



GREAT MINDS THINK DIFFERENTLY

Smoothing the Pathway to Success for Scientists from Diverse Backgrounds

National Academy of Science, Engineering and Medicine

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

INCLUSIVE EXCELLENCE BEST PRACTICES: INTERVENE AT THE INDIVIDUAL AND INSTITUTIONAL LEVEL



Interventions at **INDIVIDUAL** Level

Necessary but not sufficient

INCLUSIVE EXCELLENCE BEST PRACTICES: INTERVENE AT THE INDIVIDUAL AND INSTITUTIONAL LEVEL



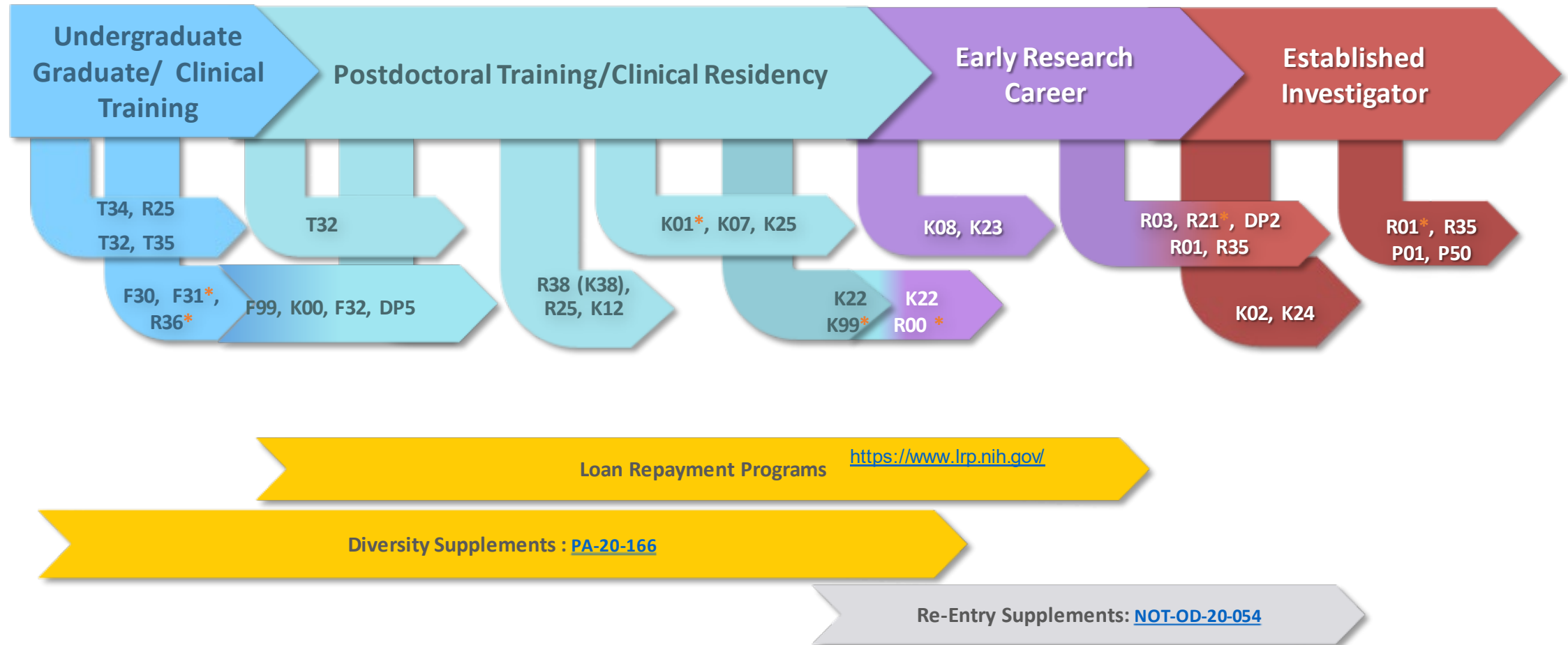
Interventions at INDIVIDUAL Level

Necessary but not sufficient



Interventions needed at INSTITUTIONAL Level

Funding Opportunities by Career Phase



Areas to be Covered

- Diversity Program Consortium
- MOSAIC Program
- COSWD activities
- NIH UNITE

Areas to be Covered

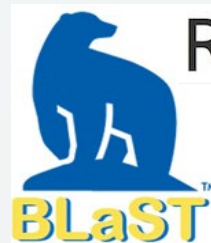
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The DPC: A Highly Integrated National Consortium



