



GREAT MINDS THINK DIFFERENTLY

What Would Dr. King Say? NIH Activities to Foster an Inclusive Scientific Environment

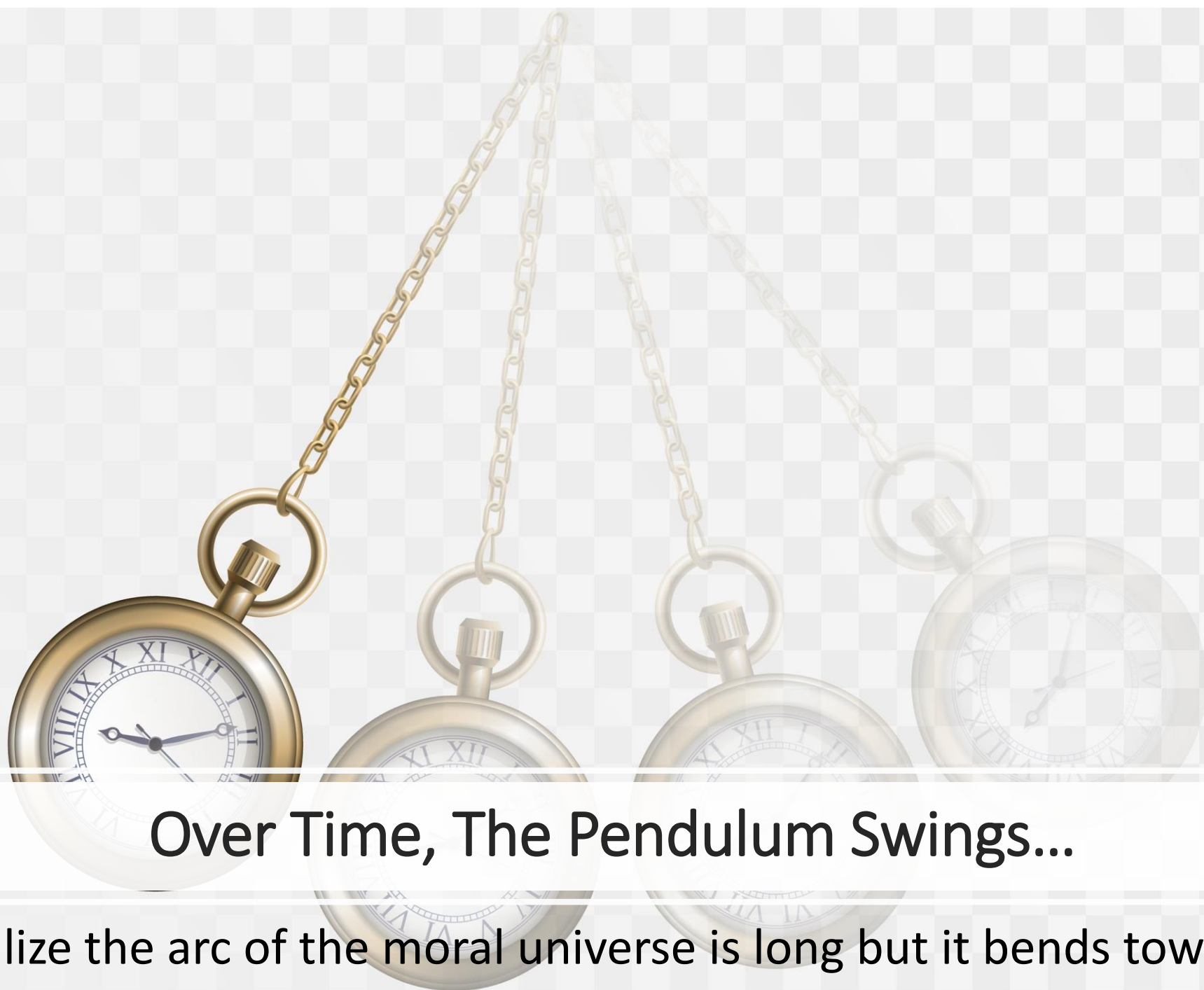
Marie A. Bernard, M.D., NIH Chief Officer for Scientific Workforce Diversity (COSWD)



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity



Over Time, The Pendulum Swings...

Let us realize the arc of the moral universe is long but it bends toward justice

THE NEED FOR DIVERSE PERSPECTIVES IN SCIENCE



Bernard MA, Johnson AC, Hopkins-Laboy T, Tabak LA. Nature Medicine DOI: 10.1038/s41591-021-01532-1. (2021)



