NIH Diversity, Equity, Inclusion, and Accessibility (DEIA) Update

123rd Meeting of the Advisory Committee to the Director

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

December 10, 2021
Areas of Focus

• NIH-Wide DEIA Strategic Plan
• ACD WGD Updates
  – Subgroup on Individuals with Disabilities
  – 2022 Membership Changes
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## NIH-Wide DEIA Strategic Plan: Motivation

<table>
<thead>
<tr>
<th>Primary</th>
<th>Report 116-450 on H.R. 7614 Diversity at NIH Working Group and Strategic Plan</th>
<th>January 2021</th>
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<td></td>
<td>• Specify long- and short-term goals to address racial, ethnic, and gender disparities at NIH</td>
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<td>• Identify barriers in access to NIH funding by investigators researching health disparities, and develop corrective solutions</td>
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<td>• Establish working group to support plan development and implementation</td>
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<th>Secondary</th>
<th>Executive Order 14035 Diversity, Equity, Inclusion, &amp; Accessibility in the Federal Workforce</th>
<th>July 2021</th>
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<td>• Reaffirms coordinated Government-wide initiative to promote DEIA in the Federal workforce, expanding scope to include equity and accessibility</td>
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<td>• Establishes requirements for Government-wide and agency-specific DEIA strategic plans</td>
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NIH-Wide DEIA Strategic Plan: Scope

- Articulates NIH’s vision for strengthening diversity, equity, inclusion, and accessibility (DEIA) across all of NIH
- Applies to the entire internal and external NIH workforce
- Harmonizes with the NIH-Wide Strategic Plan Framework
## NIH-Wide DEIA Strategic Plan: Leadership and Team

<table>
<thead>
<tr>
<th>Co-Chairs</th>
<th>Strategic Plan Management</th>
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| **Marie A. Bernard, M.D.**  
Chief Officer for Scientific Workforce Diversity | **James M. Anderson, M.D., Ph.D.**  
Director of Program Coordination, Planning, and Strategic Initiatives |
| **Shelma M. Little, Ph.D.**  
Acting Director Office of Equity, Diversity, and Inclusion | **Marina L. Volkov, Ph.D.**  
Director of the Office of Evaluation, Performance, and Reporting |

### 85 NIH-Wide Work Group Representatives

- **All 27 Institutes and Centers**
- **DPCPSI Offices:** OAR, OBSSR, ODP, OEPR, ONR, OPA, ORIP, ORWH, OSC, SGMRO, THRO
- **OD Offices:** All of Us, BRAIN, COSWD, ECHO, EDI, HEAL, IMOD, OER, OIR, OLPA, OM/OE, OM/OHR, OM/NBS, OM/ORS, OM/OSPMO, OSP
NIH-Wide DEIA Strategic Plan: Timeline and Process

Phase 1 Planning
- Develop process
- Launch Work Group

Phase 2 Framework
- Align with NIH-Wide Strategic Plan

Phase 3 Input
- NIH and public

Phase 4 Drafting
- Full content development

Phase 5 Completion
- Review and approval

Summer 2021  →  Spring/Summer 2022

- Summer 2021
- Phase 1 Planning: Develop process, Launch Work Group
- Phase 2 Framework: Align with NIH-Wide Strategic Plan
- Phase 3 Input: NIH and public
- Phase 4 Drafting: Full content development
- Phase 5 Completion: Review and approval

Timeline:
- Phase 1: Summer 2021
- Phase 2: Spring/Summer 2022
• Develop process
• Launch Work Group

✓ COSWD, EDI, and DPCPSI leadership convened to develop initiative process and preliminary scope in Summer 2021

✓ Created inventory of NIH-Wide DEIA programs, through collaboration with UNITE

✓ Launched NIH-Wide Work Group in October 2021, with regularly scheduled meetings to pursue process plans
NIH-Wide DEIA Strategic Plan: Phase 2 in Progress

- Align with NIH-Wide Strategic Plan

- Refining definitions of diversity, equity, inclusion, accessibility, and related concepts
- Developing objectives aligned with NIH-Wide Strategic Plan objectives on research, workforce, and stewardship
- Identifying topics and sub-objectives
- Updating and reviewing inventory with Work Group to inform framework development
NIH-Wide DEIA Strategic Plan: Next Steps

Finalize Strategic Plan Framework

Obtain NIH leadership approval of Framework in early 2022

Begin Phase 3 Solicit NIH and Public Input
Areas of Focus

• NIH-Wide DEIA Strategic Plan
• ACD WGD Updates
  – Subgroup on Individuals with Disabilities
  – 2022 Membership Changes
Subgroup on Individuals with Disabilities

- Launched in August 2021
- Charged with supporting the ACD WGD to assist, in turn, the ACD with its advice to the NIH Director on how to best support individuals with disabilities in the scientific workforce
- Chaired by Drs. Bonnielin Swenor, Steven Barnett, and Lisa Iezzoni
- [https://acd.od.nih.gov/working-groups/disabilitiessubgroup.html](https://acd.od.nih.gov/working-groups/disabilitiessubgroup.html)
Subgroup on Individuals with Disabilities: Members

Kim D. Anderson, Ph.D.
Steven Barnett, M.D.
Theresa Cruz, Ph.D.
Alberto Esquenazi, M.D.
Jean P. Hall, Ph.D.
Susan M. Havercamp, Ph.D.
Lisa I. Iezzoni, M.D., M.Sc.
Kathleen Mann Koepke, Ph.D.
Corey L. Moore, Rh.D.
Bonnielin Swenor Ph.D., M.P.H.
Philip Zazove, M.D.
David P. Rice, Jr.
Workforce Implications

- Strategies to enhance data collection focused on individuals with disabilities in the scientific workforce
- Current data and trends on the prevalence of individuals with disabilities in the scientific workforce at various career stages
- Evidence-based practices for supporting individuals with disabilities, accounting for variation in disability type
- Programs with demonstrated success in supporting individuals with disabilities
- Perspectives of individuals with disabilities
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Thank You For Your Service

Stanley Andrisse, Ph.D., M.B.A.
Edwin J. Barea-Rodriguez, Ph.D.
Sherilynn Black, Ph.D.
George C. Hill, Ph.D.
Rae Nishi, Ph.D.
Florstina Payton-Stewart, Ph.D.
Iris L. Romero, M.D.
Nelson Sanchez, M.D.
Thank You For Your Service

M. Roy Wilson, M.D.
ACD WGD Co-Chair, 2016 - 2021
Welcome, Dr. Roberta Diaz Brinton
Great minds think differently.

Check out our website: diversity.nih.gov

Sign up for our quarterly newsletter and visit our SWD blog for twice monthly updates

Follow us on Twitter @NIH_COSWD

Email us at SWD_Talks@nih.gov