COR Conversation
Federal Agency DEI Leaders and Strategic Plans
Thursday, January 25, 2024, at 1:00 pm ET
NSF DEIA Program Overview and Discussion

Charles Barber, Chief Diversity and Inclusion Officer
Under-representation Framework – Black / African American
Under-representation Framework - Hispanic / Latino
NSF DEIA Maturity Model

- **Conforming**: Organizations largely focus on being risk averse with a basic understanding of DE&I.
- **Evolving**: Organizations have incorporated DE&I, but inconsistently. Strategy exists, but not closely tied to strategic outcomes.
- **Acceptance**: Organizations have a diverse mix of employees, DE&I strategy aligned to business strategy with preliminary efforts to optimize DE&I with MOEs.
- **Cohesive**: Organizations build shared norms and values. Have begun to understand the value of a diverse workforce and taken steps to engage diverse employees. Employees feel valued.
- **Inclusive**: Inclusive organizations leverage diverse backgrounds, capabilities, perspectives and etc to drive results. Valuing DE&I as being integral to success.
Sample Maturity Model Assessment

Total DEI Maturity Assessment

*Acceptance*

- **2.79 out of 5.00**
- **Maturity Level: Acceptance**

**Line of Effort: Culture**

To assess the Culture line of effort, we analyzed data from the FEW and MO-715, and we also reviewed the learning opportunities (formal and informal) for NAVI within NAVI and guest speakers. Videos celebrating the accomplishments of NAVI employees over the years, NAVI’s listed core values, and the content of the leadership development programs.

- **Your Score: 2.36 out of 5.00**
- **Maturity Level: Acceptance**

**Line of Effort: Operations**

To assess the Operations line of effort, we reviewed transcripts from the NAVI AIRWaves presentation, commander intent statements, commander expectations statements, and commander policy statements over several years, the 2022 NAVI D&I Award criteria, and DAT summary accomplishments.

- **Your Score: 3.00 out of 5.00**
- **Maturity Level: Acceptance**

**Line of Effort: Policy**

To assess the Policy line of effort, we reviewed the NAVI Diversity Advisory Team Handbook, DAT brochure, DAT web pages summaries, descriptions of listening sessions, the D&A mentoring program, and reasonable accommodation information, DAT summary accomplishments, several promotional videos regarding NAVI diversity, and the executive diversity council structure chart.

- **Your Score: 2.00 out of 5.00**
- **Maturity Level: Evolving**

**Line of Effort: Talent Management**

To assess the Talent Management line of effort, we analyzed data from MO-715, and we reviewed the D&A event and class evaluation methods, NAVI recruitment program description, NAVI leadership development evaluation method, NAVI recruitment program description, diversity recruitment event statement of purpose, new employee socialization program guide, interview panel requirements, and onboarding survey questions.

- **Your Score: 3.22 out of 5.00**
- **Maturity Level: Cohesive**
NSF Culture Assessment and Linkage of DEIA Efforts to Culture

**Adaptability**
- Pattern, Trends, & Market

*Are we listening to the environment?*
- Translate the demands of the environment into action

**Involvement**
- Commitment, Ownership, & Responsibility

*Are our people aligned and engaged?*
- Build human capability, ownership, and responsibility

**Mission**
- Direction, Purpose, & Blueprint

*Do we know where we are going?*
- Define a meaningful long-term direction

**Consistency**
- Systems, Structures, & Processes

*Does our system create leverage?*
- Define the values & systems, the basis of a strong culture
Linking DEIA Efforts to Culture