Watch our new video to learn about COSWD's mission



diversity.nih.gov/sites/default/files/media-files/video/coswd-full-video.mp4



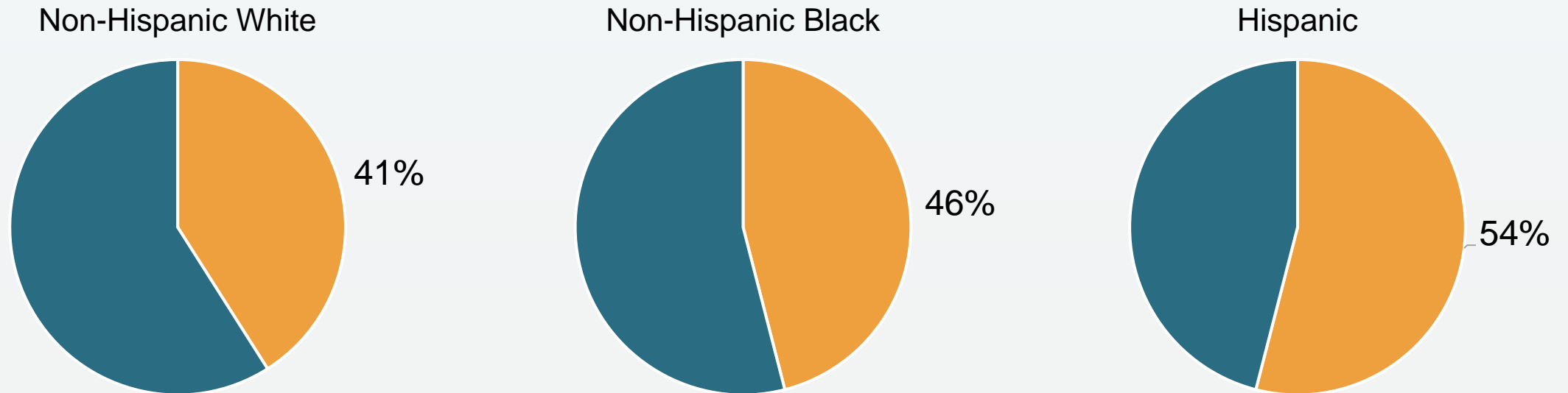
Of all the forms of inequality, injustice in health is the most shocking and inhuman



POTENTIAL DIAGNOSTIC CRITERIA IMPACT BY RACE/ETHNICITY

- URGs more often experience missed or delayed diagnosis of dementia than Whites.

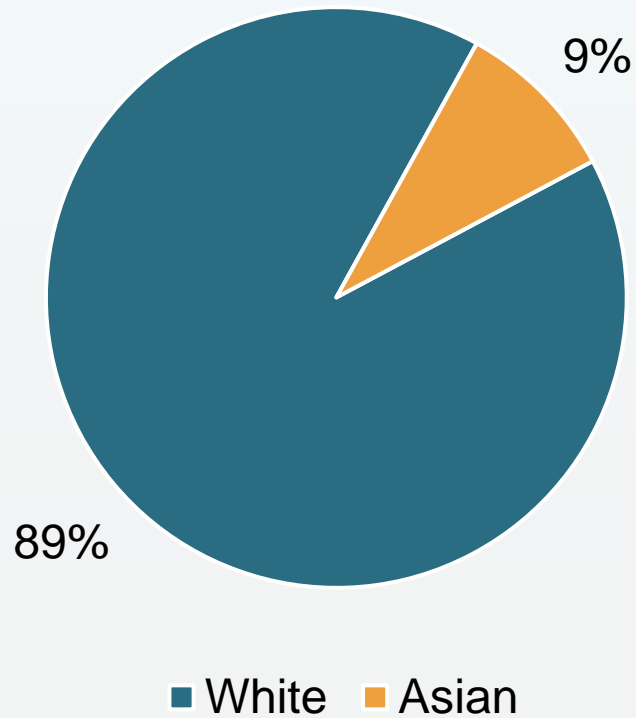
Proportion of missed or delayed diagnoses of dementia in claims data by race/ethnicity (yellow = missed/delayed)



Source: Lin, P.-J., Daly, A., Olchanski, N., Cohen, J.T., Neumann, P.J., Faul, J.D., Fillit, H.M. and Freund, K.M. (2020), Dementia diagnosis disparities by race and ethnicity. *Alzheimer's Dement.*, 16: e043183. <https://doi.org/10.1002/alz.043183>

LACK OF DIVERSITY OF STUDY POPULATION

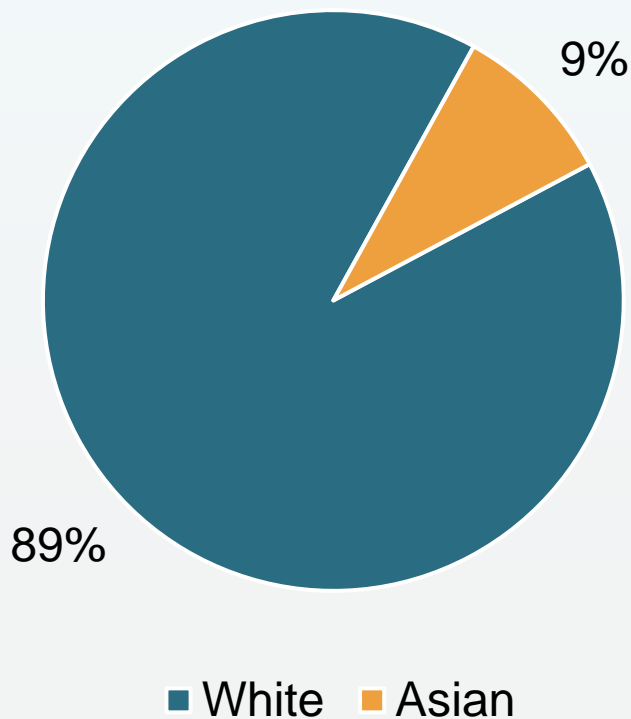
In Biogen's phase 3 trials, **89% of participants were White** and 9% were Asian.



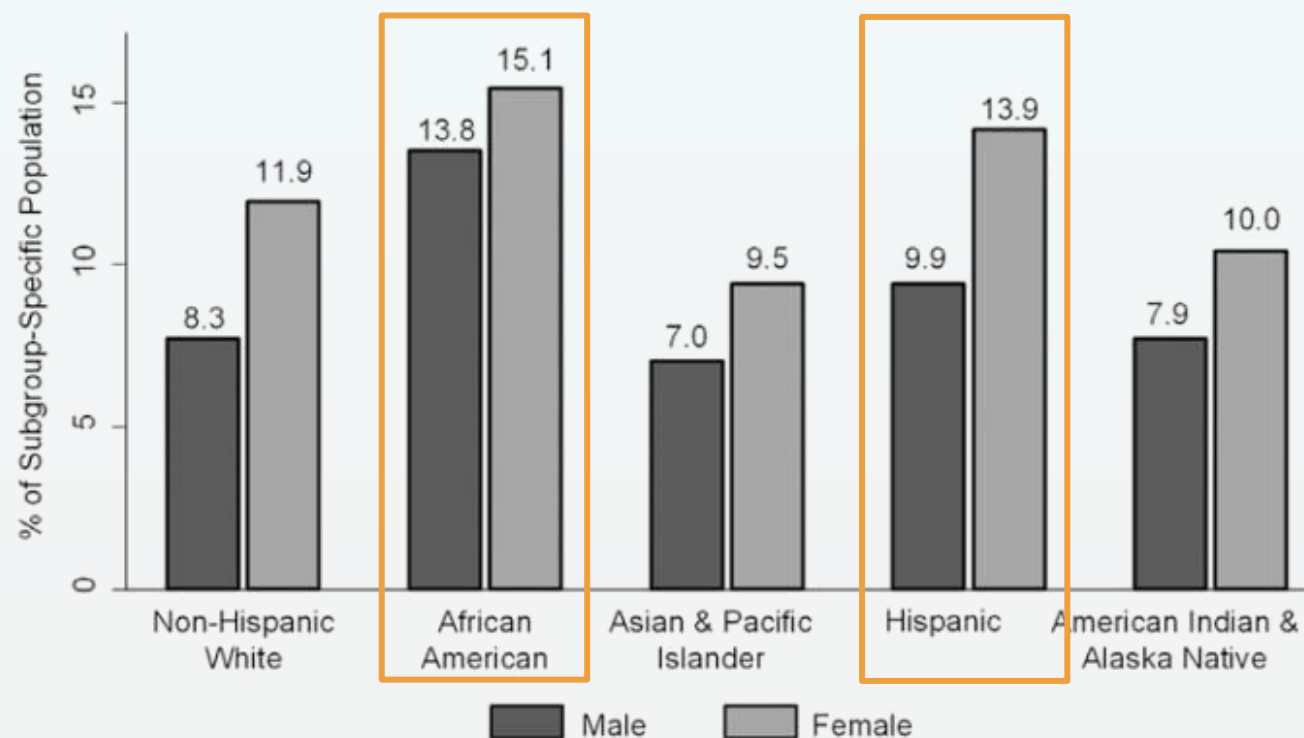
Source: [November 6, 2020: Meeting of the Peripheral and Central Nervous System Drugs Advisory Committee Meeting Announcement - 11/06/2020 - 11/06/2020 | FDA](#)

LACK OF DIVERSITY OF STUDY POPULATION

In Biogen's phase 3 trials, **89% of participants were White** and 9% were Asian.



However, in the US population, Alzheimer's prevalence **differs by race and ethnicity**.



Source: Matthews, K. A., Xu, W., Gaglioti, A. H., Holt, J. B., Croft, J. B., Mack, D., & McGuire, L. C. (2019). Racial and ethnic estimates of Alzheimer's disease and related dementias in the United States (2015-2060) in adults aged ≥65 years. *Alzheimer's & dementia : the journal of the Alzheimer's Association*, 15(1), 17–24. <https://doi.org/10.1016/j.jalz.2018.06.3063>

WHY DIVERSITY MATTERS: MORE INCLUSIVE CLINICAL AND COMMUNITY-BASED RESEARCH



B/AA, Hispanic, and Native American physicians more likely than white physicians to practice in underserved communities (1).

Sources:

1. Frakes MD, Gruber J. Racial concordance and the quality of medical care: evidence from the military. National Bureau of Economic Research, December 2022. (<https://www.nber.org/papers/w30767>).
2. Chen FM, Fryer GE, Phillips RL, Wilson E, Pathman DEI. Patients' Beliefs About Racism, Preferences for Physician Race, and Satisfaction With Care. *Ann Fam Med* 2005;3:138-143. DOI: 10.1370/afm.282.
3. Kington R, Tisnado D, Carlisle DM. Increasing racial and ethnic diversity among physicians: an intervention to address health disparities? In Smedley BD, Stith AY, Colburn L, Evans CH, (eds.). *The Right Thing to Do, The Smart Thing to Do: Enhancing Diversity in the Health Professions*. Washington, DC: National Academy Press, 2001.
4. Saha S, Taggart SH, Komaromy M, Bindman AB. Do patients choose physicians of their own race? *Health Affairs*. 2000; 19: 76-83.

WHY DIVERSITY MATTERS: MORE INCLUSIVE CLINICAL AND COMMUNITY-BASED RESEARCH



B/AA, Hispanic, and Native American physicians more likely than white physicians to practice in underserved communities (1).



Patients who have a choice are more likely to select health care professionals of their own racial or ethnic background (2).