Coordination and Evaluation Center

Building Infrastructure Leading to Diversity



REBUILDDetroit



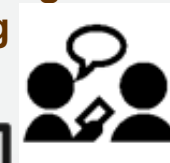
10 DIVERSE SITES

National Research Mentoring Network

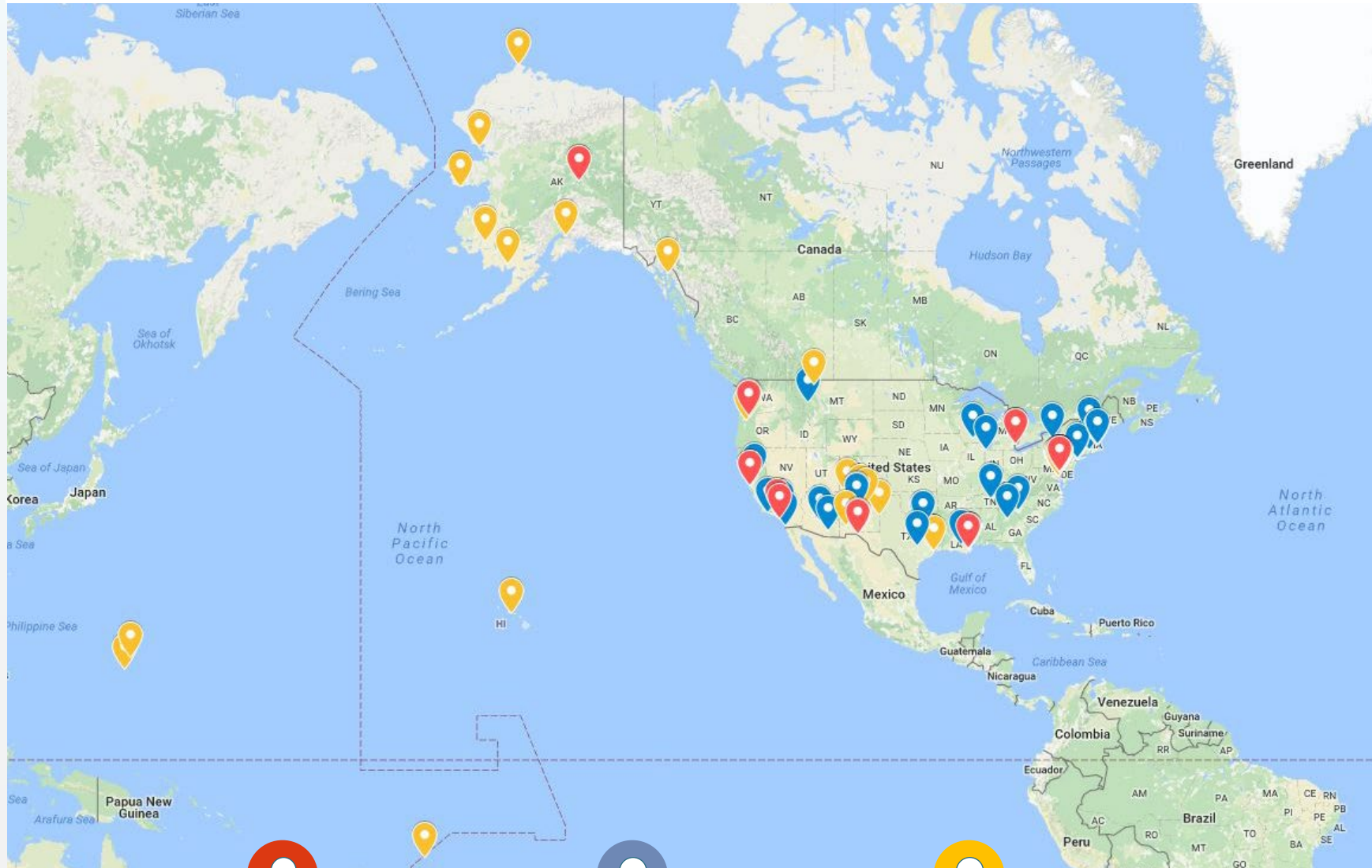


Research and Service Cores

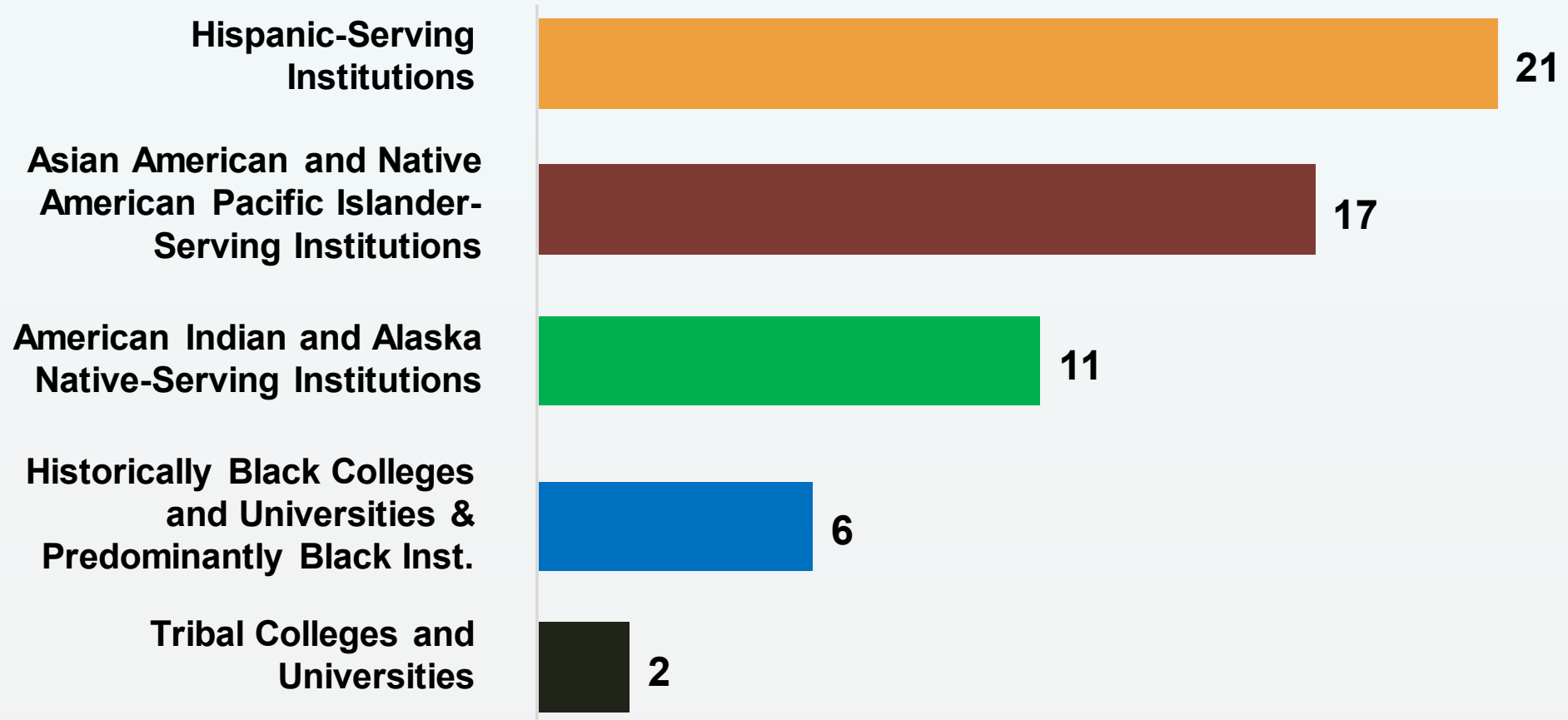
**Promoting
Matching and Linking
Mentor Training
Referring**



