UNITE PROGRESS REPORT for Fiscal Years 2023-2024

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger.

NIH National Institutes of Health
Turning Discovery Into Health

Thank you!

Noni H, Byrnes, Ph.D.
Director
Center for Scientific Review (CSR)

Alfred C. Johnson, Ph.D.
NIH Deputy Director for
Management (DDM)

Lawrence A. Tabak, D.D.S., Ph.D.
NIH Principal Deputy Director

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Welcome UNITE Cochairs!

Mohammed Aiyegbo, Ph.D.
Scientific Review Officer
National Institute of Allergy and
Infectious Diseases (NIAID)

Camille M. Hoover, M.S.W.
Executive Officer
National Institute of
Diabetes and Digestive and
Kidney Diseases (NIDDK)

Marie A. Bernard, M.D.
NIH Chief Officer for Scientific
Workforce Diversity

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UNITE's Conceptual Framework

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger.

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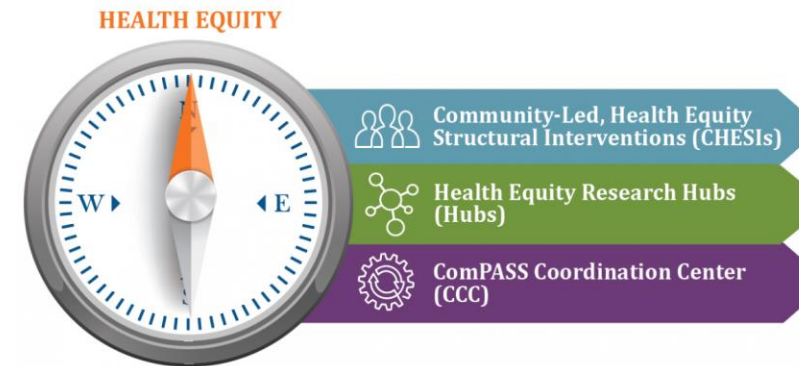*Turning Discovery Into Health*

Focus Area 1: Elevating Health Disparities and Minority Health Research Across Institutes and Centers

Focus Area 1. Dedicated to ensuring that NIH Institutes and Centers (ICs) prioritize health disparities and minority health research within clinical trials and human subject research.

- **Example of Progress.** UNITE helped foster the design of the FY23 Community Partnerships to Advance Science for Society (ComPASS) initiative via the NIH Common Fund.

- **Example of Progress**. New RCDC Minority Health and Health Disparities automated categories.

ComPASS Initiative Structure

HEALTH EQUITY

- Community-Led, Health Equity Structural Interventions (CHESIs)
- Health Equity Research Hubs (Hubs)
- ComPASS Coordination Center (CCC)

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Focus Area 2: Promoting Equity in the NIH-Supported Biomedical Research Ecosystem

FIRST Map

Focus Area 2. Dedicated to advancing initiatives that foster a more inclusive and equitable biomedical and behavioral research enterprise and ensuring that diverse perspectives are integral components of it.

- **Example of Progress.** NIH executed the Faculty Institutional Recruitment for Sustainable Transformation (FIRST) program.

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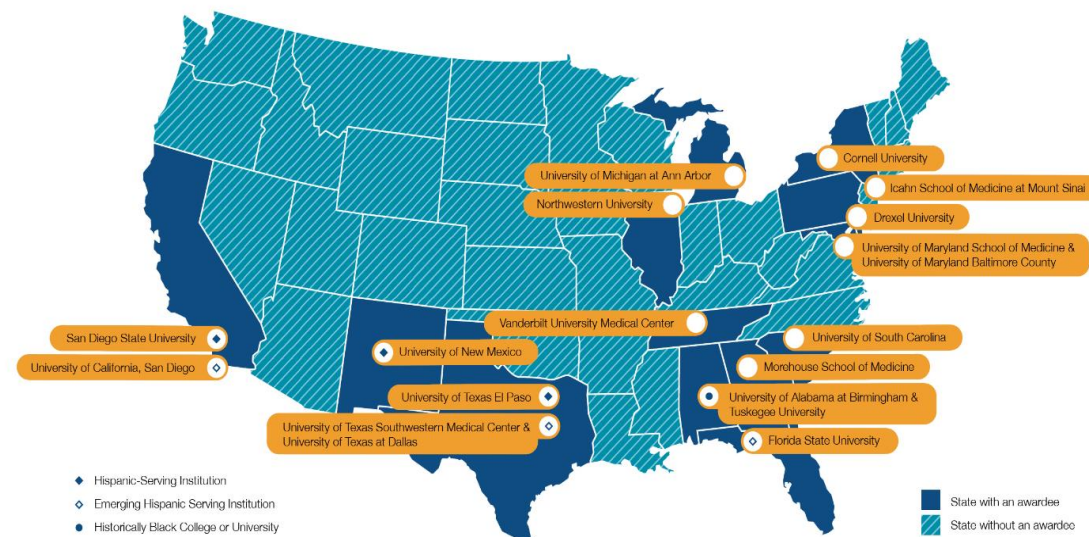*Turning Discovery Into Health*

