

# NIH Advisory Committee to the Director Working Group on Diversity Update

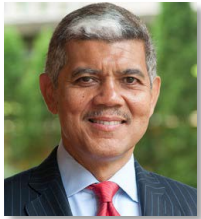
**Hannah A. Valantine, MD** | NIH Chief Officer for Scientific Workforce Diversity  
**M. Roy Wilson, MD** | President, Wayne State University

119th NIH ACD Meeting | December 12, 2019



# Acknowledgments

## *NIH Advisory Committee to the Director Working Group on Diversity (WGD)*



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*Co-Chair*



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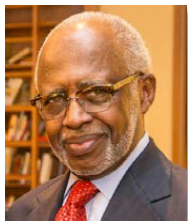
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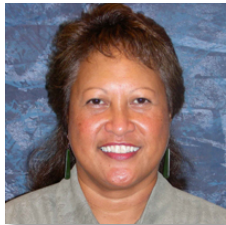
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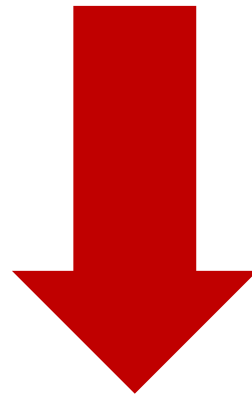
# Presentation Outline

1. Progress toward implementing 2018 recommendations
2. Program spotlight: NIH Distinguished Scholars Program
3. 2019 recommendations
  - a. NIH Advancing Diversity Programs Conference (ADPC), June 24, 2019 output
  - b. 2019 ADPC recommendations for consideration

# Recap of 2018 Recommendations: Focus

## Interventions at Individual Level

*Necessary but not sufficient*



**Interventions needed at Institutional Level**

# 2018 Recommendations: Summary & Progress

<i>Recommendation</i>	<i>Progress</i>

# NIH Scientific Workforce Diversity

## *New and Ongoing Initiatives to Address 2018 Recommendations*

### Intramural

- Trans-NIH searches
- NIH SWD Interactive Toolkit
- NIH Equity Committee (transparency)
- Distinguished Scholars Program (cohort model)
- Sexual harassment prevention plan and survey



### Extramural

- BUILD, NRMN, CEC
- Diversity supplements
- Understanding Interventions research (NIGMS)
- Collaboration with AAMC/NCAA
- Eliminate R01-funding disparities
  - Next Generation Researchers Initiative (NGRI)
  - Anonymized peer-review bias study



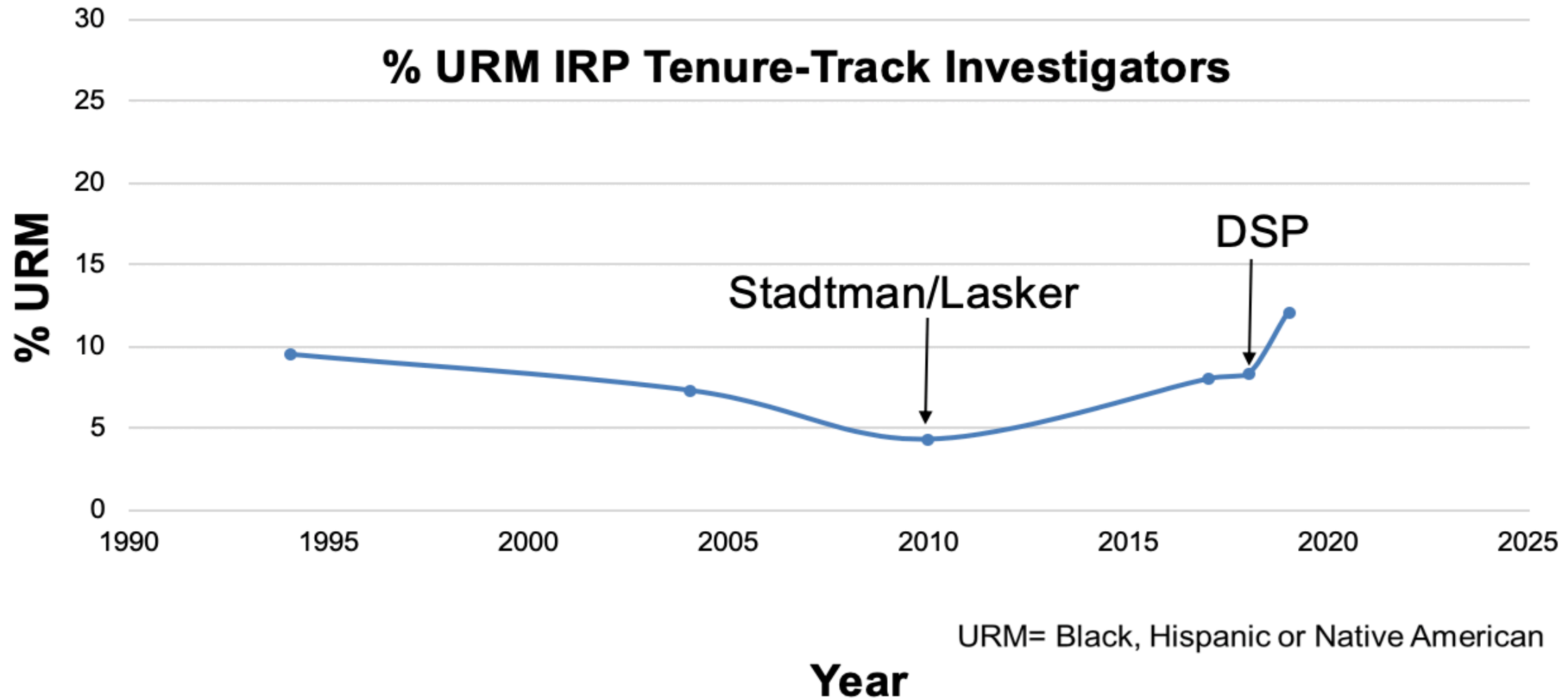
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# NIH Distinguished Scholars Program (DSP)