National Impact: BUILD Network Connects Over 100 Diverse Institutions

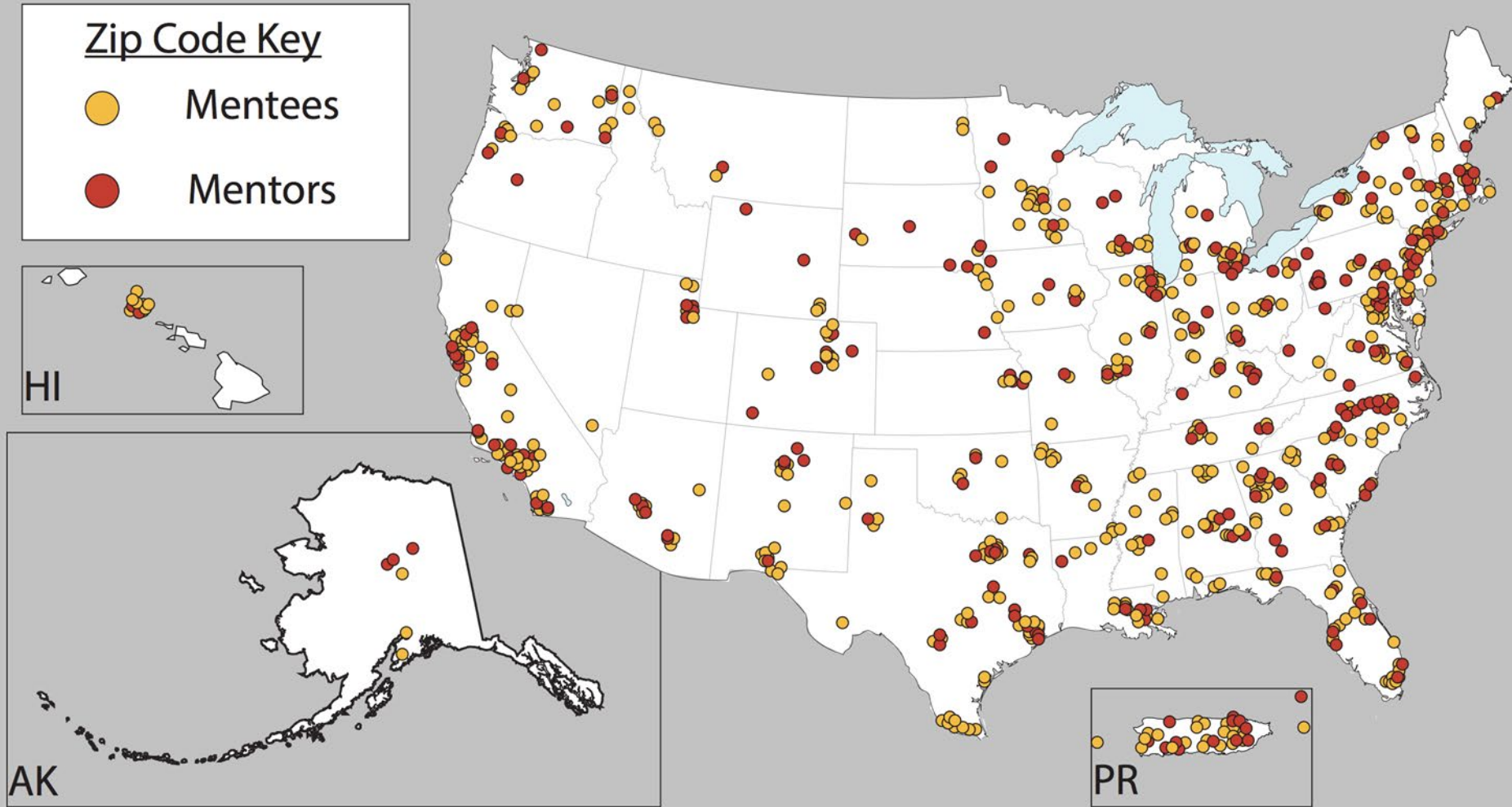


Nearly half of the BUILD sites and partnership institutions are classified as “minority-serving institutions”



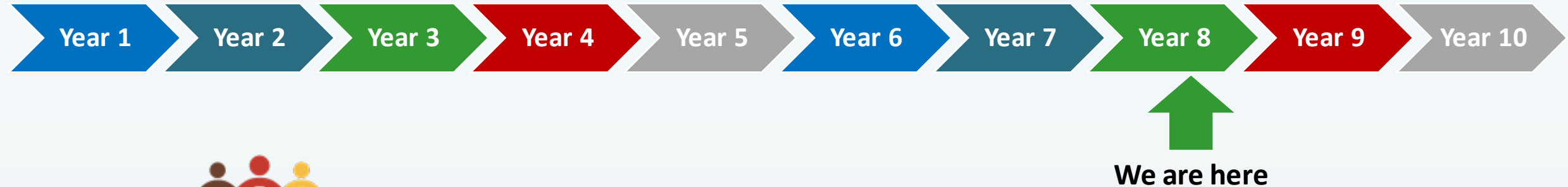
Geographic Distribution of NRMN Participants

Shown by **Zip Code** (not individual participant) - Based on NRMNet.net user self-reported data as of 3/31/2017





Phase II and what lies ahead?



- Broaden the DPC community
- Continue to **gather data** to test site-specific and consortium-wide interventions
- Transition into **sustainable** models for enhancing diversity in biomedical fields
- **Disseminate** effective strategies to have a lasting national impact



SPAD Program Overview



**DIVERSITY
PROGRAM
CONSORTIUM**
Supported by the National Institutes of Health

- Based on a lesson learned from Phase I of the DPC
- Establishes Offices of Sponsored Programs (OSPs) or enhances services of existing OSPs or similar entities at domestic institutions
- Major goal - enhance faculty and student participation in biomedical research and research training programs.



SPAD Program Website:
<https://www.nigms.nih.gov/training/dpc/Pages/SPAD.aspx>

Areas to be Covered

- Diversity Program Consortium
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National Institute of
General Medical Sciences

MOSAIC Program to Promote Faculty Diversity



Are you a postdoctoral researcher from an underrepresented group in biomedical sciences preparing to launch your independent research career?

MOSAIC K99/R00

Facilitates the transition of promising postdoctoral researchers from diverse backgrounds into independent, tenure-track or equivalent research-intensive faculty positions.

1) An individual postdoctoral career transition award to enhance workforce diversity (K99/R00),

2) A cohort-based mentoring and career development program that supports the scholars (UE5).

