



## Main ideas

- Position OHE as a DI&E “think tank” for NICHD
- Address diversity within NICHD itself.
- Create strategies to increase diversity of investigators.
- Link NICHD to diversity activities within NIH.
- Foster bidirectional communication between NICHD and external stakeholders.
- Identify goals and establish metrics for measuring progress.



# Role of OHE in Health Disparities Research

- Lead the discussion of health disparities at NICHD.
- Serve as coordinator of the NICHD health disparities portfolio
- Lead the process for identifying needed studies.
- Reframe the goal of the portfolio to realizing health equity as a cross-cutting theme.
- Educate NICHD colleagues on health disparities issues.
- Identify innovative ways of propelling health disparities research forward and integrate these ideas into NICHD.
- Expand NICHD's expertise in diversity beyond race, ethnicity, gender, and sexuality.
- Lead NICHD in identifying goals and establishing metrics.



# The Role of OHE: Workforce

- Lead the discussion on NICHD workforce diversity
- Focus on diversity within NICHD; provide training (e.g., bias, cultural competency, health equity).
- Set goals for workforce diversity and focus on creating the programs and practices to achieve it.
- Ensure NICHD stays abreast of research on inequities in funding and create appropriate trainings and policies to enhance equity of grant making process.
- Link NICHD to diversity efforts across NIH, in particular the National Institute for Minority Health and Health Disparities.
- Use external collaborations to enhance the diversity of the scientific workforce.
- Create more diversity supplements and reduce hurdles to obtaining them.



# Role of OHE: Health Communications

- Lead increasing awareness of how health disparities research is shifting from documenting health differences towards understanding root causes of differences and improving health equity.
- Lend expertise to incorporate health disparities into NICHD communications plans.
- Identify, promote, and engage partners/collaborators. Partnerships provide frameworks for shared learning and strengthening the collective impact of NICHD's work.
- Facilitate connections and serve as a NICHD liaison to internal and external partners, as it pertains to health disparities communication activities.
- Assist DIR and DER with dissemination of their research findings relating to health equity beyond the academic community. The NICHD should serve as an amplifier of research on health equity.



## Conclusion

- Tremendous opportunity to build on NICHD's commitment to health equity
- OHE should be positioned and empowered to lead
- OHE should address NICHD's daily operations, its research, the current and future workforce, and health communications.
- The process should establish goals, metrics, and accountability



# Panel Members

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- Pamela Y. Collins M.D., M.P.H., National Institute of Mental Health
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- Melissa Gilliam MD, MPH, The University of Chicago (Chair)
- Brenda Hanning, NICHD
- Carl V. Hill PhD, MPH, National Institute on Aging
- Joyce Hunter PhD, National Institute on Minority Health and Health Disparities
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