

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



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

Areas of Focus

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

Areas of Focus - continued

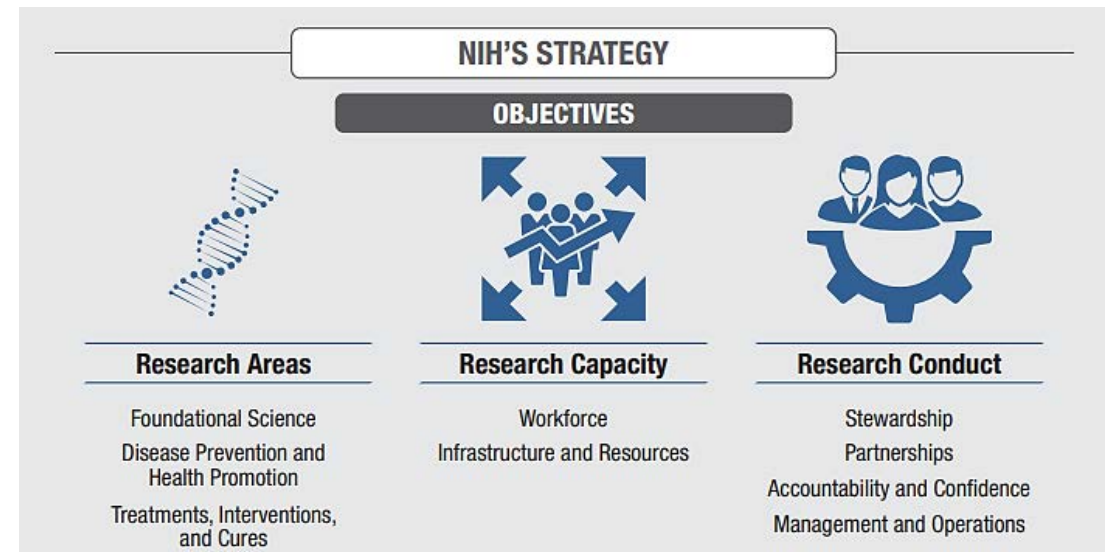
- **NIH-Wide DEIA Strategic Plan**
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NIH-Wide DEIA Strategic Plan: Motivation

Primary	<p>Report 116-450 on H.R. 7614 Diversity at NIH Working Group and Strategic Plan</p> <ul style="list-style-type: none">• Specify long- and short-term goals to address racial, ethnic, and gender disparities at NIH• Identify barriers in access to NIH funding by investigators researching health disparities, and develop corrective solutions• Establish working group to support plan development and implementation	January 2021
Secondary	<p>Executive Order 14035 Diversity, Equity, Inclusion, & Accessibility in the Federal Workforce</p> <ul style="list-style-type: none">• Reaffirms coordinated Government-wide initiative to promote DEIA in the Federal workforce, expanding scope to include equity and accessibility• Establishes requirements for Government-wide and agency-specific DEIA strategic plans	July 2021

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

Co-Chairs

- **Marie A. Bernard, M.D.**
Chief Officer for Scientific Workforce Diversity
- **Shelma M. Little, Ph.D.**
Acting Director Office of Equity, Diversity, and Inclusion