MOSAIC K99/R00

Current UE5 awardee organizations

- American Society for Biochemistry and Molecular Biology
- American Society for Cell Biology
- Association of American Medical Colleges

Areas to be Covered

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CATALYZING RECOGNITION OF DEIA MENTORING

- **Notice of Special Interest (NOSI):
Administrative Supplements to Recognize
Excellence in Diversity, Equity, Inclusion, and
Accessibility (DEIA)**
 - Notice Number: NOT-OD-22-057
- Supplements to already funded research
- Prioritizing mentors who will enhance outreach to scientists in keeping with the NIH NOSI in diversity



Scientific Workforce Diversity Seminar Series (SWDSS)

SAVE THE DATE: TUESDAY, MAY 17, 2022, 1:00 – 2:30 P.M. ET

How Does Diversity Impact Science?

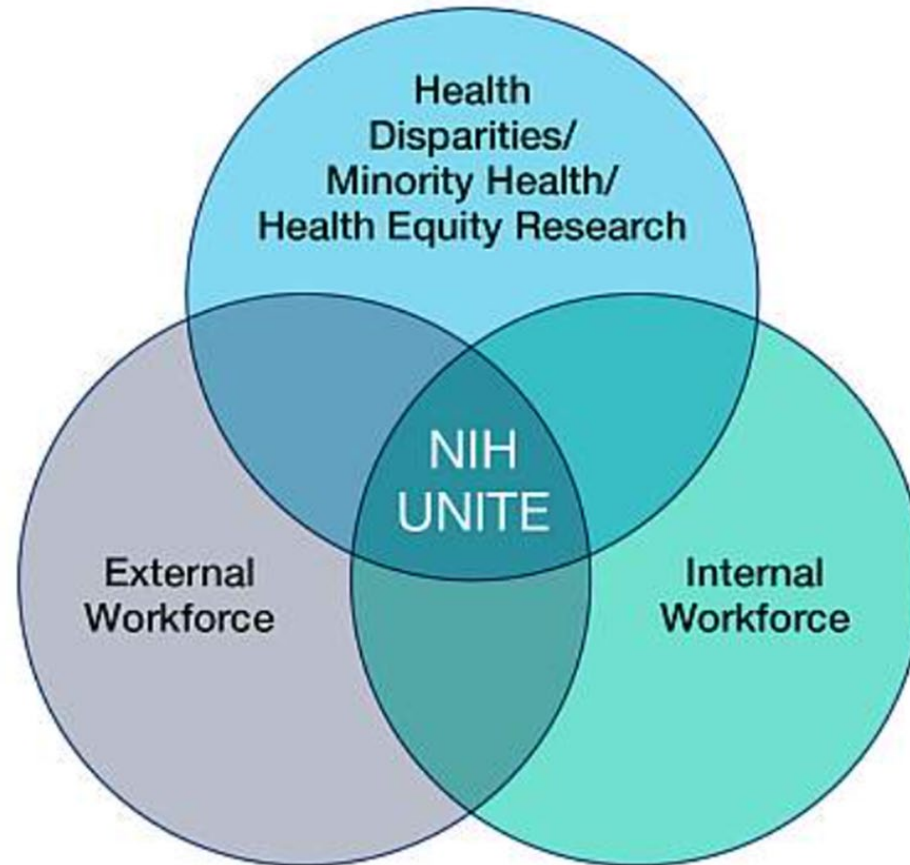


- Jedidah Isler, Ph.D, *Office of Science Technology Policy*
- Laurel Smith-Doerr, Ph.D., *University of Massachusetts Amherst*
- Richard B. Freeman, Ph.D., *Harvard University*
- Jennifer Kuan, Ph.D., *California State Monterey Bay*
- George M. Santangelo, Ph.D., *National Institutes of Health*
- Shirley M. Tilghman, Ph.D., *Princeton University*

