STrategies to enrich Inclusion and achieve Equity Overview

NACHHD 2023 Council Presentation

January 24, 2023
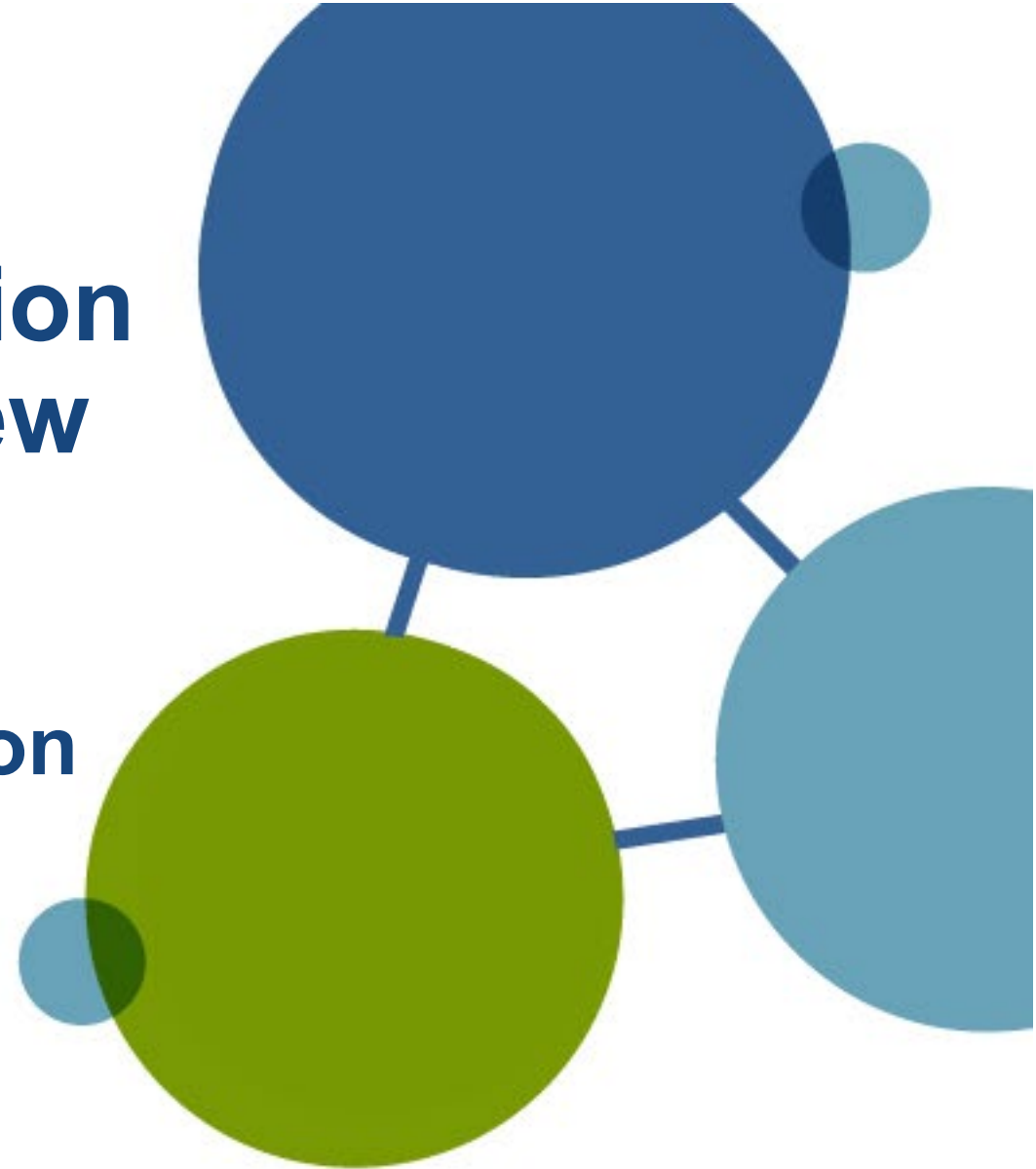
Agenda

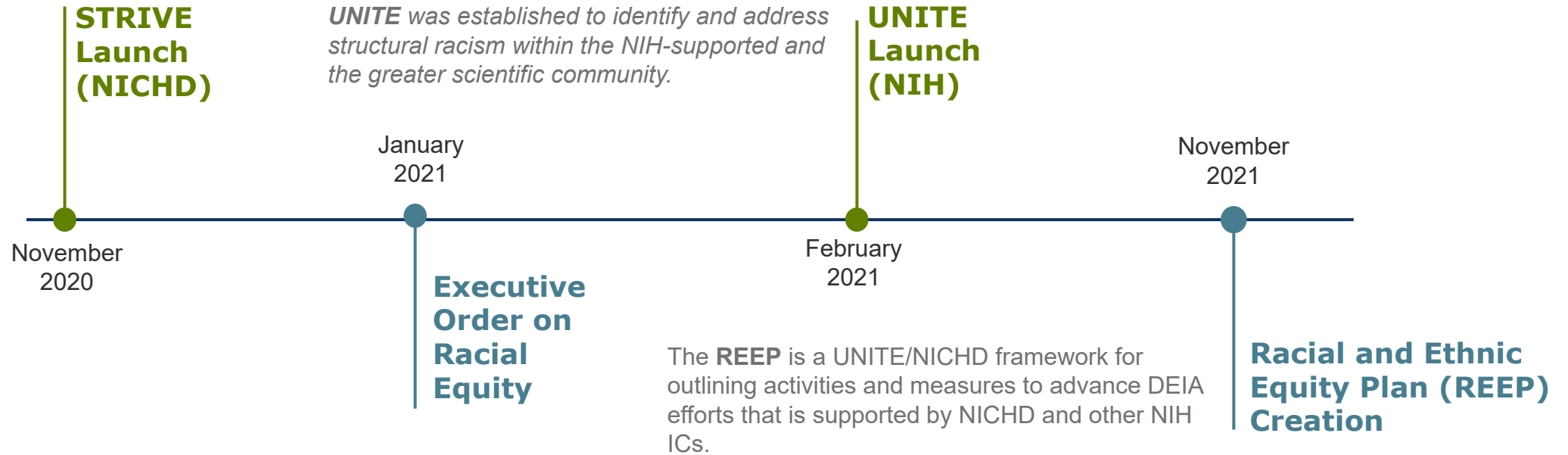|		
1.	**Welcome and Introduction** • STRIVE Overview • UNITE / DEIA Strategic Plan • Action Plan Overview	5 Mins.
2.	**DEIA Committee** • Background/Activities • Recommendations	5 Mins.
3.	**SWD Committee** • Background/Activities • Recommendations	5 Mins.
4.	**HDR Committee** • Background/Activities • Recommendations	5 Mins.
5.	**Conclusion & Questions**	10 Mins.

Welcome and Introduction

DEIA History / Landscape at NICHD

STRIVE is an internal NICHD initiative that works alongside other NIH initiatives, such as UNITE

STRIVE Launch (NICHD)

UNITE was established to identify and address structural racism within the NIH-supported and the greater scientific community.

UNITE Launch (NIH)

January 2021

November 2021

November 2020

February 2021

Executive Order on Racial Equity

The **REEP** is a UNITE/NICHD framework for outlining activities and measures to advance DEIA efforts that is supported by NICHD and other NIH ICs.

Racial and Ethnic Equity Plan (REEP) Creation

The **Racial and Ethnic Equity Lens (REEL)** is a framework used by NIH ICs to create and implement individual REEPs. Each plan applies the REEL Framework to its IC's workforce, structures, and systems. These plans identify and provide a framework to dismantle any racial and ethnic disparities and enhance the diversity of its workforces; actions are tracked for progress and information is shared among ICs.

UNITE and DEIA Strategic Plan

UNITE
PROGRESS
REPORT

2021–2022 NIH UNITE
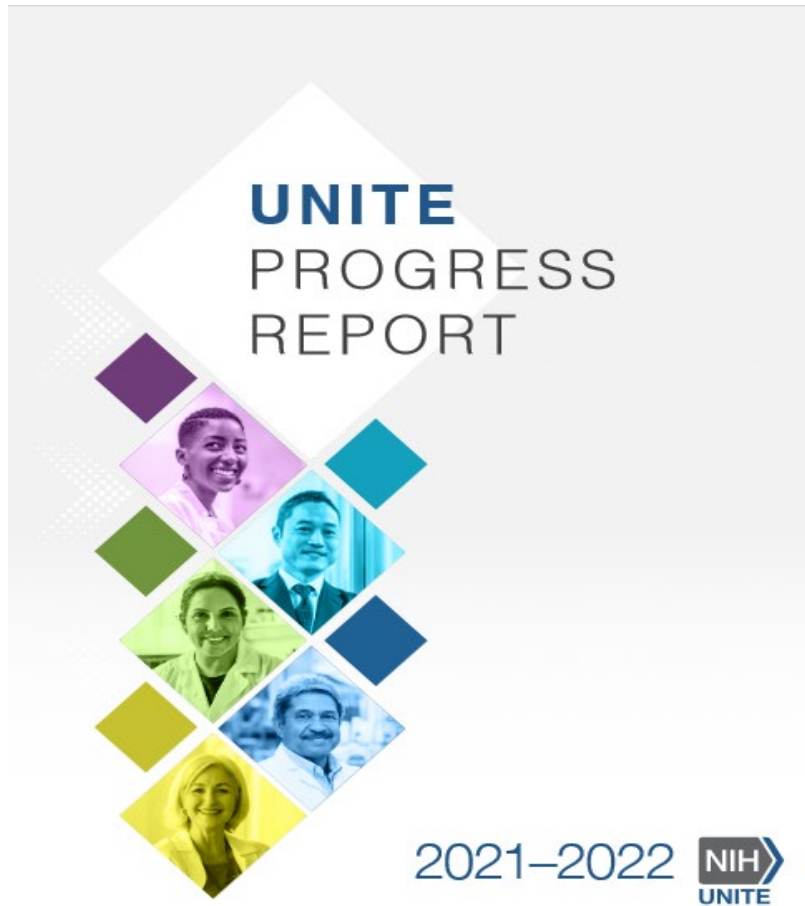
- UNITE recently published their progress report which highlighted recent efforts to

  - Fund health disparities and minority health research

  - Promote equity in the biomedical research ecosystem

  - Promote equity in the internal workforce

  - Improve the accuracy and transparency of racial and ethnic equity data

- The DEIA Strategic plan is receiving public input and the final plan should be published in Spring of 2023

- The Racial and Ethnic Equity Plans were published on the intranet in July of 2022 and progress is being tracked by OD
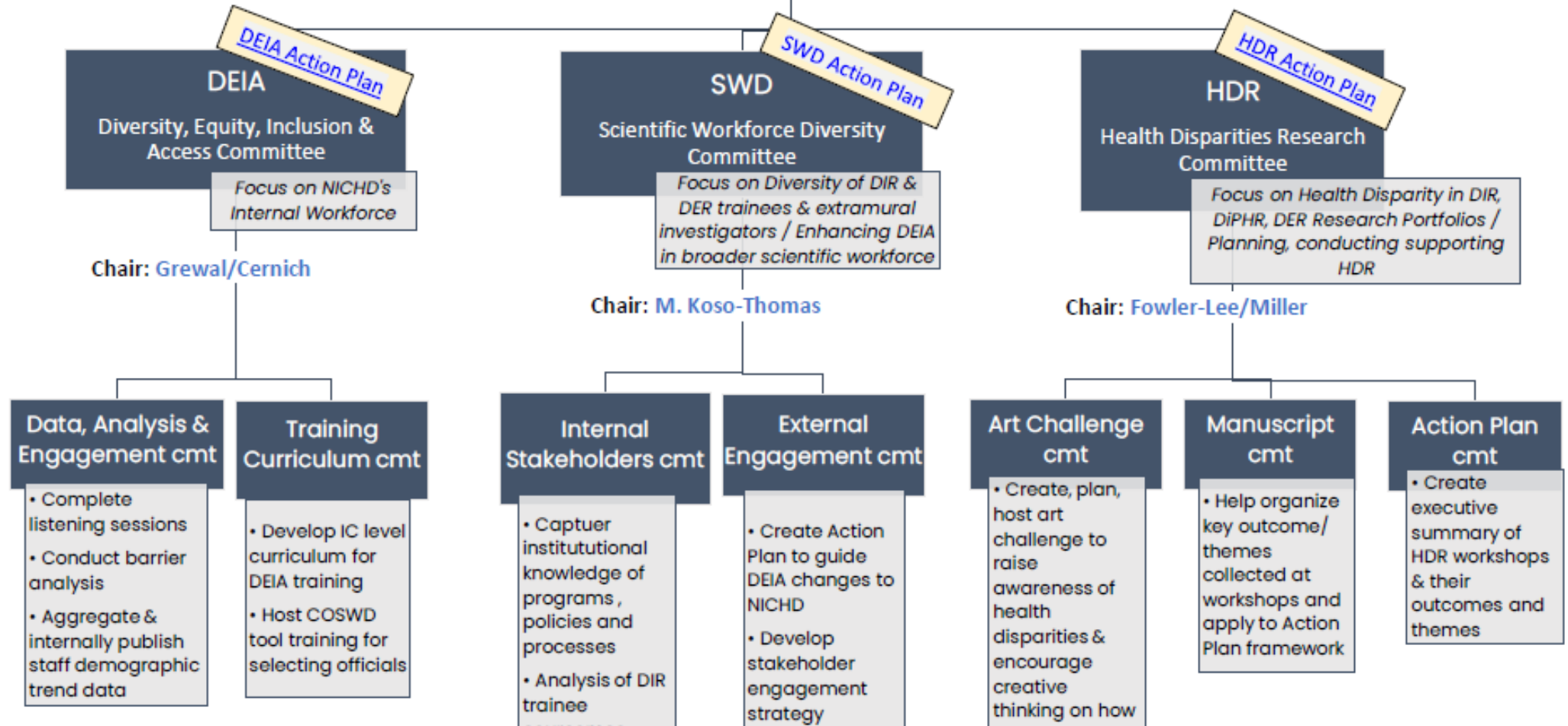
https://www.nih.gov/sites/default/files/research-training/initiatives/ending-structural-racism/UNITE-progress-report-2022.pdf
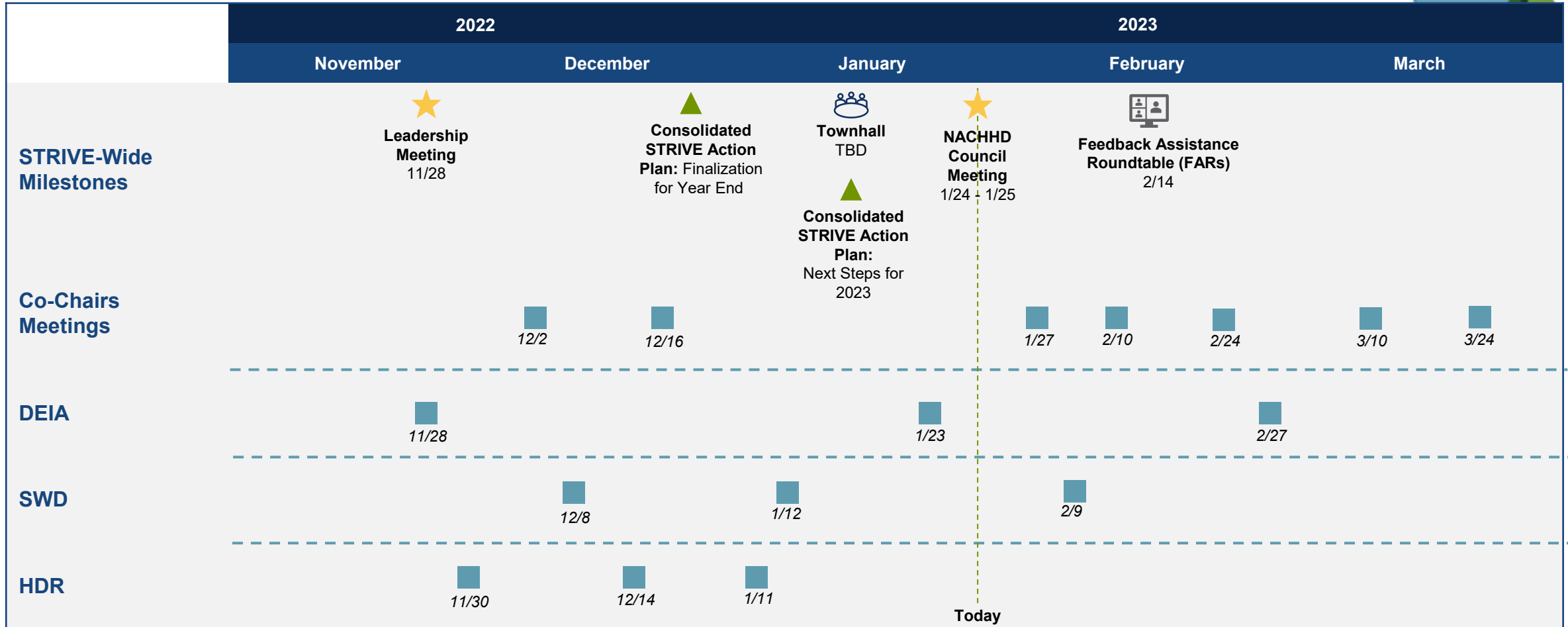https://dpcpsi.nih.gov/sites/default/files/2.40PM-DEIA-Strategic-Plan-Bernard-FINAL-Revised-508.pdf
https://employees.nih.gov/pages/ending-structural-racism/ico-efforts.aspx

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STRIVE Consolidated Action Plan Draft

STrategies to enRich Inclusion and achieVe Equity (STRIVE) Initiative

DEIA Action Plan

DEIA

Diversity, Equity, Inclusion & Access Committee

Focus on NICHD's Internal Workforce

Chair: Grewal/Cernich

SWD Action Plan

SWD

Scientific Workforce Diversity Committee

Focus on Diversity of DIR & DER trainees & extramural investigators / Enhancing DEIA in broader scientific workforce

Chair: M. Koso-Thomas

HDR Action Plan

HDR

Health Disparities Research Committee

Focus on Health Disparity in DIR, DiPHR, DER Research Portfolios / Planning, conducting supporting HDR

Chair: Fowler-Lee/Miller

Data, Analysis & Engagement cmt
- Complete listening sessions
- Conduct barrier analysis
- Aggregate & internally publish staff demographic trend data

Training Curriculum cmt
- Develop IC level curriculum for DEIA training
- Host COSWD tool training for selecting officials

Internal Stakeholders cmt
- Captuer institututional knowledge of programs, policies and processes
- Analysis of DIR trainee

External Engagement cmt
- Create Action Plan to guide DEIA changes to NICHD
- Develop stakeholder engagement strategy

Art Challenge cmt
- Create, plan, host art challenge to raise awareness of health disparities & encourage creative thinking on how

Manuscript cmt
- Help organize key outcome/ themes collected at workshops and apply to Action Plan framework

Action Plan cmt
- Create executive summary of HDR workshops & their outcomes and themes

STRIVE Action Plan Development Project Plan: FY 23

Our Motto: Teamwork Makes the Dream Work!

STRIVE Action Plan Goals by Committee

The STRIVE Action Plan outlines 8 Committee Goals with associated immediate, intermediate, and long-term actions

Committee		Goals
Diversity, Equity, Inclusion, and Accessibility (DEIA)	1	**Increase collection and use of data** pertaining to DEIA and the demographic make-up of NICHD
	2	**Create an NICHD-specific training curriculum** pertaining to current issues in DEIA so that NICHD staff are equipped to contribute to an inclusive and accessible work environment
Scientific Workforce Diversity (SWD)	3	Evaluate baseline **training and workforce diversity** across NICHD (intramural and extramural trainees, extramural PD/PIs)
	4	Identify gaps and **revise policies and practices** to promote an inclusive and equitable workforce
	5	**Foster internal and external stakeholders** to gather additional insight
Health Disparities Research (HDR)	6	**Promote community-partnered research** to understand health disparities
	7	**Promote inclusion of populations experiencing health disparities** in all NICHD human subjects' research
	8	**Incorporate intersectionality of identities** into HDR

Diversity, Equity, Inclusion & Accessibility (DEIA) Committee

DEIA Committee Objectives

STRIVE DEIA Committee Objectives (initiated in March 2020)

1. Charged with examining all aspects of our Institute's workforce, including the policies, programs, and practices and identifying focus areas to help improve DEIA across all NICHD

2. Priority for the DEIA Committee was to assess the current state of the Institute:

   - Prepared and submitted the 2020 and 2021 MD-715

   - Authored the Racial and Ethnic and Equity Plan (REEP)

   - Analyzed Employee Demographic Data 2017-2021

   - Conducted a Pulse Survey (February 2021)

   - Analyzed data from the Federal Employee Viewpoint Survey (FEVs)

   - Reviewed training offerings

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DEIA Goals / Future Action Summary (Examples)

	Goal 1: Increase Collection and Use of Data	Goal 2: Create NICHD-specific Training Curriculum on Current DEIA Issues
6 Mo.	• Understand baseline culture through listening sessions/focus groups with opportunities for staff to provide input anonymously	• Develop a candidate identification tool to search for Title 42, administrative staff, and trainees from diverse backgrounds
1-2 Yrs.	• Participate in the upcoming NIH Workforce Civility and Equity Survey and benchmark results as Institute baseline for future activities	• Augment training of personnel in DEIA with a focus on evidence-based training that promotes inclusion and considers intersectionality • Ensure employees can develop and boost their career - establish and approve a process for individual development plans
3+ Yr.	• Engage leadership consultant to conduct 360-degree reviews of leadership and supervisors, including process to measure leadership/supervisors' effort to incorporate feedback	• Increase and enhance information available to staff specifically related to training mechanisms, opportunities, and policies

Green – Immediate Priority (6 mo.)

Yellow – Intermediate Priority (1-2 yrs.)

Blue – Long-Term (3+ yrs.)

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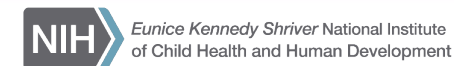
Scientific Workforce Diversity (SWD) Committee

SWD Committee Objectives

1. Evaluate baseline data of training and workforce diversity across NICHD (intramural and extramural trainees, PD/PIs)

2. Identify gaps within in the current EDIA programs and initiatives at NICHD that hinder the IC's ability to promote an inclusive and equitable workforce, then explore strategies to revise policies and practices around EDIA enhancement

3. Engage internal and external stakeholders to gather additional insight regarding successes and pitfalls to an improved EDIA ecosystem

4. Develop an Action Plan that includes a comprehensive actionable policy recommendations, a framework to monitor progress, suggestions for transparency, and to define long term outcome metrics for the Institute

SWD Goals / Future Action Summary (Examples)

