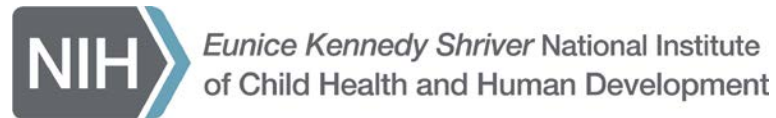


Strategies to enRich Inclusion and achieVe Equity (STRIVE) Initiative

**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

NICHD 2020 Strategic Plan

- 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.



The killing of George Floyd led to large protests against police brutality and systemic racism in more than 150 American cities. Victor J. Blue for The New York Times

By The New York Times

Sept. 12, 2020



Systemic racism persists in the sciences

It's tempting to think of medicine and health care as objective and neutral, driven solely by scientific principles and free inquiry. Indeed, scientists go through extensive measures to make their research bias-free. However, recent developments show that despite the best efforts, racial disparities persist in the health care system even when they are unintentional.

...cies that discourage practitioners from treating patients who are affected by poverty, discrimination, and other factors that can impair health—factors that disproportionately affect Black patients and the Black practitioners who are more likely to treat them. In technology, this means facial recognition systems that frequently misidentify Black people. And in the legal system, these structural barriers are present in the oft-cited racial disparities in mandatory minimum sentencing rules for drug use, and in targeting predominantly Black, low-



Adia Harvey Wingfield is a professor



LIGHTBOX • COVID-19

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

TEXT BY ANNA PURNA KAMBHAMPATY | PHOTOGRAPHS BY HARUKA SAKAGUCHI FOR TIME

JUNE 25, 2020 6:32 AM EDT

May 11, 2020

COVID-19 and Racial/Ethnic Disparities

Monica Webb Hooper, PhD¹; Anna María Nápoles, PhD, MPH¹; Eliseo J. Pérez-Stable, MD¹

» Author Affiliations | Article Information

JAMA. 2020;323(24):2466-2467. doi:10.1001/jama.2020.8598

TREATMENTS

What's Behind The Research Funding Gap For Black Scientists?

October 16, 2019 | 12:17 PM ET



A recent study looked at funding rates for NIH grant applications, which are designed to support health-related research and development based on the mission of the NIH. In general, population-based projects were less likely to be funded than explorations of cellular mechanisms, the study found. NIH 2 Dept MicroScience Source



July 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,

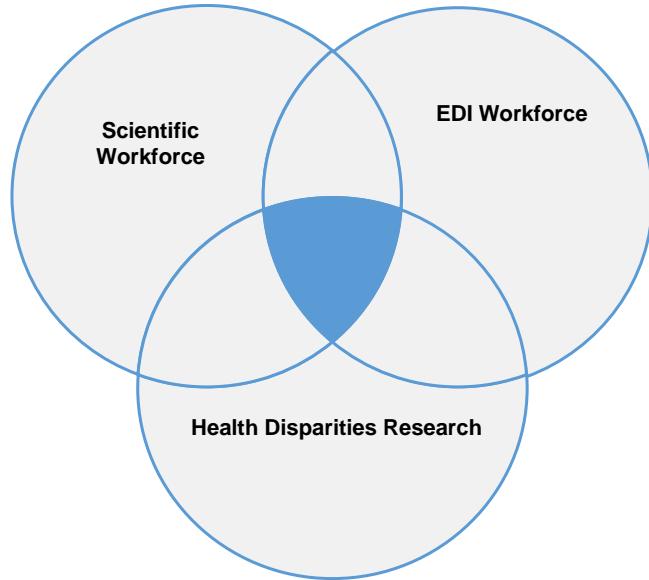
As employees functioning in various capacities across the National Institutes of Health (NIH), we relish the opportunity to interact with, develop and shape the diverse 'face' of the biomedical research workforce. Unfortunately, with this incredible responsibility comes an omnipresent challenge – the 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?

NICHD STRIVE Initiative

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

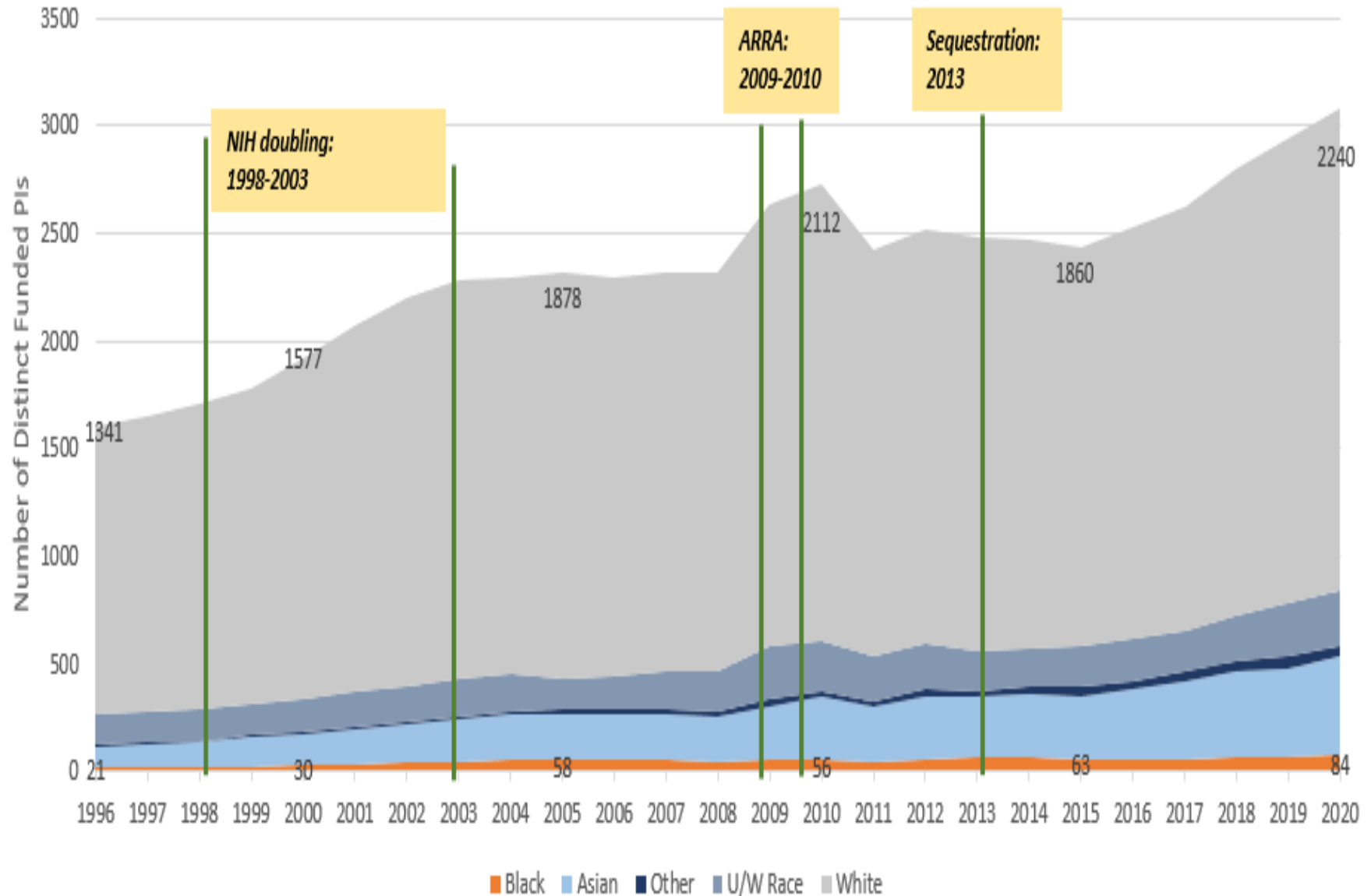
- **Purpose:** To capture the “climate” at NICHD in terms of equity, diversity, and inclusion (EDI)
- All NICHD employees invited to participate
- 12 Questions (9 Quantitative; 3 Qualitative)
- Fielded in February via Survey Monkey
- 55% Effective Response Rate; 213 open responses
- Analysis is on-going