Areas to be Covered

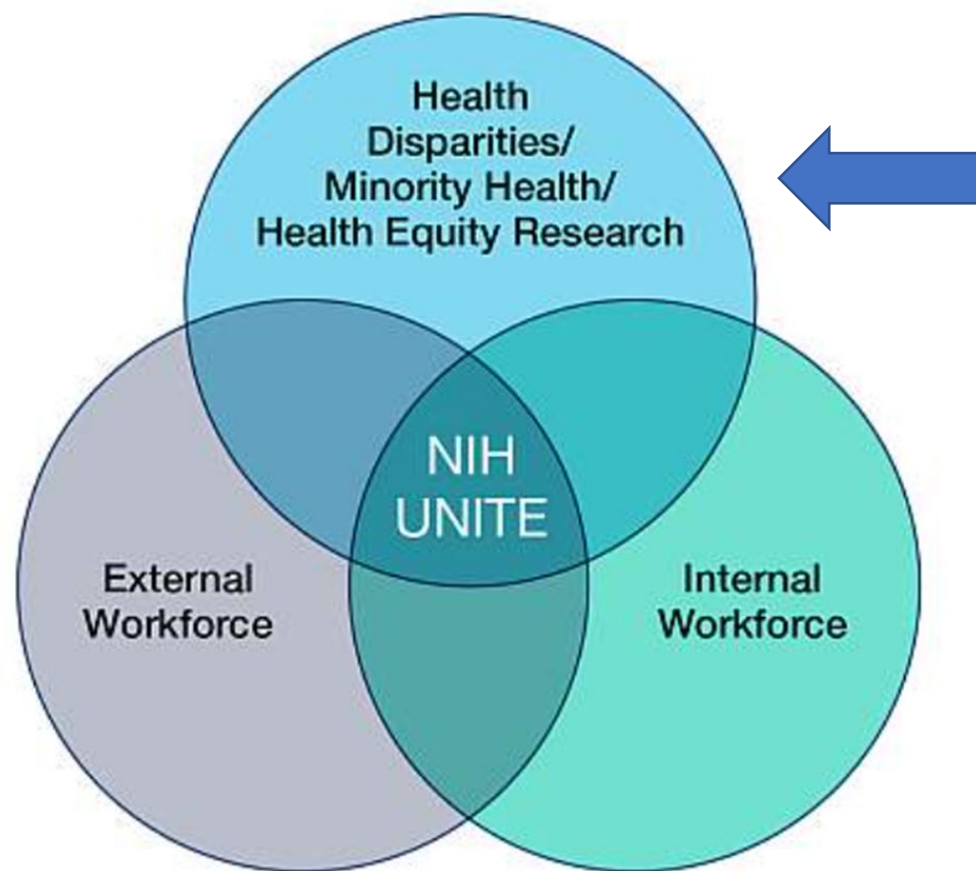
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The NIH UNITE Initiative



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)

The NIH UNITE Initiative



Action



NIH Common Fund Transformative Research to Address Health Disparities and Advance Health Equity – Committed up to \$58M

Two FOAs released 3/26/21: **11 awards announced 10/13/21**

- 1) RFA-RM-21-021 Transformative Research to Address Health Disparities and Advance Health Equity (U01 Clinical Trial Allowed) – **6 awards**
- 2) RFA-RM-21-022 Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions (U01 Clinical Trial Allowed) - **5 awards; additional competition FY 22**



Community Partnerships to Advance Science for Society (ComPASS)