Sources:

1. Frakes MD, Gruber J. Racial concordance and the quality of medical care: evidence from the military. National Bureau of Economic Research, December 2022. (<https://www.nber.org/papers/w30767>).
2. Chen FM, Fryer GE, Phillips RL, Wilson E, Pathman DEI. Patients' Beliefs About Racism, Preferences for Physician Race, and Satisfaction With Care. *Ann Fam Med* 2005;3:138-143. DOI: 10.1370/afm.282.
3. Kington R, Tisnado D, Carlisle DM. Increasing racial and ethnic diversity among physicians: an intervention to address health disparities? In Smedley BD, Stith AY, Colburn L, Evans CH, (eds.). *The Right Thing to Do, The Smart Thing to Do: Enhancing Diversity in the Health Professions*. Washington, DC: National Academy Press, 2001.
4. Saha S, Taggart SH, Komaromy M, Bindman AB. Do patients choose physicians of their own race? *Health Affairs*. 2000; 19: 76-83.



Life's most persistent and urgent question is,
'What are you doing for others?'



NIH UNITE Initiative – Together, We’re Stronger

UNITE Overview



- **Established to identify and address structural racism that may exist within the NIH-supported and the greater scientific community**
- **Acts as a think tank to promote equity, generate bold ideas, and catalyze new actions**

The NIH UNITE Initiative



Bernard, MA Johnson AC, Hopkins-Laboy T, Tabak LA. Nature Medicine. [DOI: 10.1038/s41591-021-01532-1](https://doi.org/10.1038/s41591-021-01532-1) (2021)



Focus Area 1: Elevating Health Disparities and Minority Health Research Across Institutes and Centers

UNITE inspired initiative - ComPASS



- **C**ommunity **P**artnerships to **A**dvance **S**cience for **S**ociety (ComPASS)
- Supported by the NIH Common Fund
- Community-Led
- Leveraging Structural Interventions and Multi-Sectoral Partnerships
- Intervening on Social Determinants of Health
- Health Equity Focus
 - Improve Health Outcomes
 - Reduce Health Disparities
 - Advance Health Equity Research

ComPASS Initiatives

HEALTH EQUITY



Community-Led, Health Equity Structural Interventions (CHESIs)

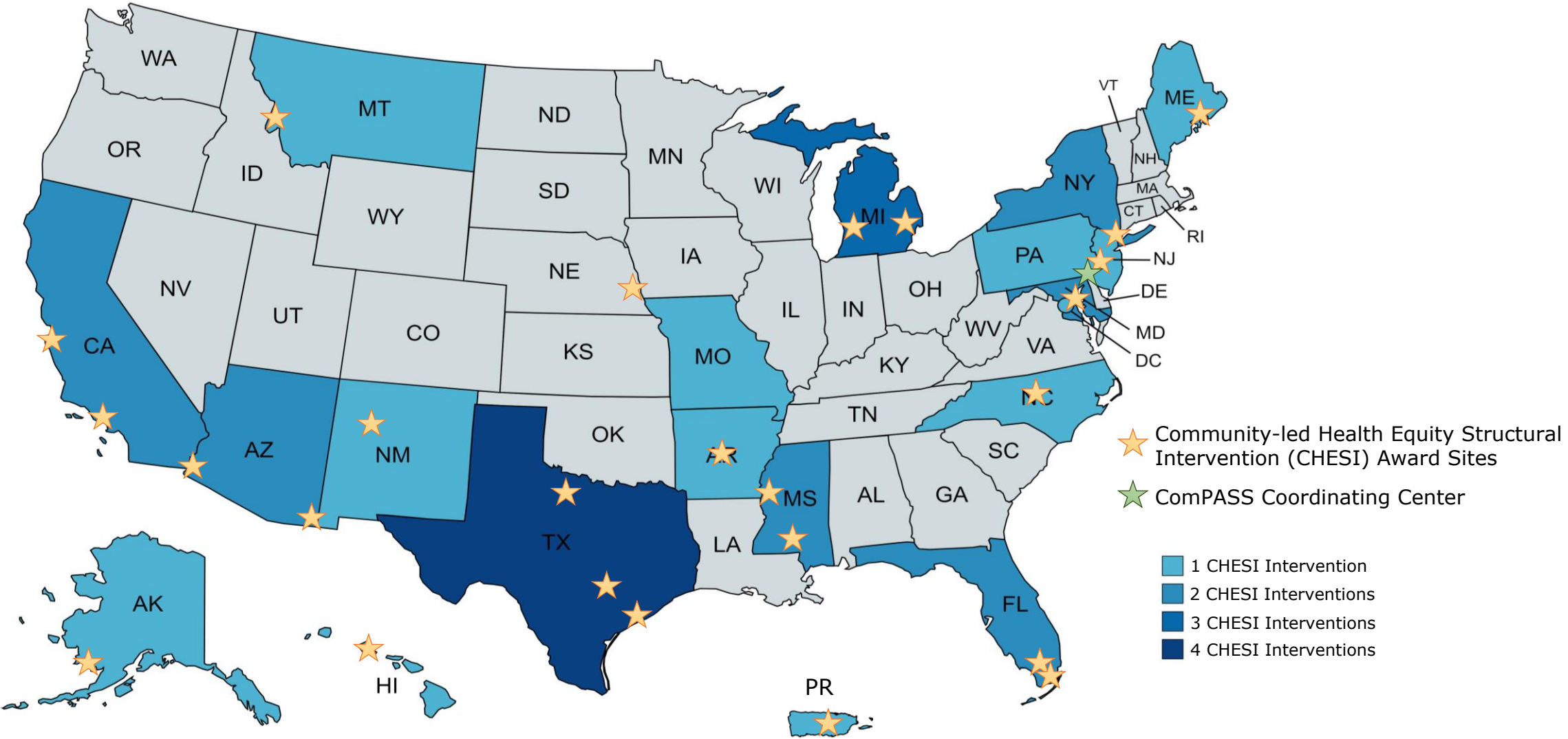


Health Equity Research Hubs (Hubs)