Scientific Workforce Committee

Analyzing demographic data on 44,000 PD/PIs

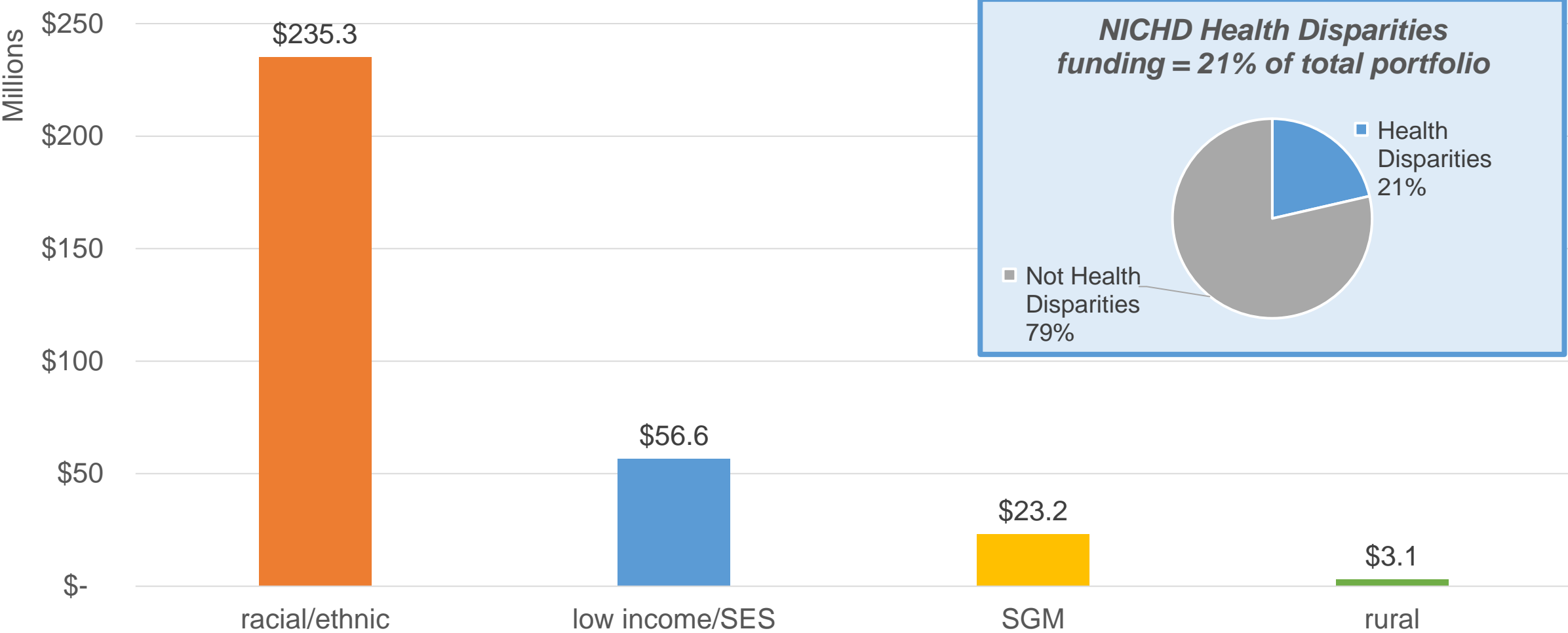
Number of Distinct NICHD **Funded** PIs, Competing and Non-competing, All Mechanisms, by Black, Asian, and White Race and by FY





Health Disparities Research Committee

NICHD Health Disparities Research Portfolio FY 2020: Population Focus



Note: categories are overlapping



NICHD Health Disparities Projects by Condition, FY 2020

Reproductive	Contraception	1
	Endometriosis	1
	Fibroids	1
	Infertility	1

Behavioral	Adolescent Sex	3
	Obesity	3
	Opioid misuse	1
	STIs	2
	Physical activity	2

Infection	HIV/AIDS	5
	COVID	1

Maternal, Pregnancy, Newborn	Gestational diabetes	1
	Maternal Morbidity & Mortality	3
	Postpartum Depression	1
	Maternal Health	5
	Breastfeeding	1
	Infant mortality	2
	Preterm birth	5
SIDS	1	

Pediatrics	Congenital Anomalies	1
	Youth Violence	2
	Child Abuse and Neglect	1
	Childhood Injury	1

Other Topics/ Categories	Stroke	1
	ADHD	1
	Autism	1
	Cerebral Palsy	1
	Learning Disabilities	1
	Spinal Cord Injury	1
	Down syndrome	1
Fragile X	1	

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

