

# **Strategies to enRich Inclusion and achieVe Equity (STRIVE) Initiative: The Journey**

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# Journey: The STRIVE Initiative



## I. STRIVE Overview

## II. Health Disparities Research Engagement Journey

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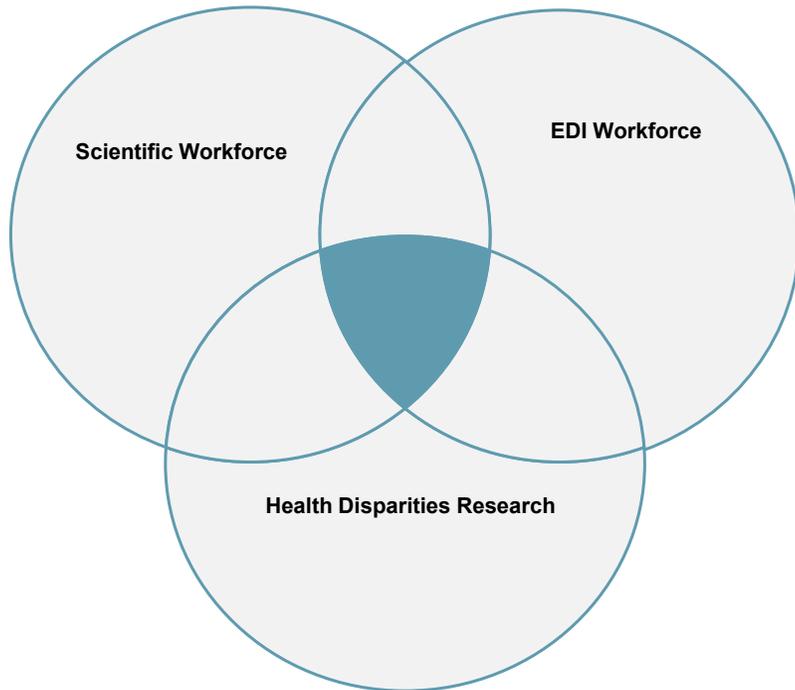




# LAUNCHING STRIVE

# NICHD STRIVE Overview

## Office of Health Equity (OHE) leads committees on behalf of NICHD's Director

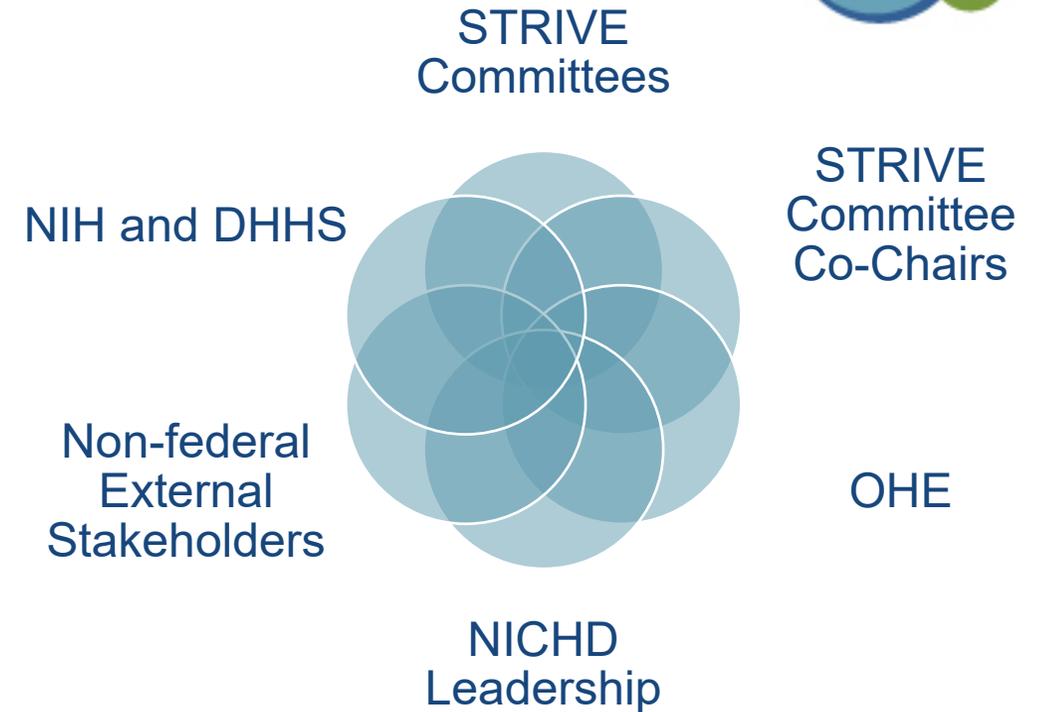


- **Equity, Diversity, and Inclusion in the NICHD Workforce:** To develop NICHD's Equity, Diversity and Inclusion (EDI) efforts for internal workforce
- **Enhancing the Diversity of the Extramural Workforce and Training Programs:** To promote the diversity of the extramural workforce (trainees and investigators) 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

