STRategies to enRich Inclusion and achieveE Quality (STRIVE) Initiative: The Journey

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Journey: The STRIVE Initiative

I. STRIVE Overview

II. Health Disparities Research Engagement Journey
   I. Workshop Series
   II. The Road Ahead

III. Discussion
LAUNCHING STRIVE
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
INCIPIENT 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

- **Total attendees across five workshops**: 1583
- **Unique attendees that attended one workshop**: 606
- **Unique attendees that attended 2 or more workshops**: 220

**Workshop Attendee Organization Type**

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Speaker Organizations
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
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
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