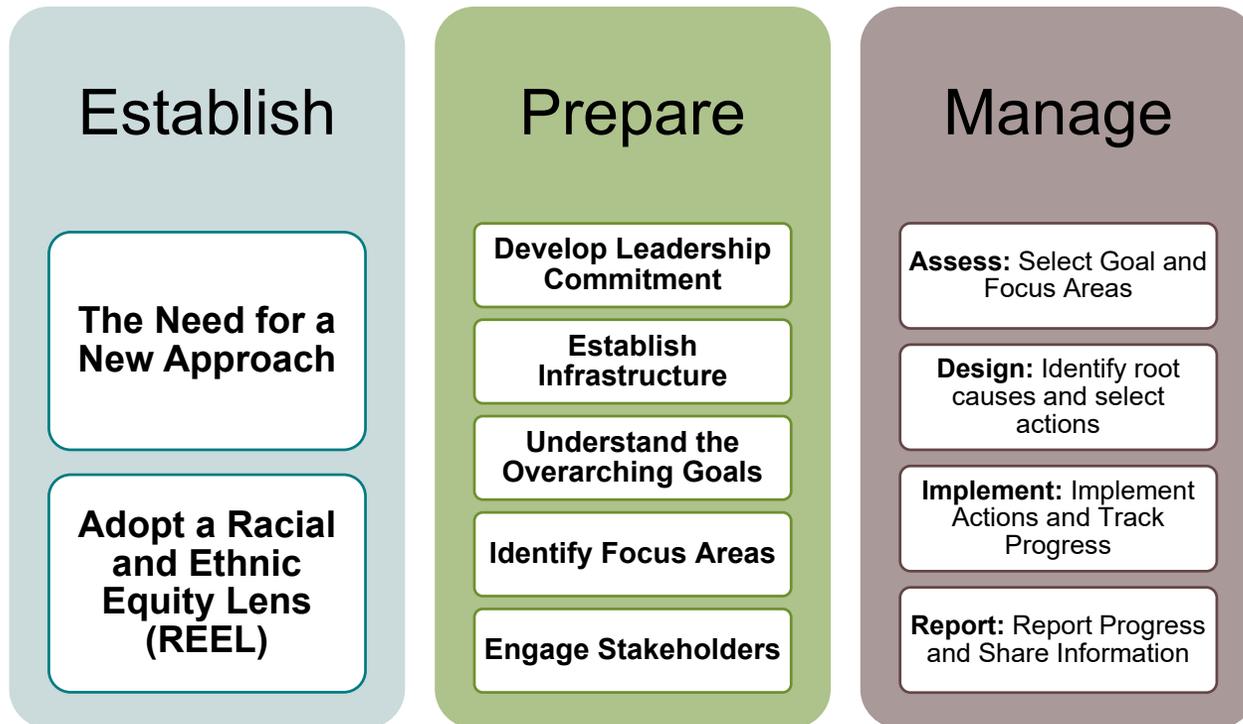NIH National Institutes of Health
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I Committee: Priorities

- **Enact IC specific Racial & Ethnic Equity Plans (REEPs)**

- **Progress and Accomplishments**
  - All ICs submitted REEPs April 1, 2022

- **Next Steps**
  - Implementation/Activation of IC REEPs

- **Metric(s) of Success**
  - Progress in achieving IC REEP goals

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I Committee: Priorities
Racial and Ethnic Equity Plan Process

Establish

The Need for a New Approach

Adopt a Racial and Ethnic Equity Lens (REEL)

Prepare

Develop Leadership Commitment

Establish Infrastructure

Understand the Overarching Goals

Identify Focus Areas

Engage Stakeholders

Manage

Assess: Select Goal and Focus Areas

Design: Identify root causes and select actions

Implement: Implement Actions and Track Progress

Report: Report Progress and Share Information

Goals

1. Apply the Racial and Ethnic Equity Lens (REEL) Framework to IC's workforce, structures, and systems.

2. Identify and address any racial and ethnic disparities in the IC's workforce.

3. Enhance the diversity of IC's workforce.

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I Committee: Priorities

- **Generation of reliable and accessible data regarding the demographics of the NIH extramural staff**

- **Progress and Accomplishments**
  - Have begun to pull staffing data using eRA system to identify Program Officials and Scientific Review Officers and then identify their supervisors using –the NIH Enterprise Directory and the Office of Human Resource (OHR) data

- **Next Steps**
  - Each IC needs to validate the list, identify leadership roles where applicable, and add any missing employees to the list. Once ICs validate and correct their lists, the data will be submitted to the Office of Equity, Diversity and Inclusion for them to complete their Ethnicity Race Indicator (ERI) analysis

- **Metric(s) of Success**
  - Utilization of data in developing hiring/retention/promotion strategies across ICs

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I Committee: Priorities

- **Address any identified disparities in NIH Awards**

- **Progress and Accomplishments**
  - Broadened NIH Director's awards categories

- **Next Steps**
  - Develop New recommendations for Awards/Categories
  - Monitor nomination demographics and success rates

- **Metric(s) of Success**
  - Sustained equity in NIH Awards

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I Committee: Priorities

- **Develop a listserv for Federal affinity groups and other groups internal and external to NIH to promote vacancy announcements**

- **Progress and Accomplishments**
  - New initiative in implementation stages

- **Next Steps**
  - Meet with IC Leadership to promote listserv
  - Collaborate with OHR to implement listserv
  - Collaborate with the Office of Communications and Public Liaison for marketing and launch of listserv

- **Metric(s) of Success**
  - Broaden and increase the pool of applicants from underrepresented populations who apply to NIH job vacancies.

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'I' Committee Membership

Trevor Archer (NIEHS)
Marie A. Bernard (COSWD)
Alfred Johnson (OD)
Shelma Middleton Little (OD/EDI)
Gwyn Collins (NCI)
Charles Egwuagu (NEI)
Melissa Espinoza (NIA)
Courtney Fitzhugh (NHLBI)
Kenneth Gibbs (NIGMS)
Kendall Hill (CSR)

Camille Hoover (NIDDK)
Laura Koehly (NHGRI)
Charlene Le Fauve (OD)
Shawn Lewis (NINR)
Joe Martin (OD)
Marguerite Matthews (NINDS)
Darryl Murray (OD)
Brenda Robles (NCC)
Victoria Rucker (OD)
Shaun Sims (NIBIB)

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