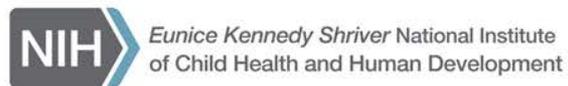


# Recommendations Regarding the Office of Health Equity





# OHE Working Group Report: 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



# Office of Health Equity Review

- Working group of Council
- Led by Melissa Gilliam MD
- Initial meeting: March, 2016
- Presented report to council: September, 2016
- Discussion of report: January, 2017
- Requested additional discussion and revision of report
- Report revised



# Revised OHE Report

**Office of Health Equity Review Final Report (Revised)**  
***Eunice Kennedy Shriver* National Institutes of Child Health and Human Development (NICHD)**  
**February 7, 2017**

## **Members of the Review Panel**

- 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, MD, MPH, National Institute of Mental Health
- Lou DePaolo PhD, NICHD
- Melissa Gilliam, MD, MPH, (Chair), The University of Chicago
- 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

## **The Panel's Charge**

An expert review panel was charged to assist the *Eunice Kennedy Shriver* National Institute of Child Health and Human Development (NICHD) in considering how the NICHD should assist the Division of Extramural Research (DER) and Division of Intramural Research (DIR) in



# Expansion of Report's Introduction

## INTRODUCTION

The current and changing United States demographic has major implications for health, science, and the scientific workforce. A demographic shift coupled with economic inequality results in persistent health disparities. Disparities in health are particularly vexing because they are often complex, lifelong, and intergenerational. Science must meet the needs of a diverse and global population. A vibrant STEM and health workforce will require a diverse STEM pipeline. Given its mission, the *Eunice Kennedy Shriver* National Institute of Child Health and Human Development (NICHD) is uniquely positioned to be a leader in reducing health disparities, promoting health equity, creating a diverse scientific workforce, and communicating to the public. As the OHE is reestablished, reimagined, and reanimated, it can lead NICHD in bringing issues of diversity, inclusion, and equity to all aspects of the work of NICHD. The committee envisions OHE as a diversity, inclusion, and equity think tank and innovation hub for NICHD, infusing expertise into NICHD's research portfolio, grant making, and daily operations.

Further, NICHD's equity and diversity work will pay special attention not only to those segments of the population that have been excluded historically for reasons such as culture, ethnicity, race, national origin, and sexual orientation, but also to those populations that are at the core of NICHD's mission:

- children
- women
- persons with intellectual, developmental, and physical disabilities.

Too frequently, the populations that NICHD serves have been the unrecognized victims of health inequities, underemployment, and social isolation. The Institute should focus relentlessly on their needs as well as promoting research, training, and clinical approaches that promote equal opportunity and justice for all.

After reviewing data gathered by NICHD and conducting several panel discussions, the panel



# New Language Added

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## Discussion & Vote