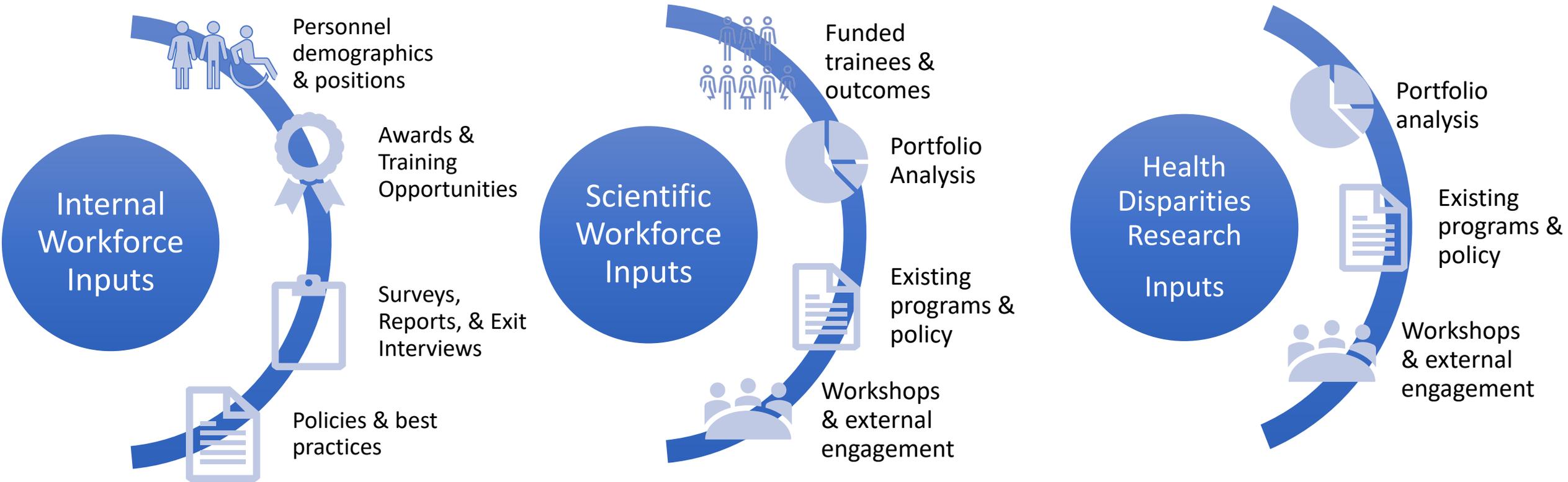


# STRIVE Stakeholder Engagement

- > 50 NICHD committee members
- Staff participation from various career paths, scientific and administrative, with diverse skill sets and viewpoints
- Coordination with NIH and DHHS-wide efforts
- Engage with external stakeholders
- STRIVE [Website](#)



# Building Evidence and Shaping the Plans



Develop three bold Action Plans to be implemented into NICHD's Strategic Plan



Monitor Action Plan progress & recommend course corrections as needed



# INIATITIVE PROGRESS



# Internal Workforce



## Progress:

- Developed, administered and analyzed Pulse Survey
- Identified workforce data to analyze based on race/ethnicity, gender, and disability status
- Formed working groups to assist with NIH and DHHS reports

## Remaining Deliverables:

- EDI Action Plan
- Develop NIH Racial Ethnic Equity Plan (REEP)
- Contribute to DHHS Diversity Equity Inclusion and Accessibility Strategic Plan
- Develop Staff Training



# Scientific Workforce



## Progress:

- Environmental scan and assessment of best practices in workforce development
- Analysis of trainee outcome in extramural programs
- Plan Workshop for Spring 2022 on training models and pathways

## Remaining Deliverables:

- Action Plan
- Analysis of intramural trainee outcomes
- Develop stakeholder engagement strategy



# Health Disparities Research



## Progress:

- Health disparities research portfolio analysis
- 5-part workshop series
- IdeaScale Campaign

## Remaining Deliverables:

- Develop Community Engagement Strategy
- Manuscript
- Action Plan



# Health Disparities Research Workshop Series



## What?

5 virtual workshops from July to October 2021 on health disparities topics

## Why?

To identify gaps and inform opportunities for new research directions to facilitate health equity