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FIRST Map

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UNITE Funding Opportunities

Active NOFOs

- Science Education Partnership Awards (SEPA) (PAR-23-137) – 19 ICOs signed on

- Research With Activities Related to Diversity (ReWARD) (PAR-23-122) – 21 ICOs signed on

- Instrumentation Grant (S10) Program for Resource-Limited Institutions (PAR-23-138) - 16 ICOs signed on

- Strengthening Research Opportunities for NIH Grants (STRONG) (PAR-23-144) – 17 ICOs signed on

- Assessment of Climate at Institutions (ACt) Award (RC2, PAR-24-038) – 8 ICOs signed on

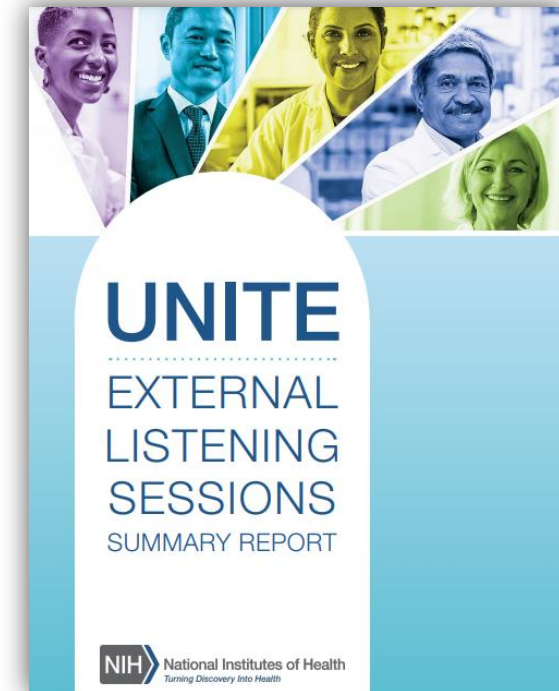# Focus Area 3: Promoting Equity in the Internal NIH Workforce

Focus Area 3. Dedicated to fostering a work environment where all employees feel valued, respected, and supported.

- **Example of Progress.** NIH launched the [Medical Student Opportunities for Advanced Research (M-SOAR)](#) initiative in 2023 in partnership with the Office of Intramural Training and Education (OITE).

- **Example of Progress.** NIH initiated the [Emerging Talent Program](#) to provide additional training and facilitate upward mobility for GS 5 -11 NIH employees.

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Focus Area 4: Improving Accuracy and Transparency of Racial and Ethnic Equity Data

Focus Area 4. Dedicated to Improving accuracy and transparency of racial and ethnic equity in biomedical and behavioral research.

- **Example of Progress.** UNITE hosted 14 internal and external listening sessions with over 1,300 participants to learn and gather information, which is being translated into action.

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What's Next for UNITE?

UNITE's commitment to being a driving force for transformation within NIH and the broader scientific community remains unwavering.

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COSWD Progress Report

Purpose:

- Describes COSWD's milestones and achievements, tracking progress toward the goals outlined in the [COSWD Strategic Plan for Fiscal Years 2022–2026](#).

- The achievements in this report demonstrate how COSWD has expanded its initiatives and strategies, building a stronger foundation to advance its mission as the NIH thought leader in the science of scientific workforce diversity.

GREAT MINDS THINK DIFFERENTLY

NIH Chief Officer for Scientific Workforce Diversity

Progress Report for Fiscal Years 2022–2024

National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity