



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

- Lawrence Agodoa MD, National Institute of Diabetes and Digestive and Kidney Diseases
- Maria Rosario (Happy) G. Araneta PhD, University of California, San Diego
- Pamela Y. Collins M.D., M.P.H., National Institute of Mental Health
- Lou De Paolo PhD, NICHD
- 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
- Chazeman S. Jackson PhD, MA, Office of the Assistant Secretary for Planning and Evaluation, HHS
- Candace Tingen, PhD, NICHD
- Sheila Zimmet, JD, Georgetown University