Lead ICOs: NIMH, NIMHD, NINR, ORWH, THRO

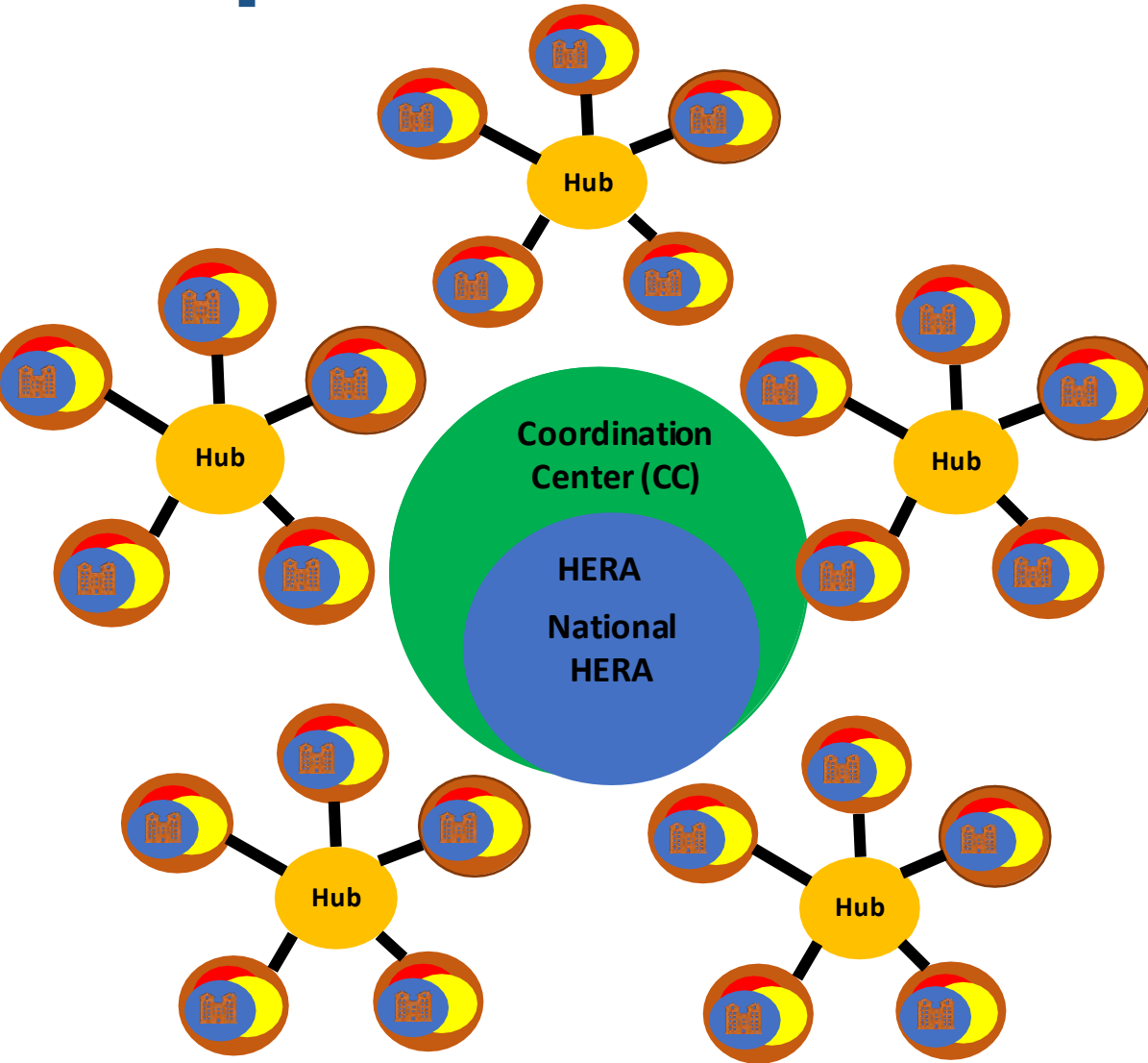
Working Group: CSR, NCI, NEI, NHGRI, NHLBI, NIA, NIAMS, NICHD, NIDA, NIDDK, NIEHS,
NIMH, NIMHD, NINDS, NINR, NLM, OBSSR, ODP, ORWH, SGRMO, THRO



National Institutes of Health

Office of Strategic Coordination–The Common Fund

Proposed ComPASS Initiatives



Community-Driven, Health Equity
Structural Interventions

Local Health Equity Research Assembly (LocalHERA)

Coordination Center with

National Health Equity Research Assembly
(NationalHERA)

