Addressing Ableism and Advancing Accessibility at the National Institutes of Health

Kevin Williams, Esq.

Role of the Disabilities Subcommittee

- Lead **outreach and engagement** with disability groups to ensure NIH programs and policies are accessible
- Review **policies and procedures** for discriminatory language
- Identify **workforce training**
- Review of **compliance** with ADA and Rehabilitation Act
- **Consult** with NIH offices leading accessibility efforts
- **Build resources** for ICOs to promote inclusive practices in scientific research and hiring/retention of staff to support research

Leads for Disabilities Subcommittee

Group 1: Training & Education

Alison Cernich, PhD
Deputy Director, *Eunice Kennedy Shriver* National Institute of Child Health and Human Development

Group 2: Workplace Accessibility

Ellen Rolfes, MA
Executive Officer National Human Genome Research Institute

Group 3: Data, Policies, and Procedures

Kevin Williams, Esq
Director, Office of Equity, Diversity, and Inclusion

Accomplishments of the Disabilities Subcommittee

- **Group 1 Highlights**
    - Collaborated with OER to create a resource page for researchers with disabilities
    - Consulted with OER and facilitated engagement with extramural researchers on accessibility issues with eRA and IAR and use of inclusive language in NOFOs and trainings

- **Group 2 Highlights**
    - Developed "Not accessible, report it" campaign to identify physical spaces that need enhanced accessibility that will be overseen by EDI's Accessibility Specialist
    - Examined accessibility of conference facilities on the Bethesda main campus and catalogued findings and developing a guide to hosting accessible events for use across NIH

- **Group 3 Highlights**
    - Revised the Data Policy to promote transparency and individual privacy protections
    - Reviewing the Reasonable Accommodation Policy to promote inclusive workplace practices

Future Directions

- Physical and digital accessibility of NIH spaces
- Resources for disability community
- Accessibility of NIH systems
- Workforce data policy to keep data secure but inform NIH programs

Questions?