*Integrated Solution Addressing Both Diversity and Inclusion*





# NIH Distinguished Scholars Program (DSP): Feedback

- 92.3% of scholars in Cohort 1 responded to the survey
- 100% of respondents agreed that the program met their expectations
- Positive feedback on three program components
  - 91.7% found the Professional Development Workshops to be very/moderately useful
  - 75% found the Small Group Mentoring to be very/moderately useful
  - 75% found the Leadership Networking Dinners to be very/moderately useful
- Full evaluation plan underway

# NIH Distinguished Scholars Program (DSP): Feedback

“Love the cohort, I feel part of a special group of people, I appreciate the support from NIH leadership to the DSP.”

“It is my family at NIH.”

“Mentoring with small group and individually was incredibly helpful.”

*“Collegial support and DSP leadership support was awesome. This group allows us to envision ourselves as great leaders through the dinner discussions with current leaders, provides brainstorming and avenues on how to improve NIH and affords us with superb mentoring.”*

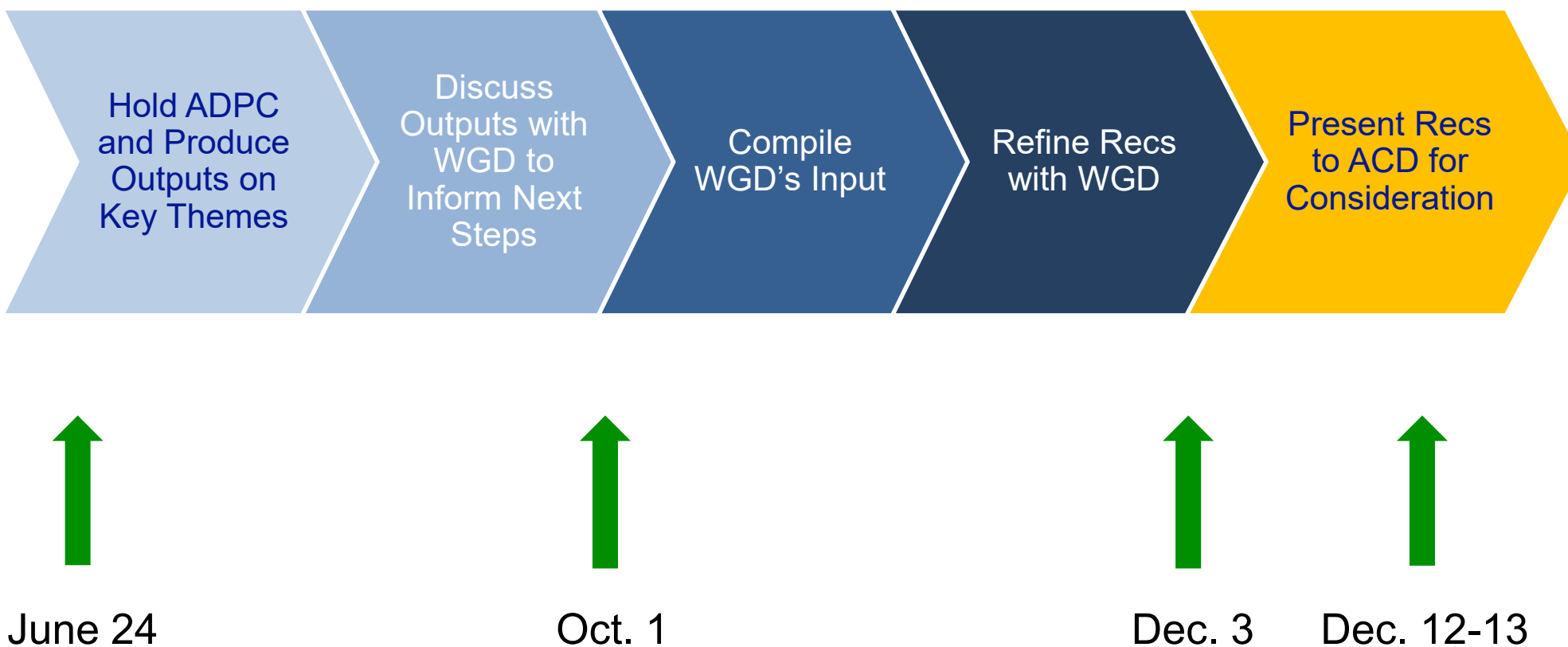
“Expanded network of peer and senior mentors. Have a cache of potential collaborators and consultants.”

“It’s been a valuable program that provides built-in mentorship and an inside look at the machinations of NIH as well as opportunities to network with intramural leaders that we would otherwise not have easy access to.”

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# Workflow for 2019 Advancing Diversity Programs Conference (ADPC) Recommendations



# Advancing Diversity Programs Conference (ADPC)

*June 24, 2019*

- 79 attendees across 24 institutions
  - Senior leaders, directors of diversity-oriented programs, early-stage faculty, IC directors
- 5 panels
  - Brief presentations followed by group discussion and recap sessions
  - Institutional leadership and early-stage faculty perspectives
- Scope
  - What are lessons learned toward implementing effective models?
  - Which programs promote URG PhD attainment and/or transition to a research career?
  - What makes a program scalable/sustainable?

# Advancing Diversity Programs Conference

## *Cross-Cutting Themes*

### Institutional Culture Change and Leadership Commitment

- Centralized diversity programs
- Faculty accountability and rewards for institutional culture change
- Standard metrics to assess culture
- Interventions that enhance sense of belonging (e.g., cohort hiring)

### Mentorship, Training, and Professional Development

- Mentoring teams
- Needs assessments
- Mentor training for faculty

### Implicit and Explicit Biases

- Alleviating impact of biases
- Research on implicit-bias training
- Response to micro-aggressions and micro-inequities

### Program Evaluation, Evolution, and Partnerships

- Continuous assessment and evolution of programming
- Perspectives of different stakeholders
- Enhanced collaboration to broaden impact

# 2019 ADPC Findings: Focus

“Direct NIH promotion and support is absolutely essential [for scaling effective diversity programming], because when NIH talks, people listen.”



- Bishr Omary, MD, PhD, University of Michigan



# 2019 ADPC Recommendations

1. Replicate and disseminate nationally programs with strong evidence of effectiveness for enhancing diversity at the undergraduate, PhD, and post doc stages in NIH-relevant fields
  - a. e.g., HHMI's successful replication of UMBC's Meyerhoff Scholars Program
2. Disseminate standard set of evidence-based practices and tools for institutions to adopt
  - a. NIH as a clearinghouse
  - b. Collaboration with institutions for buy-in
  - c. Central repository of data collected (e.g., workplace climate survey)