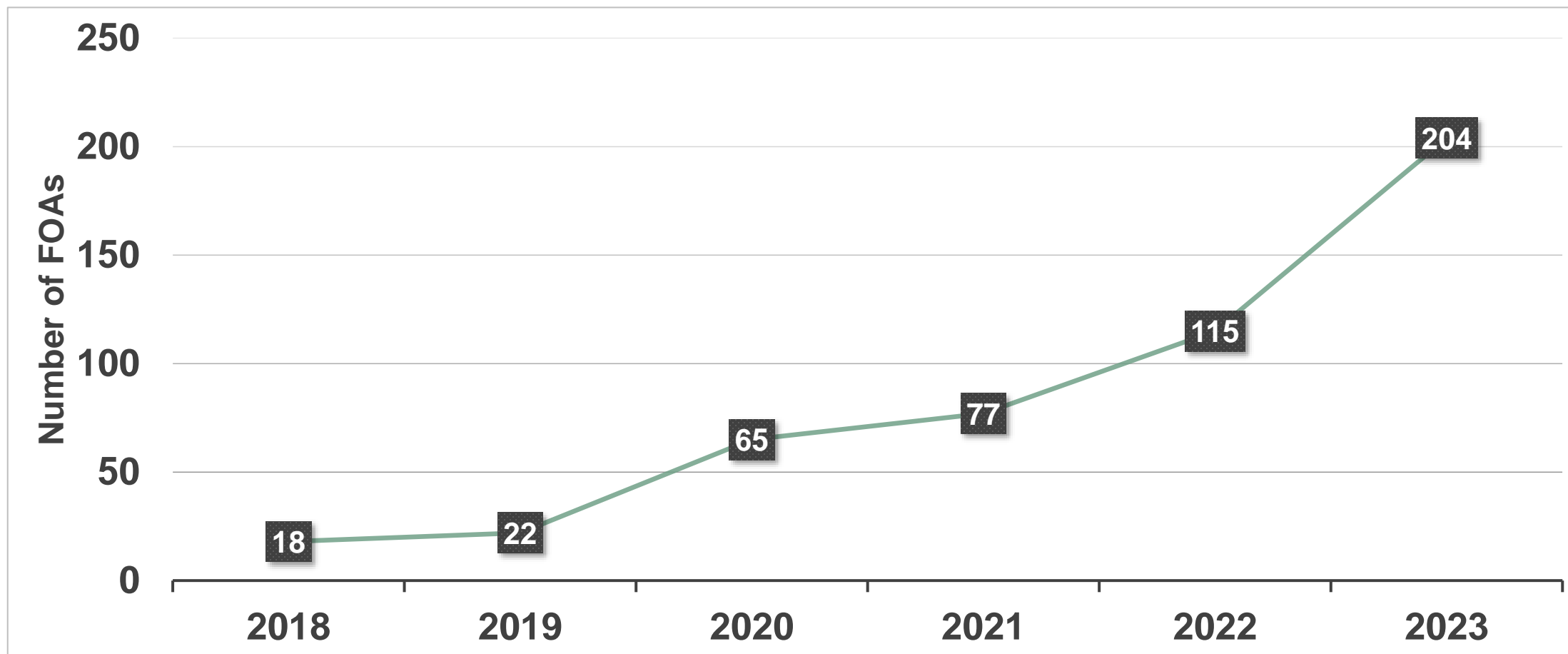
ComPASS Coordination Center (CCC)

Community Partnerships to Advance Science for Society (ComPASS) Award Locations by State and U.S. Territory