Health Equity Research Hubs for
Scientific Support and Partnership

Action

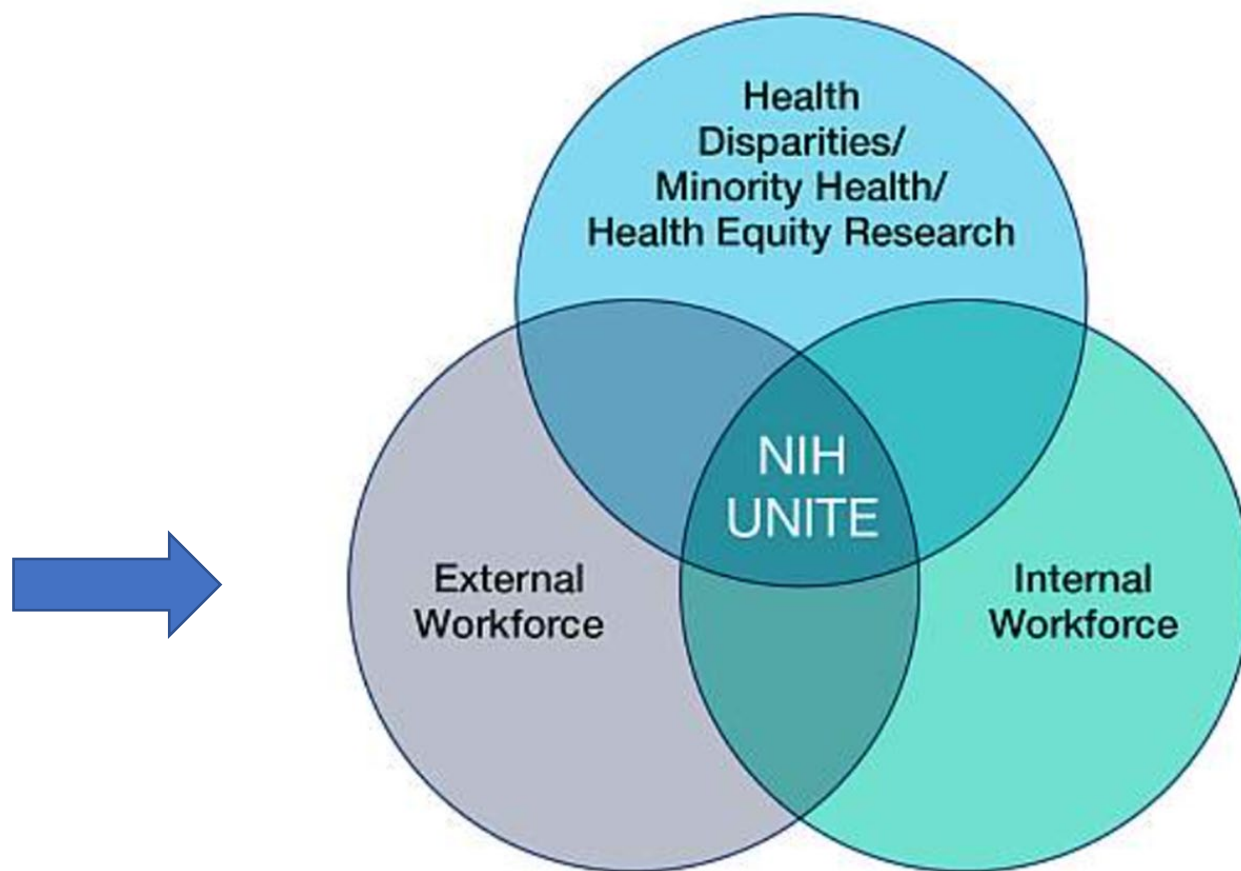


NIH Common Fund Transformative Research to Address Health Disparities and Advance Health Equity

- **Community Partnerships to Advance Science for Society (ComPASS)**
 - Committing up to \$23 – 52M/yr X 10 yrs

For more information see January 27, 2022, Council of Councils presentation:
<https://videocast.nih.gov/watch=44527>.

The NIH UNITE Initiative



FACULTY INSTITUTIONAL RECRUITMENT FOR SUSTAINABLE TRANSFORMATION (FIRST)

- **Overarching Goal**
 - Create cultures of inclusive excellence
- **Program Objectives**
 - Faculty cohort model for hiring, multi-level mentoring, professional development
 - Integrated, institution-wide systems to address bias, faculty equity, mentoring, and work/life issues
 - Coordination and Evaluation Center (CEC): Independent program evaluation - faculty and institutional level
- **Estimated Funds Available: \$241 million over nine years**

INSTITUTIONAL CULTURE CHANGE: INITIAL FIRST COHORTS – 6 COHORTS INVOLVING 7 UNIVERSITIES



Cornell University®



SAN DIEGO STATE
UNIVERSITY



TUSKEGEE
UNIVERSITY



Icahn
School of
Medicine at
Mount
Sinai



THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM



INSTITUTIONAL CULTURE CHANGE: FIRST COORDINATION AND EVALUATION CENTER



NIH Development of a Prize Competition for Institutional Excellence in Diversity, Equity, Inclusion, and Accessibility (DEIA)



- To acknowledge transformative cultures, systems, projects, and processes that institutions of higher education have developed to achieve inclusive excellence.
- To highlight practices that have resulted in measurable change and created a more inclusive environment for students and faculty.



Request for Comments



- Input sought from the **scientific research community**; DEIA experts, researchers, and the general public.
- Topics for input include:
 - Structure of the prize competition
 - Outreach (e.g., communications to share information about the prize competition)
 - Judging criteria
 - Timing
 - Dissemination of winning submissions
 - Reasons for and potential barriers in applying

To learn more visit: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-22-109.html>

How to Submit a Response



Submit responses by August 1, 2022 to NIH COSWD Office at:

COSWDPrizeCompetition@nih.gov



NIH UNITE



For fuller information regarding progress, milestones,
and future directions see

[UNITE - Milestones & Progress | National Institutes of Health \(NIH\)](#)

Case Example



Cristal M Hill, PhD.
Postdoctoral Researcher
Neurosignaling
Adipocyte Biology
Pennington Biomedical Research Center
Louisiana State University

- MOSAIC K99/R00 – 2021
- Future Research Leaders Conference (FRLC) - 2019
- NIDDK Network of Minority Health Research Investigators (NMRI) 2017- present
- NRSA (F32-NIDDK) - 2017
- R01 diversity supplement – 2016
- BW Scholars – 2015
- NIA Technical Assistance Workshop - 2010



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CONTACT US

-  Check out our website diversity.nih.gov
-  Sign up for our [quarterly newsletter](#) and visit our [COSWD blog](#) for twice monthly updates
-  Follow us on [Twitter @NIH_COSWD](#)
-  Follow us on [LinkedIn @NIH Chief Officer for Scientific Workforce Diversity](#)
-  Email us at SWD_Talks@nih.gov



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity