



NIH UNITE initiative

E Committee Update

June 10, 2022

E Committee Charge

To perform a broad systematic evaluation of NIH extramural policies and processes to identify and change practices and structures that perpetuate a lack of inclusivity and diversity within the extramural research ecosystem.

E Committee: Extramural Research Ecosystem

FRAMEWORK

- Changing NIH policies, culture and structures to promote extramural workforce diversity and inclusion

**URG
CAREER PATHWAYS**

**ADVANCE EQUITY AT
EXTRAMURAL INSTITUTIONS:
ENVIRONMENT & CULTURE**

**Evaluation &
Stakeholder Engagement**

**Immediate Actions
Develop**

**Short- & Long- Term
Objectives**

**RESEARCH
RESOURCES &
CAPACITY AT MSIs**

**ADVANCE EQUITY AT NIH:
POLICIES & PROCEDURES**

E Committee: Priorities

Current Implementation Teams (More to Come)

FOAs and Prizes

1. Institutional Climate/Self-Studies
2. Structured Institutional Needs Assessment and Action Plan Development Grants for MSIs
3. S10 Instrumentation Grant for minority-serving institutions
4. Expansion of SPAD Services and Activities for MSIs Implementation
5. Institutional Excellence in DEI Prize Implementation
6. Excellence in DEI Investigator Award Implementation
7. Dos and Don'ts in Inclusive FOA Development

Policies

1. Incorporate Diversity and Mentoring Language into Parent T and F FOAs
2. Development of Guidance Language for ICs to use Diversity Principles in Funding Decisions
3. Institutional Promotion and Tenure and Recognition of DEI Policies
4. Developing “Do’s and Don’ts” for Writing Inclusive FOAs”
5. Harassment Portal (completed)

Other (Training and Outreach)

1. SBIR/STTR Diversity Supplement Matchmaking and Outreach Implementation
2. PO/SRO Training for Inclusive and Equitable Communications Implementation

E Committee: Priorities

URG CAREER PATHWAYS

- **Expansion of Science Education Partnership Awards (SEPA) Program**
 - Supports innovation in preK-12 STEM education to build interest of students from diverse backgrounds in careers in biomedical research
 - [NOT-HG-22-017](#): Participation of Additional NIH Institutes and Centers in SEPA
 - 17 NIH Institutes and Centers and Offices (ICOs) have Joined NIGMS to fund SEPA awards
 - All applications will be submitted to NIGMS. Participating ICs may select applications they are interested in funding after review
 - SEPA awardees funded by all ICs will participate in program-wide activities
 - Goal is to receive more SEPA applications and fund more SEPA grants

E Committee: Priorities

URG CAREER PATHWAYS

- **Additional Initiatives Under Development: Career Pathways**

- Incorporate additional diversity and mentor training language into parent training grant (T32) and fellowship (F) FOAs
 - Expectation of mentor training and assessment
 - Making Recruitment Plan to Enhance Diversity score-driving
- Expand use of diversity supplements for small business grants (SBIR/STTR)
- Increase opportunities for entrepreneurial training for faculty, students and trainees at minority-serving institutions
- Expand use of Plan to Enhance Diverse Perspectives in NIH FOAs
 - Developed by BRAIN initiative
 - Being piloted by several additional ICs

E Committee: Priorities

INEQUITIES AT EXTRAMURAL INSTITUTIONS: ENVIRONMENT & CULTURE

- Why is institutional culture important?



Assessing the Value of Climate Assessments: Progress and Future Directions

Sylvia Hurtado
University of California

Kimberly A. Griffin
Pennsylvania State University

Lucy Arellano
University of California

Marcela Cuellar
University of California

“Campuses that strive to become functional multicultural learning environments can now rely on a body of empirical information to guide practice and critical self-assessment to deepen their commitment to diversity.”

REVIEW article

Front. Educ., 08 July 2021 | <https://doi.org/10.3389/educ.2021.668250>

How to Promote Diversity and Inclusion in Educational Settings: Behavior Change, Climate Surveys, and Effective Pro-Diversity Initiatives

 Gil Moreu,  Naomi Isenberg and  Markus Brauer*

Department of Psychology, University of Wisconsin-Madison, Madison, WI, United States

ADVANCING DIVERSITY AND INCLUSION IN HIGHER EDUCATION

KEY DATA HIGHLIGHTS FOCUSING
ON RACE AND ETHNICITY AND
PROMISING PRACTICES

Measuring Diversity and Inclusion in Academic Medicine: The Diversity Engagement Survey

Sharina D. Person, PhD, C. Greer Jordan, PhD, MBA, Jeroan J. Allison, MD, MS, Lisa M. Fink Ogawa, PhD, RN, CNE, Laura Castillo-Page, PhD, Sarah Conrad, MS, Marc A. Nivet, EdD, MBA, MS, and Deborah L. Plummer, PhD, MEd

E Committee: Priorities

INEQUITIES AT EXTRAMURAL INSTITUTIONS: ENVIRONMENT & CULTURE

- **Planned New Program: Institutional Climate Assessment and DEI Action Plan Development Grants**
 - Grants to institutions to provide support for:
 - Conducting **objective climate assessments** using validated instruments
 - Performing **critical self-studies** of institutional culture change needs, starting with the results of the climate survey
 - Developing **action plans** for culture change, including metrics and methods for assessing progress, disseminating results, and sustaining efforts
 - Would take institutional needs and available resources into account when making awards
 - ICs would sign on and fund and manage grants with overall coordination by a lead IC (TBD)
 - Concept cleared by NIGMS Council

E Committee: Priorities

INEQUITIES AT EXTRAMURAL INSTITUTIONS: ENVIRONMENT & CULTURE

Addressing disparities in academic medicine: what of the minority tax?

[José E Rodríguez](#) , [Kendall M Campbell](#) & [Linda H Pololi](#)

[BMC Medical Education](#) **15**, Article number: 6 (2015) | [Cite this article](#)

[Molecular Biology of the Cell](#), Vol. 31, No. 25 | ASCB Award Essay

The burden of service for faculty of color to achieve diversity and inclusion: the minority tax

CAREER FEATURE | 24 June 2020

The time tax put on scientists of colour

The pressure on researchers from ethnic minority groups to participate in campus diversity issues comes at a cost.

[Virginia Gewin](#)

E Committee: Priorities

INEQUITIES AT EXTRAMURAL INSTITUTIONS: ENVIRONMENT & CULTURE

- **Planned New Program: Excellence in DEIA Investigator's Grants**
- 5-year combined research and mentoring grants to support PIs who have demonstrated excellence in promoting diversity, equity, inclusion and accessibility in biomedical research
- Would provide support for:
 - The PI's research program
 - Continuing DEIA efforts
- Help offset the diversity tax and promote advances in DEIA and the scientific research of investigators committed to advancing DEIA
- ICs would sign on and fund and manage grants in their mission areas with overall coordination by NIGMS
- Concept cleared by NIGMS Council

Inviting Comments and Suggestions on the Development of a Prize Competition for Institutional Excellence in Diversity, Equity, Inclusion, and Accessibility.

Notice Number:

NOT-OD-22-109

Key Dates

Release Date:

April 29, 2022

Response Date:

July 28, 2022

Related Announcements

None

Issued by

NATIONAL INSTITUTES OF HEALTH (NIH)

“This potential prize competition aims to **acknowledge transformative cultures, systems, projects, and processes that institutions of higher education have developed to achieve inclusive excellence** by creating research environments that promote and value a culture of diversity, equity, inclusion, and accessibility... Another objective of this prize competition is to **seek best practices for implementing institutional approaches that lead to successful transformative and enhanced culture change** and advancement of students and faculty from underrepresented groups in biomedical and biobehavioral disciplines in institutions of higher education.”

