

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

Background

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
DIVERSITY, EQUITY,
INCLUSION, AND
ACCESSIBILITY IN THE
FEDERAL WORKFORCE**

NOVEMBER 2021



Government-Wide Strategic Plan

Government-Wide Strategic Plan to Advance DEIA in the Federal Workforce

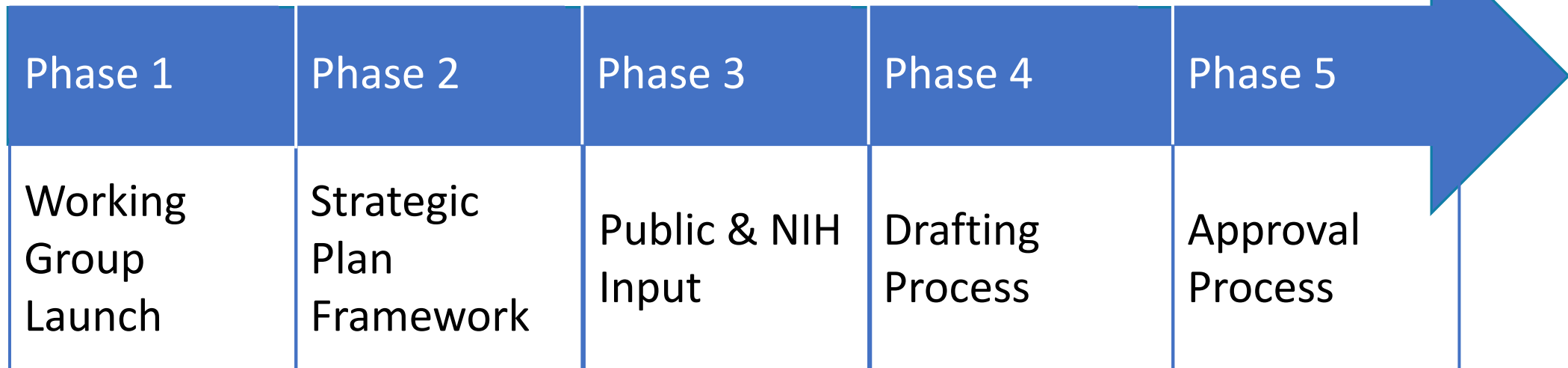
- Released November 23, 2021
- Roadmap for implementing EO 14035
- Charges agencies with developing a DEIA Plan by March 23, 2022

Process for Development of Plan

Summer
2021

WE ARE HERE

Spring/Summer
2022



Overarching Principles of the Plan



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

- Submit Questions now
 - Chat (click icon on the bottom of your screen to open)
 - Email to NIHQuestions@scgcorp.com

➤ Request for Information (RFI)

- <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-22-061.html>
- Closes April 3, 2022