NOFOs Related to Minority Health and Health Disparities

2018-2023



Other Ongoing Activities



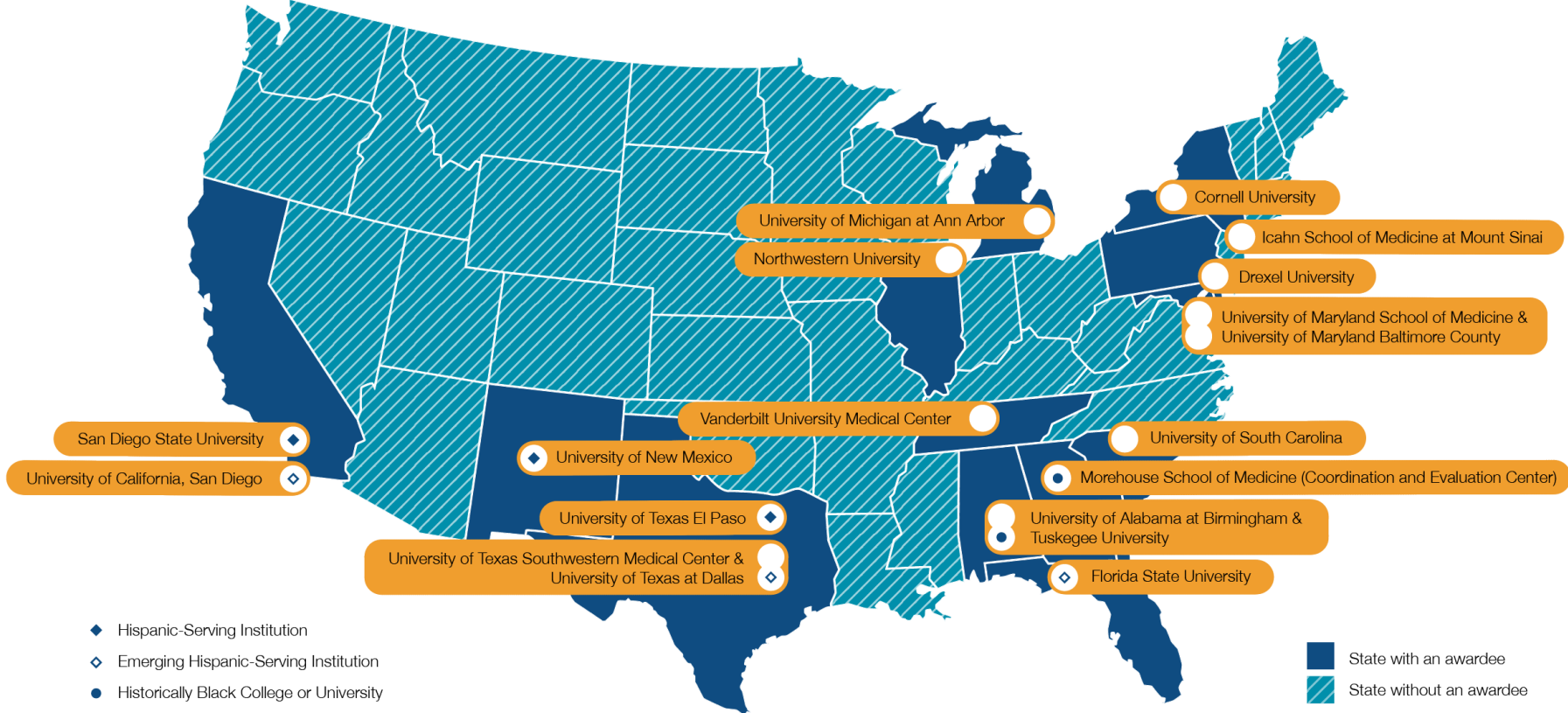
- Resource Portal for Advancing Health Equity in Research
- Facilitate equitable support for health disparities and minority health research
- Interdisciplinary Collaborative Workshops on Innovative Research Approaches to End Structural Racism
- Ensuring NIH-wide transparency, accountability, and sustainability of health disparities and minority health research
- Facilitating analyses of grant application and award data



Focus Area 2:

Promoting equity in the NIH-supported biomedical research ecosystem

UNITE related initiative - Faculty Institutional Recruitment for Sustainable Transformation



NIH UNITE-RELATED FUNDING OPPORTUNITIES



NIH Science Education Partnership Award (SEPA) (PAR-23-137).

- R25 program to support K-12 STEM education projects
- Generate resources to increase career opportunities for individuals from diverse backgrounds, including those underrepresented in biomedical research.

Research With Activities Related to Diversity (ReWARD) (PAR-23-122).

- R01 to support health-related research of scientists making a significant contribution to DEIA and who have no current NIH RPG funding.
- Provides funding for both the scientific research and the DEIA activities of investigators



[View UNITE-related Funding Opportunities](#)

NIH UNITE-RELATED FUNDING OPPORTUNITIES



Instrumentation Grant Program for Resource-Limited Institutions (RLI-S10, PAR-23-138).

- Aims to enhance research capacity and educational opportunities at resource-limited institutions
- Provides funds to purchase modern, scientific instrumentation.

STrengthening Research Opportunities for NIH Grants (STRONG): Structured Institutional Needs Assessment and Action Plan Development for Resource-Limited Institutions (PAR-23-144).

- Supports research capacity needs assessments and action plan development at resource-limited institutions.



View UNITE-related
Funding Opportunities

NEWEST NIH UNITE-RELATED FUNDING OPPORTUNITY



Assessment of Climate at Institutions (ACt) Award (RC2 - Clinical Trial Not Allowed) (PAR-24-038). The objective of this Notice of Funding Opportunity (NOFO) is to solicit applications to conduct institutional climate assessments using validated survey instruments and to develop action plans for positive change in the recruitment, hiring, retention, and advancement of faculty, including those from groups underrepresented in biomedical and behavioral research (see NIH's Notice of Interest in Diversity).

Additional Activities

- NOFO Under Development: Research Capacity Building Program to Enhance Workforce Diversity
- Review Integrity and Bias Awareness Training requirement launched (NOT-OD-23-156)
- December 2023 – Program Officer / Scientific Review Officer Training for Inclusive and Equitable Interactions with Applicants and Grantees
- DEIA Prize Competition – 10 institutions at 100k each





Engagement and Access for Research-Active Institutions (EARA)

MOSAIC Program Updates

- Enhance diversity of faculty in research-intensive positions
- Diversity-focused K99/R00s and UE5 Mentoring Hubs (AAMC, ASBMB, ASCB, ASM – *need neurosci.*)
- 23 NIH ICOs currently participate in MOSAIC
- 130+ K99s awarded FY21-23 by 17 ICs (~50% success rate)
- MOSAIC scholars - ~75% women, ~70% URM
- ≥42 scholars have already started or accepted faculty positions
- Scholars' bios: go.usa.gov/xuR35





Faith is taking the first step even when you don't see the whole staircase



Focus Area 3: Promoting equity in the internal NIH workforce

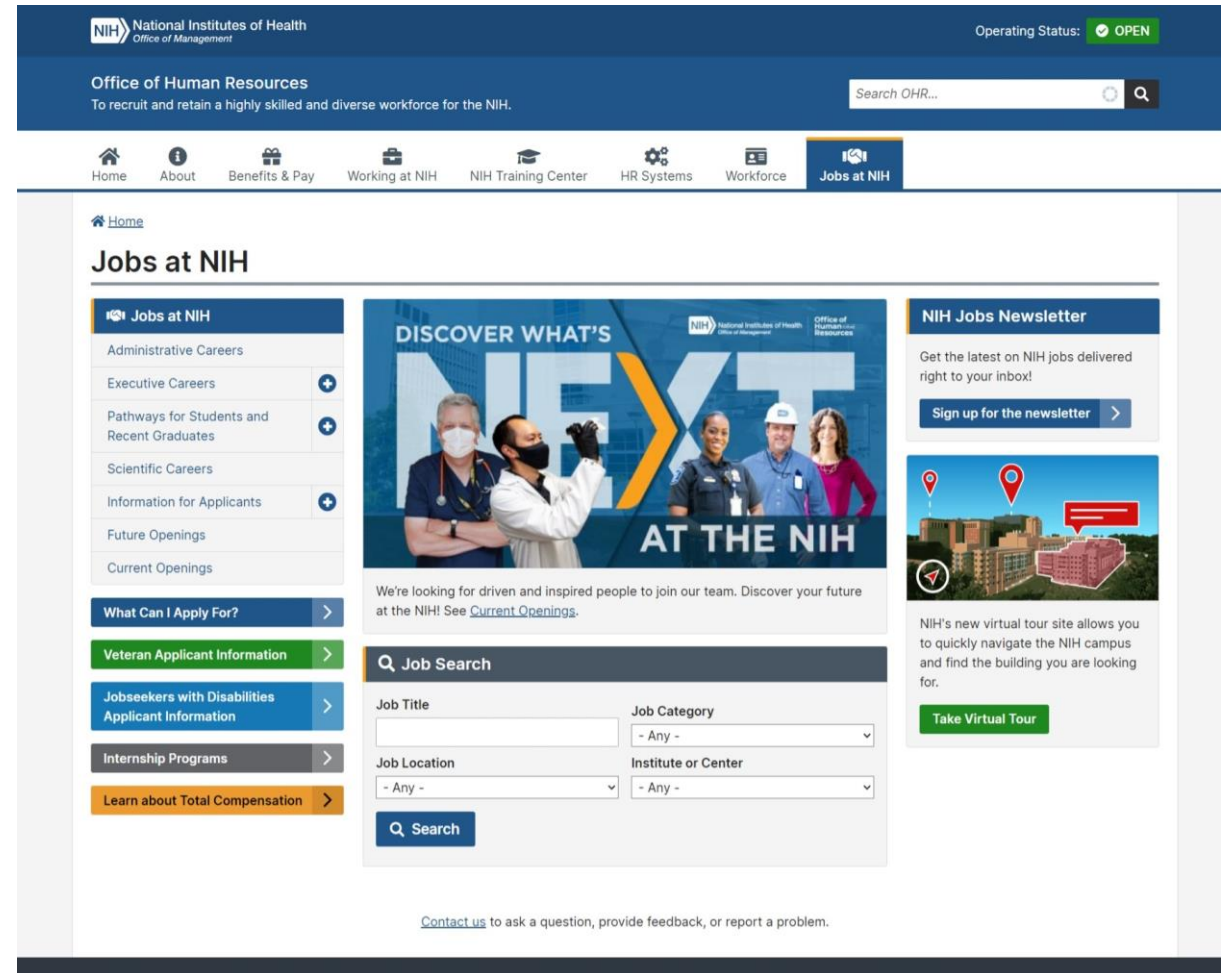
Medical Student Research Opportunities



- In collaboration with OITE, the Medical Student Summer Opportunities to Advance Research Program (M-SOAR) program was piloted Summer 2023
- 1st Year Medical Students, in good standing, committed to integrating clinical research and translational approaches into career
- 88 applicants, 23 accepted into program, 16 participated in program
- Supported by OITE & UNITE Pilot Project Fund (UPPF) FY 2023.

Listserv for Federal Affinity Groups for NIH Vacancy Announcements

- Initiated by ARSC Non-Scientific Subcommittee, in partnership with Office of Human Resources.
- Goal is to broaden and increase the pool of applicants from underrepresented populations who apply to NIH job vacancy



The screenshot displays the NIH Office of Human Resources website. At the top, the NIH logo and 'Office of Management' are visible, along with the 'Operating Status: OPEN' indicator. The main header reads 'Office of Human Resources' with the tagline 'To recruit and retain a highly skilled and diverse workforce for the NIH.' A search bar for 'OHR' is present. Below the header is a navigation menu with links for Home, About, Benefits & Pay, Working at NIH, NIH Training Center, HR Systems, Workforce, and Jobs at NIH. The 'Jobs at NIH' section is highlighted. On the left, a sidebar lists various career paths: Administrative Careers, Executive Careers, Pathways for Students and Recent Graduates, Scientific Careers, Information for Applicants, Future Openings, and Current Openings. Below this are links for 'What Can I Apply For?', 'Veteran Applicant Information', 'Jobseekers with Disabilities Applicant Information', 'Internship Programs', and 'Learn about Total Compensation'. The main content area features a large banner with the text 'DISCOVER WHAT'S NEXT AT THE NIH' and an image of diverse professionals. Below the banner is a 'Job Search' form with fields for Job Title, Job Category, Job Location, and Institute or Center, and a 'Search' button. To the right, there is a 'NIH Jobs Newsletter' sign-up section and a 'Take Virtual Tour' button.

