Developing the NIH-Wide Strategic Plan for Diversity, Equity, Inclusion, and Accessibility

PUBLIC WEBINAR
MARCH 29, 2022
Today’s Webinar

Hosts:

- James M. Anderson, MD PhD, Deputy Director for Program Coordination, Planning, and Strategic Initiatives, NIH
- Marie A. Bernard, MD, Chief Officer for Scientific Workforce Diversity (COSWD), NIH
- Julie Broussard Berko, MPA, Director of the Office of Human Resources (OHR), NIH
- Shelma Middleton Little, PhD, Acting Director of the Office of Equity, Diversity, and Inclusion (EDI), NIH
Today’s Webinar

➢ To enable closed captioning, click the CC icon at the bottom of your screen

➢ Format: Presentation followed by Q&A session

➢ To Submit Questions:
  ▪ Chat (click icon on the bottom of your screen to open)
  ▪ Email to NIHQuestions@scgcorp.com
Report Language

Report 116-450 on H.R. 7614: *Diversity at NIH Working Group and Strategic Plan* requires NIH to develop a strategic plan to:

- Include short- and long-term goals to address racial, ethnic, and gender disparities at NIH
- Identify and address barriers in access to NIH funding by investigators researching health disparities

Executive Orders

e.g., EO 14035: *Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*
Government-Wide Strategic Plan to Advance DEIA in the Federal Workforce

- Released November 23, 2021
- Roadmap for implementing EO 14035
- Charges agencies with developing a DEIA Plan by March 23, 2022
Process for Development of Plan

Phase 1: Working Group Launch
Phase 2: Strategic Plan Framework
Phase 3: Public & NIH Input
Phase 4: Drafting Process
Phase 5: Approval Process

Summer 2021 to Spring/Summer 2022
Communicates vision and aspirations for all NIH

Broad scope

Articulates NIH definitions of diversity, equity, inclusion, and accessibility

Reports example accomplishments

Conveys priorities for the next 5 years

Includes broad priorities and sample activities

Provides accountability (e.g., measures of progress)

Input from internal and external stakeholders
Draft Mission Statement

To embrace, integrate, and strengthen diversity, equity, inclusion, and accessibility (DEIA) across all NIH activities to achieve the NIH mission.
Scope of the Plan

- Articulates NIH’s vision for strengthening diversity, equity, inclusion, and accessibility (DEIA)
- Captures activities that the NIH workforce will undertake to meet the vision of the Strategic Plan
- Harmonized to the NIH-Wide Strategic Plan Framework, with NIH’s DEIA priorities organized around accomplishments, needs, opportunities, and challenges in three key areas
Objective 1: Workforce

Objective 2: Conduct

Objective 3: Research

DEIA Strategic Plan Framework
Objective 1: Workforce

Implement Organizational Practices to Center and Prioritize DEIA in the Workforce

- NIH Workforce
- Workforce at Institutions Supported by NIH Funding
Objective 2: Conduct

Grow and Sustain DEIA through Structural and Cultural Change

- Stewardship
- Partnerships & Engagements
- Accountability & Confidence
- Management & Operations
Objective 3: Research

Advance DEIA through Research

- Workforce Research
- Health Research
Public Feedback on Strategic Plan Framework

➢ Webinar
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➢ Request for Information (RFI)
  ▪ Closes April 3, 2022