STrategies to enRich Inclusion and achieVe Equity (STRIVE) Initiative

Charisee Lamar, PhD, MPH, RRT
Director, Office of Health Equity

June 7, 2021
For Today:

• STRIVE: Setting the Stage
• STRIVE Initiative
• Baseline Activities
• Action Plan Development and Monitoring
STRIVE Setting the Stage
• Revised **Mission** and **Visions** Statements

• Five broad research themes and crosscutting themes, including **health disparities**

• Scientific Stewardship, including **Promoting an Inclusive Scientific Workforce** That Fosters Research Training

• Management and Accountability, including **Promoting Workforce Development** and Balance
2020 Pandemic Backdrop

What We Know About the Death of George Floyd in Minneapolis

Mr. Floyd died after being handcuffed and pinned to the ground by an officer's knee in an episode that was captured on video, touching off nationwide protests.

By The New York Times
Sept. 12, 2020

Systemic racism persists in the sciences

It is tempting to think of medicine and health care as objective and neutral, driven solely by scientific principles and free from bias. Indeed, scientists go through rigorous measures to make their research unbiased. However, recent developments show that despite the best efforts, racial disparities persist in the healthcare system even when they are unintended.

The disproportionate impact of racism during the COVID-19 pandemic on Black and Latinx communities has highlighted the need for increased awareness and action.

The New York Times

COVID-19 and Racial/Ethnic Disparities

Monica Web Hooper, PhD; Anna María Nápoles, PhD, MPH; Eliseo J. Pérez-Stable, MD

May 11, 2020

‘I Will Not Stand Silent.’ 10 Asian Americans Reflect on Racism During the Pandemic and the Need for Equality

TEXT BY ANNA PURRA. KAMBEAMPATI / PHOTOGRAPHS BY NAIRI SALAGUCHI FOR TIME

JUNE 25, 2020 6:32 AM EDT

TREATMENT
What’s Behind The Research Funding Gap For Black Scientists?

OCTOBER 22, 2020 8:41 PM EDT

iStock

8CRE

Jul 22, 2020

Francis S. Collins, M.D., Ph.D.
Director, National Institutes of Health
9000 Rockville Pike
Bethesda, Maryland 20892

RE: An Open Letter to NIH Leadership Regarding Workplace Racism and the 8 Changes for Racial Equity (8CRE)

Dear Dr. Collins,

As an employee working in various capacities across the National Institutes of Health (NIH), we relish the opportunity to interact with, develop and shape the diverse "face" of the biomedical research workforce. Unfortunately, with this incredible responsibility comes an ongoing present-challenge – the experience of various forms of racism and/or bias in the workplace. While NIH has made important strides towards improving the climate for staff overall, more needs to be done. Today’s
What is STRIVE?
OHE is leading committees on NICHD OD’s behalf to develop action plans:

• **Equity, Diversity, and Inclusion in the NICHD Workforce:** To develop NICHD’s Equity, Diversity and Inclusion (EDI) efforts for internal workforce.

• **Enhancing the Diversity of the Extramural Workforce and Training Programs:** To promote the diversity of the extramural workforce (trainees and investigators) who are underrepresented in NICHD-supported biomedical and bio-behavioral research.

• **Addressing Health Disparities and Systemic Racism in Scientific Research:** To examine opportunities to address SDOH, including structural racism, in the institute’s health disparities research portfolios.
STRIVE Goals

- Evaluate baseline EDI efforts, training and external workforce diversity, and health disparities research, with a special emphasis on the role of social determinants of health (SDOH) and other underlying factors
- Identify gaps and revise policies and practices to promote an inclusive and equitable workforce and promote equitable health
- Develop three **bold 5-Year Action Plans** that include comprehensive, actionable policy recommendations and outcome metrics for institute leadership
- Monitor the progress and effectiveness of each Action Plan and provide course correction as needed.

*Approved Action Plans will be integrated into strategic plan and dedicated resources are being planned to help with implementation.*
STRIVE Stakeholder Engagement

- > 50 NICHD committee members
- Staff participation from various career paths, scientific and administrative, with diverse skill sets and viewpoints
- Extensive coordination with UNITE and other NIH groups
- Consultation with external stakeholders
Baseline Efforts and Early Results

- Workplace Climate
- PD/PI Demographics
- Health Disparities Research Portfolio
EDI Committee - 2021 Pulse Survey

- **Purpose:** To capture the “climate” at NICHD in terms of equity, diversity, and inclusion (EDI)
- All NICHD employees invited to participate
- 12 Questions (9 Quantitative; 3 Qualitative)
- Fielded in February via Survey Monkey
- 55% Effective Response Rate; 213 open responses
- Analysis is on-going
Scientific Workforce Committee

Analyzing demographic data on 44,000 PD/PIs
NICHD Health Disparities Research Portfolio FY 2020: Population Focus

Note: categories are overlapping
## NICHD Health Disparities Projects by Condition, FY 2020

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<td>Infant mortality</td>
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<td>Preterm birth</td>
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<td>Youth Violence</td>
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<td>Child Abuse and Neglect</td>
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<td>Childhood Injury</td>
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<td>Down syndrome</td>
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<td>Fragile X</td>
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### Key:

1. < 20 H Disp. Projects
2. 20-40 H Disp. Projects
3. 41-100 H Disp. projects
4. 101-120 H Disp. Projects
5. 121 + H Disp. projects
STRIVE Activity Timeline

Established Committees and Developed Charter

Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct

Finalize Activities to Inform Action Plan Development

Council Meeting Presentation

MD-715 Report Submitted

Research and Training Portfolio Analyses
Employee Demographic and Personnel Action Analyses

Develop Action Plan

HDR Workshops
SWD Conference
Listening Sessions
Advisory Board
Presentations
Brown Bag Series
IdeaScale Campaign

Incorporate into Strategic Plan

Implement & Monitor

2020

2021 & Beyond
INCLUSION