Implemented October 2022

GS-11 level and below Career Development Training

Recommendation: Career Development Program for staff GS11 and below to develop a more diverse talent pool to take on increasing responsibilities.

Program Timeline

Partnership with the NIH
Office of Human Resources
(OHR)



Address Disparities in NIH Director's Awards



Reviewed current award categories for plain language, expanded definitions, and incorporated examples from across NIH.



Created new award categories focused on expanding opportunity and access.



Reviewed the NIH Director's Awards approval committee, created a scoring rubric and components to reduce bias



Created guidance for nominators, IC Awards Coordinators, and IC leadership to change the approach for nominations



Focus Area 4: Improving the accuracy and transparency of racial and ethnic equity data

RFI and Listening Session Reports



UNITE
2022 REQUEST FOR INFORMATION REPORT

Comments and Suggestions to Advance and Strengthen Racial Equity, Diversity, and Inclusion in the Biomedical Research Workforce and Advance Health Disparities and Health Equity Research

NIH National Institutes of Health
Turning Discovery Into Health

UNITE
EXTERNAL LISTENING SESSIONS
SUMMARY REPORT

NIH National Institutes of Health
Turning Discovery Into Health

UNITE
INTERNAL LISTENING ACTIVITIES
REPORT
2022

OBSERVATIONS AND RECOMMENDATIONS TO IDENTIFY AND ADDRESS STRUCTURAL RACISM ACROSS THE BIOMEDICAL RESEARCH ENTERPRISE

NIH National Institutes of Health
Turning Discovery Into Health

Internal NIH Data Gathering



2023

**NIH Workplace Civility
and Equity Survey**



**DEIA
Inventory**



Fostering Transparency



- Office of Extramural Research (OER) Data dashboard
- UNITE Evaluation Working Group
- Ending Structural Racism Data Hub
- Launched UNITE Advocates Program for internal NIH communications
- UNITE Onboarding Program for New NIH employees, Trainees, and Contractors

UNITE has led to broadly applicable initiatives



A rising tide lifts all boats



Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.

Thank You to UNITE Committee Members

U Committee:

Shelli Avenevoli (NIMH)
Mia Rochelle Lowden (NINR)
Anna Amar (OD)
Irene Avila (OD)
Tanya Chakraborty (OD)
Dexter Collins (FIC)
Joanna Goldfarb (OD)
Jamie Gulin (NHLBI)
John Haller (NHLBI)
Shadab Hussain (NCI)
+Maura Landers (NIMH)
Karen Lee (NICHD)
Flair Lindsey (NIDA)
Leslie Littlejohn (NIAMS)
Troy Muhammad (NCI)
Cristina Nigro (NINDS)
Karen Perkins (CC)
Melanie Reagan (NEI)
+Elizabeth Sekine (NIMH)
Denesha Simmons (NCCIH)
Kelly Ten Hagen (NIDCR)
Vidya Vedham (NCI)
Robert Walker (NIAMS)
+Susan Wetherby (NIMH)

N Committee:

Kathy Etz (NIDA)
Monica Webb Hooper (NIMHD)
Xinzhi Zhang (NHLBI)
Frank Bandiera (NIA)
Christina Borba (NIMH)
Vence Bonham (NHGRI)
Juanita Chinn (NICHD)
Janine Clayton (ORWH/OD)
Christine Cutillo (NCATS)
Tilda Farhat (NIMHD)
Nathan Moore (NHGRI)
Jenna Norton (NIDDK)
Janeth Sanchez (OD)
Asha Storm (NIBIB)
Tiffany Wallace (NCI)
Shannon Zenk (NINR)
+ Yuki Lama (NHLBI)
+ Vanessa Marshall (NIMHD)

I Committee:

Trevor Archer (NIEHS)
Laura Koehly (NHGRI)
Kevin Williams (OD/EDI)
Charles Egwuagu (NEI)
Courtney Fitzhugh (NHLBI)
Kendall Hill (CSR)
Camille Hoover (NIDDK)
Shawn Lewis (NINR)
Brenda Robles (CC)
Victoria Rucker (OD)
Janelle Banks (OD/DPCSPI)
Claudia Gonzalez (NIGMS)
Leia Butler (OD/OHR)
Shauna Clark (NCI)
Shaun Sims (NIBIB)
Darryl Murray (OD)
Joe Martin (OD)
+Beth Perry (NIEHS)

T Committee:

Amy Bany Adams (NINDS)
Mohammed Aiyegbo (NIAID)
John Burklow (OD)
Albert Avila (NIBIB)
Samantha Calabrese (NICHD)
+Claudia Figueroa-Romero (OD)
+Jessica Forbes (NINDS)
Sadhana Jackson (NINDS)
Paule Joseph (NIAAA)
Cathy Rowe (NIDCD)
Eric Refsland (NIAID)
Eric Sid (NCATS)
Wayne Wang (NHLBI)

E Committee:

Ericka Boone (OER)
Jon Lorsch (NIGMS)
Anna Ordóñez (NIMH)
Eddie Billingslea (NIGMS)
Tiffany Calvert (NIDCD)
Nichole Cook (NIMH)
Rena D'Souza (NIDCR)
Zeynep Erim (NIBIB)
Leonardo Garzon-Velez (FIC)
Bettie Graham (NHGRI)
Leah Hubbard (NCI)
Patricia Jones (NIA)
Vonda Smith (CSR)
James Washington (NINDS)
Maryam Zaringhalam (NLM)

Special thanks to UNITE Program Manager, Tammy Reddick Lockett

+ = Staff Support Members