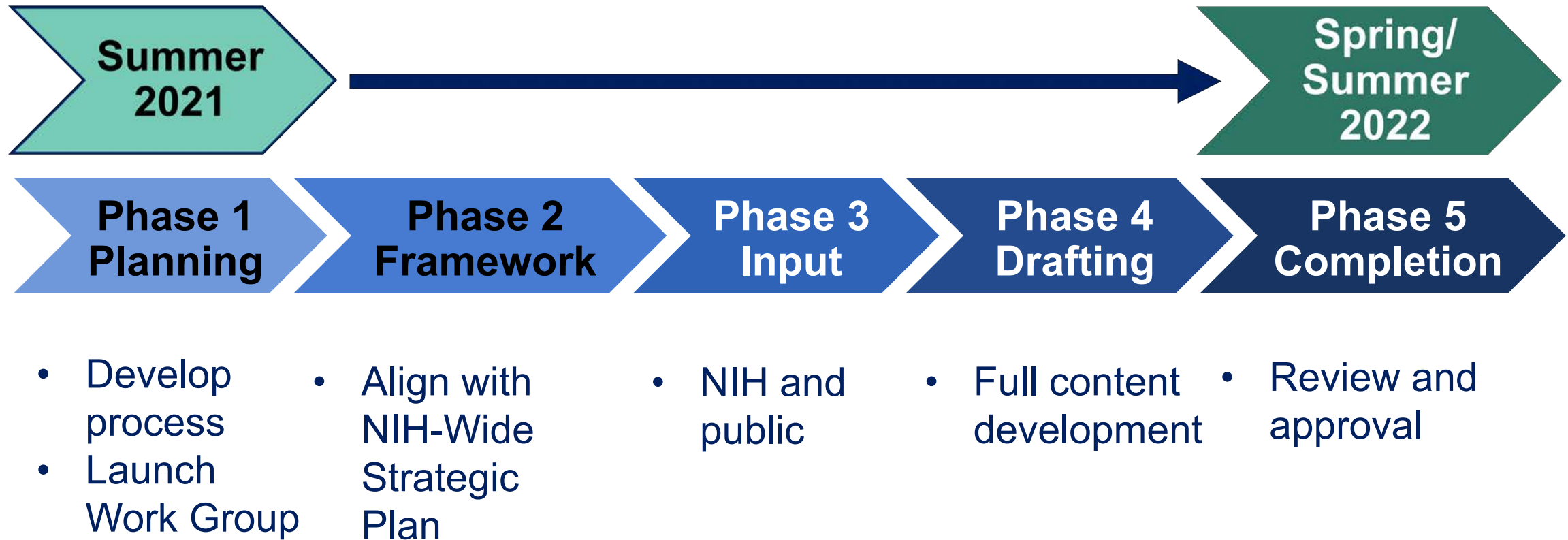
Strategic Plan Management

- **James M. Anderson, M.D., Ph.D.**
Director of Program Coordination, Planning, and Strategic Initiatives
- **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/EO, OM/OHR, OM/NBS, OM/ORS, OM/OSPMO, OSP

NIH-Wide DEIA Strategic Plan: Timeline and Process



NIH-Wide DEIA Strategic Plan: Phase 1 Completed



- 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



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>



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.

Subgroup on Individuals with Disabilities: Scope

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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 - **2022 Membership Changes**

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.

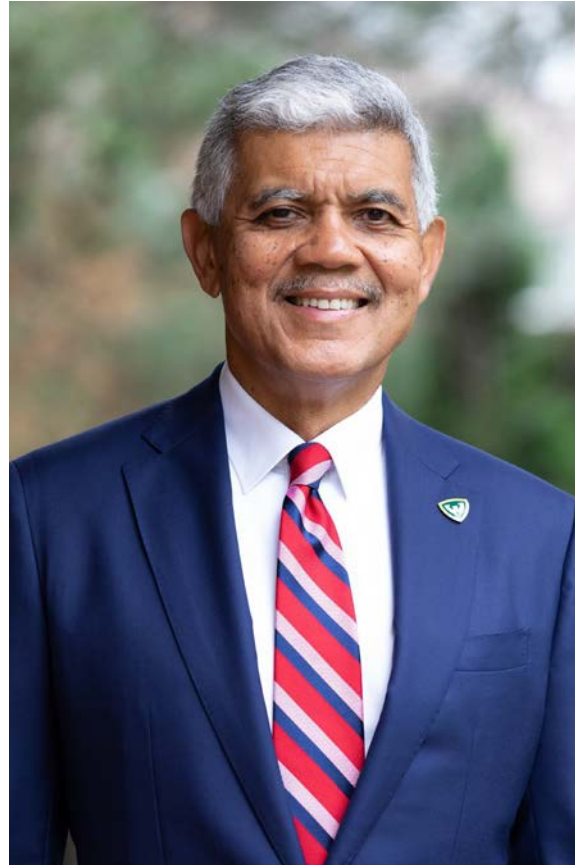
Rae Nishi, Ph.D.

Florastina 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





National Institutes of Health

Office of the Director

Scientific Workforce Diversity



Great minds think differently.



Check out our website: diversity.nih.gov



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Email us at SWD_Talks@nih.gov