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

Report 116-450 on H.R. 7614
Diversity at NIH Working Group and Strategic Plan

- 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

Secondary

Executive Order 14035
Diversity, Equity, Inclusion, & Accessibility in the Federal Workforce

- 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
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>
</tr>
</thead>
<tbody>
<tr>
<td>• Marie A. Bernard, M.D.</td>
<td>• James M. Anderson, M.D., Ph.D.</td>
</tr>
<tr>
<td>Chief Officer for Scientific Workforce Diversity</td>
<td>Director of Program Coordination, Planning, and Strategic Initiatives</td>
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<tr>
<td>• Shelma M. Little, Ph.D.</td>
<td>• Marina L. Volkov, Ph.D.</td>
</tr>
<tr>
<td>Acting Director Office of Equity, Diversity, and Inclusion</td>
<td>Director of the Office of Evaluation, Performance, and Reporting</td>
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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

Winter 2021

Spring/Summer 2022
NIH-Wide DEIA Strategic Plan: Phase 1 Completed

Phase 1 Planning
- Develop process
- Launch Work Group

Phase 2 Framework
- COSWD, EDI, and DPCPSI leadership convened to develop initiative process and preliminary scope in Summer 2021

Phase 3 Input
- Created inventory of NIH-Wide DEIA programs, through collaboration with UNITE

Phase 4 Drafting
- Launched NIH-Wide Work Group in October 2021, with regularly scheduled meetings to pursue process plans

Phase 5 Completion
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

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  – 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/disabilitysubgroup.html](https://acd.od.nih.gov/working-groups/disabilitysubgroup.html)
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
Areas of Focus

• DEIA Strategic Plan
• ACD WGD Updates
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  – 2022 Membership Changes
Thank You For Your Service

Stanley Andrisse, Ph.D., M.B.A.
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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