## Who?

Speakers included a diverse cadre of external stakeholders



# Workshop Series Themes

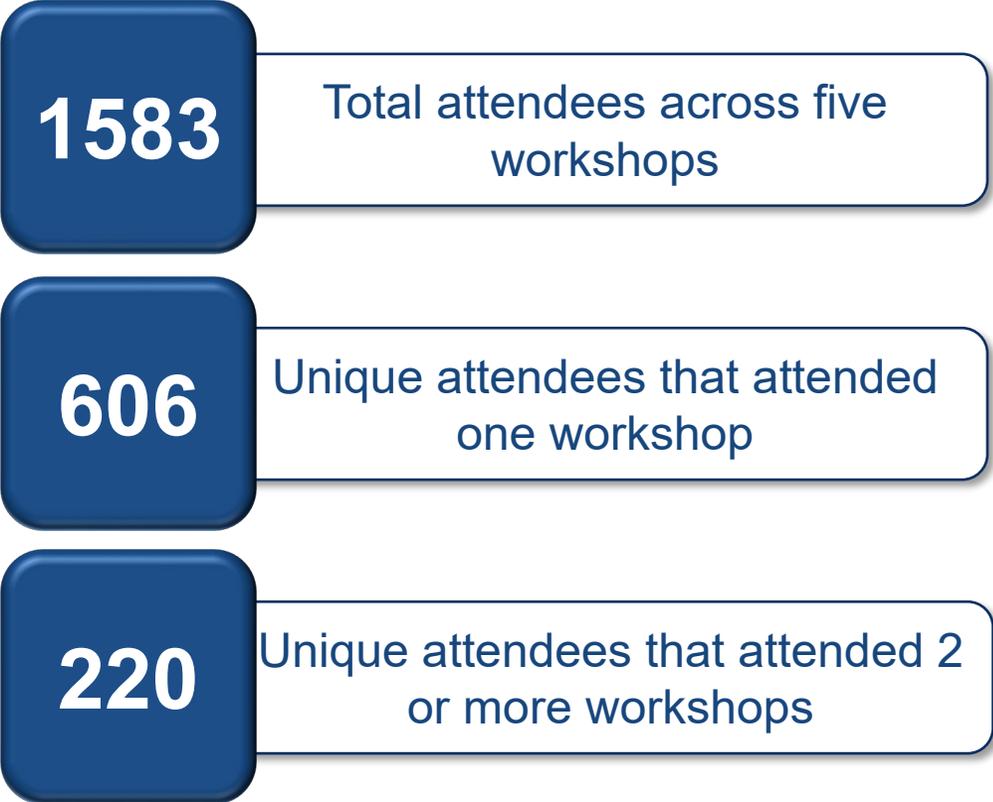


- **Session 1:** STRIVE for Change: Establishing a New Frontier in Health Disparities Research Across the Lifecourse
- **Session 2:** How Social Identity Can Impact and Promote Health: A Look Across Populations, Lifespans, and Generations
- **Session 3:** Societal Influences on Health and Health Disparities during Childhood
- **Session 4:** Community-Engaged Research Strategies to Mitigate Health Disparities in NICHD Populations
- **Session 5:** STRIVE for Change: Weaving Translation and Implementation Science into the Fabric of Health Disparities Research





# Overall Workshop Stakeholder Engagement



Workshop Attendee Organization Type		
Organization	Count	Percent
Federal Government	725	46%
Nonprofit	68	4%
Private	117	7%
State and Local Government	17	1%
University	547	35%
Unknown	109	7%
<b>Grand Total</b>	<b>1,583</b>	<b>100%</b>



# Speaker Organizations



Seattle Children's  
HOSPITAL · RESEARCH · FOUNDATION



NBCDI  
National Black Child  
Development Institute



UNLV

UC RIVERSIDE



COLUMBIA UNIVERSITY  
IN THE CITY OF NEW YORK



JOHNS HOPKINS  
UNIVERSITY

UC SANTA CRUZ

Duke  
UNIVERSITY



VANDERBILT  
UNIVERSITY

ASU  
Arizona State  
University



THE UNIVERSITY OF  
CHICAGO



Northwestern Medicine  
Feinberg School of Medicine

FORDHAM UNIVERSITY  
THE JESUIT UNIVERSITY OF NEW YORK

UNIVERSITY OF  
HOUSTON



Yale SCHOOL OF MEDICINE





# HDR Workshop Series: Stakeholder Input

- Workshop #2: August 4, 2021  
How Social Identity Can Impact and Promote Health: A Look Across
  - Diamond from Youth Collaboratory answers a question posed to her by Dr. Aerika Lloyd who was the facilitator of this segment. Dr. Lloyd asks the youth panel what we as researchers should be doing to promote positive identity development.



# HDR Workshop Series: Stakeholder Input



- Workshop #5: October 6, 2021  
STRIVE for Change: Weaving Translation and Implementation Science into the Fabric of Health Disparities Research
  - Dr. Vivian Tseng

**Zoom Meeting**

A bold idea for closing the gap between *what we know* and *what we do* to address health disparities among NICHD populations

*Perspective:*  
*Community / Advocacy*

**Vivian Tseng, Ph.D., B.A.**  
*William T. Grant Foundation*



# The Road Ahead: Research Opportunities



- Invest resources to build meaningful long-term community relationships and understand lived experiences of community members
- Fund community-informed research for longer periods than traditional mechanisms
- Incentivize meaningful community partnerships in review and funding
- Focus on community strengths rather deficits



# The Road Ahead: Research Opportunities-Continued

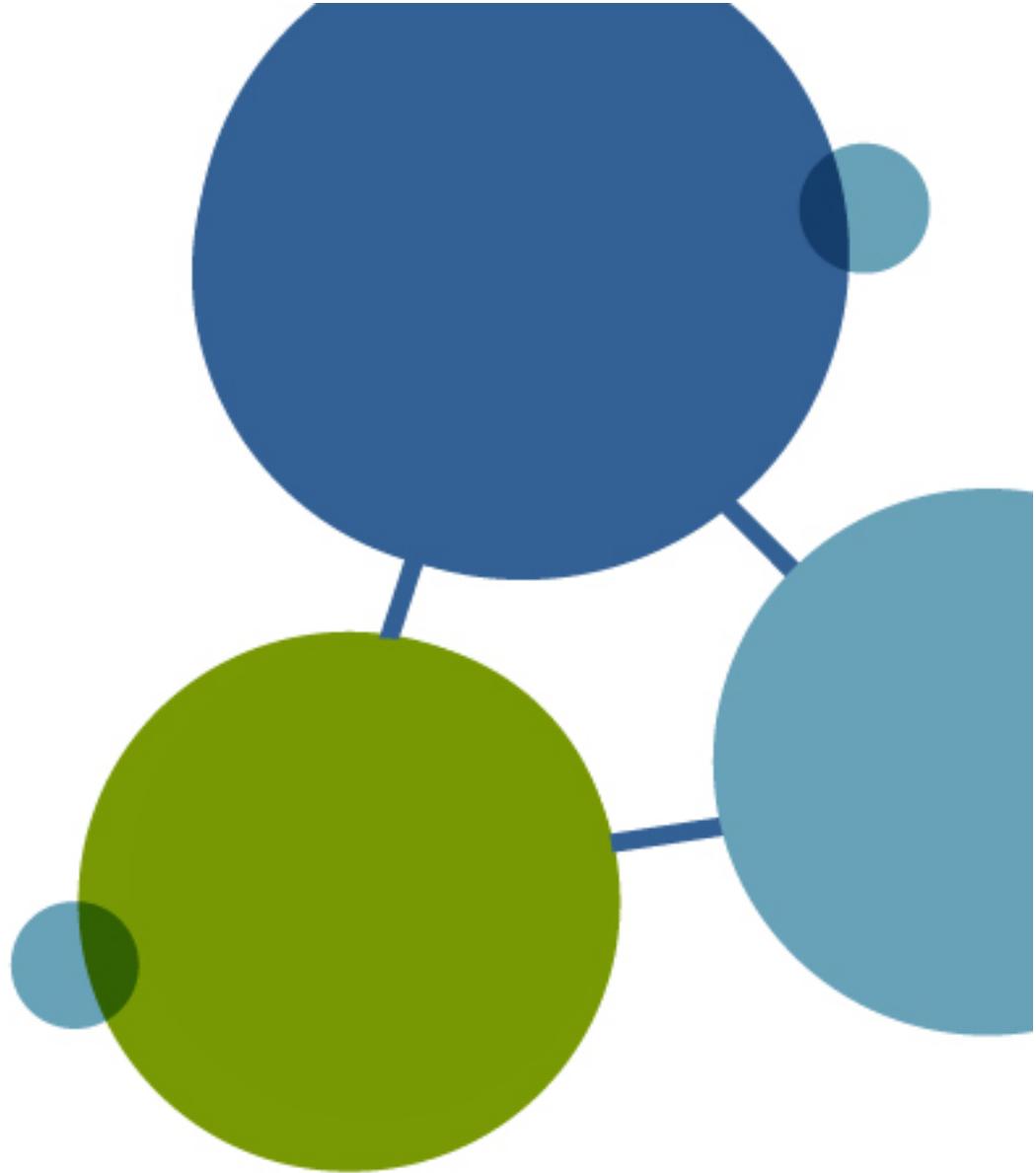


- Consider the impact of intersectionality on health and disease
- Develop intersectionality metrics
- Incorporate diversity, equity, and inclusion in all stages of the research process- (initiative development, review, funding, recruitment, and dissemination)
- Emphasize social determinants of health in policies and practices
- Weave systems-level strategies with personalized approaches and embrace a life course view of health





# Discussion



*Eunice Kennedy Shriver* National Institute  
of Child Health and Human Development