	Goal 1: Evaluate baseline training and workforce diversity across NICHD	Goal 2: Identify gaps and revise policies and practices	Goal 3: Foster internal and external stakeholders to gather additional insight
6 Mo.	• Map STRIVE SWD Action Plan to corresponding elements in NIH-wide DEIA plan and COSWD plan	• Incorporate outreach efforts to encourage grant applications from underrepresented groups	• Hold roundtable with NICHD Leadership and Senior Leaders of Organizations to enhance information on barriers to success
1-2 Yrs.	• Implement efforts to conduct qualitative research to address specific barriers to long-term career success	• Increase support for programs targeted earlier in career cycle • Expand outreach resources for program staff and expand training activities for grant writing	• Hold an NICHD Specific Diversity Supplement Workshop • Designate NICHD program officers and institute leaders as "ambassadors" for DEIA
3+ Yr.	• Implement plan to obtain data on disability status of NICHD researchers • Implement plan to describe and address specific barriers to long-term career success for researchers with disabilities	• Develop specific targeted FOAs to support diverse applicants in all career stages • Incorporate potential effects on diversity into consideration of NICHD policies and practices: (1) policies that disproportionately affect one gender (2) rapid funding efforts (3) distribution of portfolio across research topics	• Evaluate NICHD's long term Stakeholder Engagement Strategy to better address the needs of diverse populations

Green – Immediate Priority (6 mo.)

Yellow – Intermediate Priority (1-2 yrs.)

Blue – Long-Term (3+ yrs.)

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Health Disparities Research (HDR) Committee

HDR Committee Objectives

1. Addressing Health Disparities and Systemic Racism in Scientific Research

    a. **Promote community-partnered research**

        i. Engage more richly with communities that NICHD's research and mission touches

    b. **Inclusion as the default**

        i. Strengthening the diversity (in the broadest sense of the word) in our participant samples and expect strong scientific justification for exclusion of a group of individuals

    c. **Incorporate intersectionality**

        i. Individuals have multiple identities that change over time (particularly over NICHD's development epochs)

2. To examine opportunities to address social determinants of health, including structural racism, in the NICHD's health disparities research portfolios

HDR Goal / Future Action Summary (Examples)

	Goal 6: Promote Community-partnered Research to Understand HD	Goal 7: Promote Inclusion of Populations Experiencing HD in NICHD Human Subjects' Research	Goal 8: Incorporate Intersectionality of Identities Into HDR
6 Mo.	• Support the NIH Common Fund to fund transformative research and address HD and advance health equity	• Require inclusion of PWLE in research in all HDR RFAs	• Improve terminology to reduce othering in NICHD publications and websites • Encourage disaggregation of data on intersectional identities
1-2 Yrs.	• Develop or fund training programs focused on best practices in Community Partnered Research	• Create a toolkit for measures and methods appropriate to HDR	• Development of new assessment tools and measures specific to various identities and developmental periods across diverse groups
3+ Yrs.	• Hire staff with this expertise, train Program Officials on development of review criteria for FOAs and Scientific Review Officials	• Improve data collection methods to better represent minoritized communities and refine race and ethnicity categories to understand equity and inform resource distribution	• Support research involving multigenerational models of poverty, systemic racism, and ableism to understand the profound health effects of history

Green – Immediate Priority (6 mo.)
Yellow – Intermediate Priority (1-2 yrs.)
Blue – Long-Term (3+ yrs.)

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Conclusion & Next Steps

- Consideration of recommendations and plan for action
  - Meet with Division leadership in target areas; determine cost, resource, and feasibility of recommendation
  - Propose recommendation for targeted initiative or action and provide timeline as part of strategic plan

- Analysis of information across Action Plans demonstrates an increased focus on better integration of Intramural activities across all domains
  - Follow-up with small focused group of Intramural Investigators to ensure better integration

- Begin the process of assigning various NICHD leads to champion the Action Plan activities

- STRIVE will be transitioned to a sustainment model
  - OHE will work with NICHD Staff to implement the Action Plans as approved by the Director
  - Establish internal Advisory Committee to advise OHE and monitor Action Plan implementation

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Questions

For additional input or to share feedback, please email: nichd_strive@nih.gov