E Committee: Priorities

ADVANCING EQUITY AT NIH: POLICIES & PROCEDURES

Notify NIH about a concern that harassment or discrimination (including but not limited to sexual harassment and racial discrimination) is contributing to an unsafe or hostile work environment affecting an NIH funded project at a grantee institution

While NIH can and will follow up on all notifications of concerns related to NIH-funded research, NIH cannot take personnel or legal actions on behalf of non-NIH employees. NIH strongly encourages individuals to report allegations to the appropriate authorities, which may include:

- your local police department;
- your organization/institution equal opportunity office, human resources offices, or Title IX Coordinator; and/or
- the HHS Office for Civil Rights (OCR, <https://www.hhs.gov/ocr/index.html>) to obtain additional information and to file a complaint.

Fields marked with an * are required.

Anti-Harassment Privacy Notice

Your first name (Optional)

Your last name (Optional)

Your email address (Optional)

Your phone number (Optional)

First name of the person who may have committed harassment or discrimination *

Last name of the person who may have committed harassment or discrimination *

Institution that employs that person *

Briefly describe the incident *

Submit

E Committee: Priorities

ADVANCING EQUITY AT NIH: POLICIES & PROCEDURES

- **Additional Initiatives Under Development: NIH Policies & Procedures**
 - Program Officer and Scientific Review Officer training for inclusive and equitable community interactions
 - NIH-wide reporting of potential bias in peer review
 - Anti-bias training for reviewers
 - Reducing potential biases in peer review language and criteria
 - Development of guidelines for writing inclusive and culturally appropriate FOAs
 - Development of guidelines for ICs to use to enhance portfolio diversity
 - Areas of research, approaches, regions, institutions, investigators

E Committee: Priorities

RESEARCH RESOURCES & CAPACITY AT MSIs

- **Instrumentation Grant Program for Minority-Serving Institutions**

- Develop an equipment grant FOA that is targeted to Minority Serving Institutions (MSIs) with limited resources
- The FOA will help provide instrumentation that can develop research capacity at low resourced MSIs
- NIGMS has agreed to serve as lead IC to support overall coordination of the program
- Other ICs to participate by signing on and funding awards
- Concept cleared by NIGMS Council (May 2022)

E Committee: Priorities

RESEARCH RESOURCES & CAPACITY AT MSIs

• Institutional Research Capacity Building Needs Assessment and Action Plan Development Grants

- Allow minority-serving institutions to assess their needs for enhancing their biomedical research and training capacities
- Provide support for development of action plans based on the results of the assessments
- Identified needs might include, e.g.:
 - Development/enhancement of sponsored programs administrative capabilities
 - New equipment
 - Targeted hiring in specific scientific or administrative areas
 - Changes in institutional policies or expectations to better support research mission
- NIH should align and publicize programs to support institutional needs
- Concept cleared by NIMHD Council (May 2022)

E Committee: Priorities

RESEARCH RESOURCES & CAPACITY AT MSIs

- **Additional Initiatives Under Development: Capacity Building**
- Reissuance of Sponsored Programs Administration Development (SPAD) program
- Enhance NIH Pathways to Excellence and Innovation (PEI) Initiative
- Enhance communication between the NIH and minority-serving institutions
 - Better understanding of MSI strengths, capabilities and needs
 - Better publicity for available NIH funding opportunities and services
 - Create Office of Minority Serving Institutions to support this work?
 - Pursue development of a program to address endowment needs
 - Bi-annual meeting between NIH and MSI leadership

'E' Committee Membership

Erika Boone (OER)

Jon Lorsch (NIGMS)

Anna E. Ordóñez (NIMH)

Eddie Billingslea (ORWH)

Tiffany Calvert (NIBIB)

Rena D'Souza (NIDCR)

Zeynep Erim (NIBIB)