# 2019 ADPC Recommendations

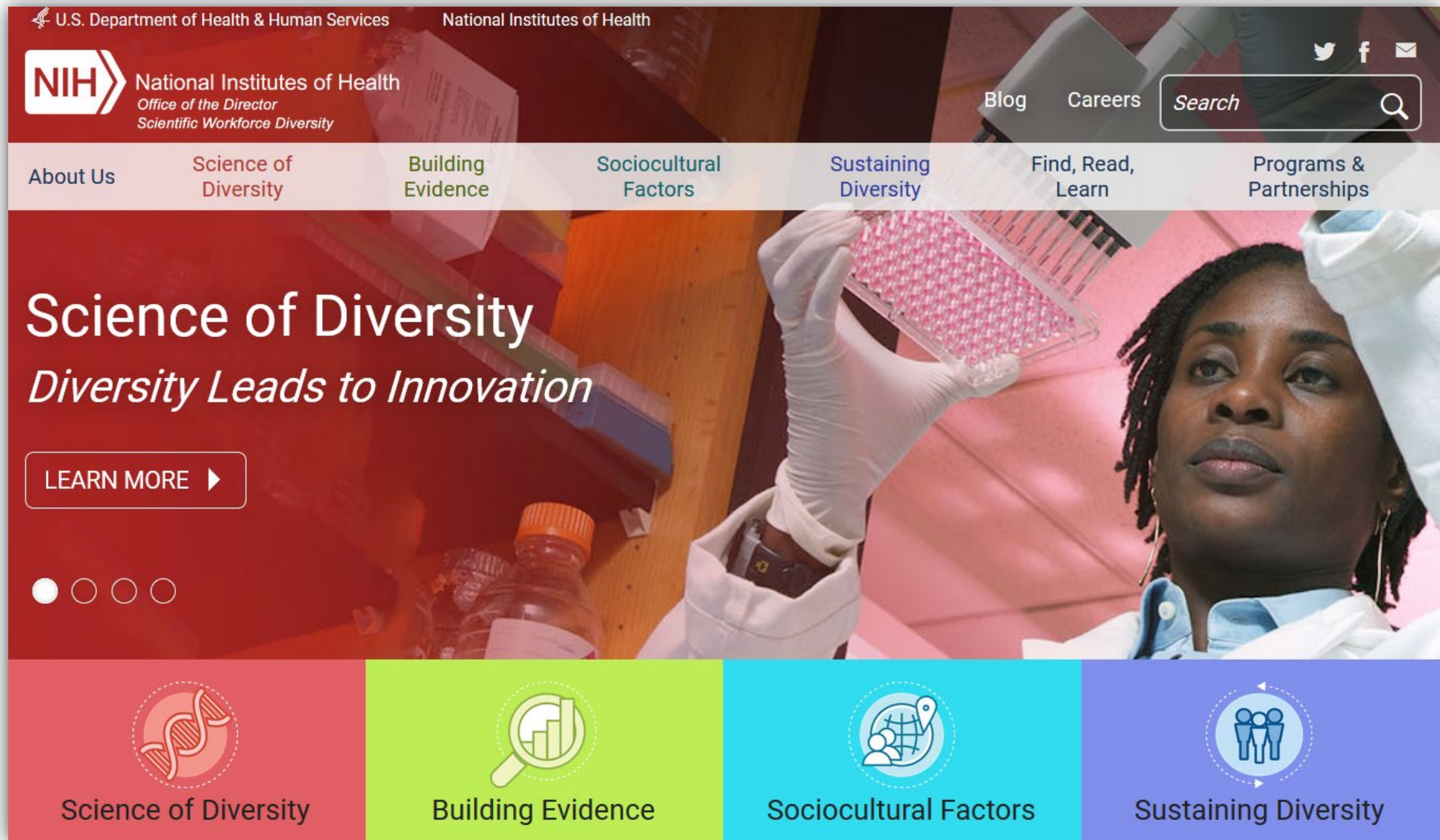
3. Explore grant programs and the grant application and renewal processes as vehicles for institutional culture change
  - a. Applicant reporting on diversity initiatives and standard accountability metrics; continuous reporting for awardees
  - b. Updates to grant award scoring criteria
  - c. Funding mechanisms for cohort hiring and implicit-bias research
4. Convene funders to explore approaches to incentivize institutions to adopt evidence-based practices

# 2019 ADPC Recommendations

5. Disseminate nationally effective strategies for mentorship that result in research success and culture change within institutions
  - a. Commend mentoring achievements
  - b. Needs assessment: Understanding mentoring culture
    - i. Phase II of NRMN involves awards targeting the science of mentoring: Evaluation of 300 institutions
6. Collaborate with professional societies and other organizations for rigorous program evaluation and broadening impact
  - a. Leverage existing resources and opportunities (e.g., training networks, AMA and AAMC's collaboration on evaluation of pipeline programs)
  - b. Outreach with community organizations

# 2019 ADPC Recommendations

## *Summary*



[diversity.nih.gov](https://diversity.nih.gov)



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think differently ...



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National Institutes of Health  
Office of the Director  
Scientific Workforce Diversity