Leonardo Garzon-Velez (FIC)

Bettie Graham (NHGRI)

Leah Hubbard (NCI)

Patricia Jones (NIA)

Vonda Smith (CSR)

Mark Stevens (OD)

James Washington (NINDS)

Maryam Zaringhalem (NLM)

UNITE E Implementation Team	Chair or Co-Chairs	Team Members	
Institutional Excellence in DEI Prize	Zeynep Erim (NIBIB) Charlene La Fauve (COSWD)	Joan Greve (NCI) Teraya Donaldson (ORWH)	Bob Eisinger (OD)
Excellence in DEI Investigator's Award	Alison Gammie (NIGMS)	Andrea Beckel-Mitchener (NIMH) Albert Avila (NIDA)	Pamela Tamez (COSWD)
Institutional Climate Assessment and Action Plan Development Awards	Nelson Aguila (NCI)	Wayne Wang (NHLBI) Mercedes Rubio (NCATS)	Jean Shin (COSWD)
S10 for MSIs/Research-Active Institutions	Desirée L. Salazar (NHLBI)	Franziska Grieder (ORIP) Anthony Dibello (NCI) Anil Wali (NCI)	Fed Bernal (NIGMS) Alena Horska (ORIP) Xiang-Ning Li (ORIP)
T and F Parent FOAs Diversity and Mentoring Language	Bettie Graham (NHGRI)	Jamie Lahvic (OD) Maria Carranza (NIA)	Kenny Gibbs (NIGMS) Anissa Brown (NIGMS)
Structured Institutional Needs Assessment and Action Plan Development Grants for MSIs	Rina Das (NIMHD) Behrouz Davani (NIGMS)	Bruce Fuchs (ORIP) Charlene La Fauve (COSWD)	David Banks (NINR)
SPAD Services and Activities	Sydella Blatch (NIGMS)	Ericka Boone (DBRW/OD) Selina Keryte (OD) Consult with Della White	Mose Herne (THRO/OD) Sharon Smith (NHLBI)
Institutional Promotion and Tenure and DEI Recognition Policies	Deb Tucci (NIDCD)	Marie Bernard (COSWD) Janine Clayton (ORWH)	Tyrone Spady (OSP) Mike Lauer (OER)
Draft Guidance Language for ICs to use diversity principles in funding decisions	Tracy Waldeck (NIMH/EPMC) Karl Malik (NIDDK/EPMC)	Leah Hubbard (NCI) Kenny Gibbs (NIGMS)	Michelle Bulls (OER) Maria Carranza (NIA)
Entrepreneurship Training - SBIR/STTR Diversity Supplement Outreach	Eddie Billingslea (ORWH) Stephanie Fertig (SEED/OER)	Monique Pond (NCI) Joy Toliver (NIA)	Natalie Trzcinski (NINDS)
PO/SRO Training for Inclusive and Equitable Community Interactions	Paula Goodwin (OER/PLC) Rosalina Bray (OER)	Eric Refsland (NIAID) Kristin Kramer (CSR)	Melissa Stick (NIDCD/RPC) Patricia Jones (NIA)
Develop Do's and Don't's for writing inclusive FOAs	Oliver Bogler (NCI)	Lynn King (NIDCR) Carol Merchant (NCATS) Dharm Rathore (NIDA/RPC) Teraya Donaldson (NIH/OD/DBRW)	Meena Hiremath (OER, Guide, NIDA) Alberto Rivera-Rentas, (NIDCD) Shilpa Hattangadi (NIDDK)
Improve and expand existing measures to identify and report bias during the NIH peer review process	Kathy Salaita (NIAMS) Gabriel Fosu (CSR)	Maryam Zaringhalam (NLM) Kristin Kramer (CSR) Alfonso Latoni (NIEHS) –RPC	Nick Gaiano (NIMH)- RPC Lisa Dunbar (NIGMS) Lataisia Jones (NINDS)