Culture Intelligence and Linkage to DEIA efforts

**Measures and Outcomes**

**TRUST**
Assesses our level of belief that co-workers are reliable and have positive motives.

**INNOVATION**
Assesses innovation: Our organization’s ability to implement creative ideas.

**DIVERSITY, EQUITY, & INCLUSION**
Assesses how effectively we foster diversity, equity, and inclusion.

**ENGAGEMENT**
Measures the positive emotional relationship our employees have with NSF.

**COMMITMENT**
Assesses how much and in what ways employees are committed to NSF (belonging).

**RISK**
Measures how well your organization detects and responds to risk.

**SAFETY**
Measures how well our organization supports safety behaviors.

**SUSTAINABILITY**
Assesses the extent to which we see sustainability as embedded in our core purpose and focus.
“Shift from performative DEIA to Culture Intelligence to achieve DEIA Outcomes”
Optimizing Scientific Creativity and Innovation
The Role of the Scientific Workforce

Marie A. Bernard, M.D., NIH Chief Officer for Scientific Workforce Diversity (COSWD)
THE NEED FOR DIVERSE PERSPECTIVES IN SCIENCE

Watch our new video to learn about COSWD's mission

diversity.nih.gov/sites/default/files/media-files/video/coswd-full-video.mp4
For More Information – see Scientific Workforce Diversity Seminar Series (SWDSS) Summary from 5/17/2022

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

In Summary…..

INCLUSION = EXCELLENCE

BETTER SCIENCE
HOW TO PROMOTE INCLUSIVE EXCELLENCE?
Interventions at INDIVIDUAL Level

Necessary but not sufficient
HOW TO PROMOTE INCLUSIVE EXCELLENCE: INTERVENE AT THE INDIVIDUAL AND INSTITUTIONAL LEVEL

Interventions at INDIVIDUAL Level

Necessary but not sufficient

Interventions needed at INSTITUTIONAL Level
NIH Chief Officer for Scientific Workforce Diversity (COSWD) Strategic Plan

FISCAL YEARS

2022–2026
CHIEF OFFICER FOR SCIENTIFIC WORKFORCE DIVERSITY (COSWD)

VISION

To enable NIH and NIH-funded institutions to benefit from the nation’s full range of talent and foster creativity and innovation in science.
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To be the NIH thought leader in the science of scientific workforce diversity, using evidence-based approaches to catalyze cultures of inclusive excellence.
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BUILD the evidence – using NIH as a test bed

DISSEMINATE the evidence – across the biomedical research workforce ecosystem

ACT on the evidence – by advancing integrated, institution-wide systems
21st Century Scholars Program

3rd cohort to launch March 2024
How Do Research-Active Institutions (e.g., HBCUs, TCUs, and MSIs) Impact the Diversity of the Scientific Workforce?

SAVE THE DATE: November 30, 2023, 1:30–3:00 p.m. ET

S. Keith Hargrove, Ph.D., M.B.A.
Provost and Senior Vice President for Academic Affairs, Tuskegee University, Alabama

Omar S. López, Ph.D.
Associate Professor, Department of Occupational, Workforce and Leadership Studies, Texas State University

Darryl Monteau, Ed.D.
Associate Director of Mission Programs and Native Initiatives, Society for Advancement of Chicanos/Hispanics and Native Americans in Science

Nafeesa H. Owens, Ph.D.
Assistant Director for STEM Education and Workforce, Senior Policy Advisor at White House Office of Science and Technology Policy

Halaevalu F. Ofahengaue Vakalahi, M.S.W., Ph.D.
President and CEO, Council on Social Work Education, Alexandria, VA

diversity.nih.gov

nih.zoomgov.com/webinar/register/9016970546550/WN_wjfwNkz8SN-I97dCtg5hA#/registration
UPCOMING SWDSS EVENTS

- March 13, 2024, 10:30 a.m.–12:00 p.m. ET
  How Does Diversity Impact Innovation in Team Science?

- June 2024 (Date TBA)
  NIH DEIA Prize Competition Awardees

Acting on Evidence

NIH Administrative Supplements to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility (DEIA) Mentorship

FISCAL YEAR 2022 and 2023 AWARDEES

Next Deadline: February 16, 2024!

Awarded > $27M
FY22: 84 awards
FY23: 30 awards

diversity.nih.gov
DEIA Prize Competition

10 institutional awards

Symposium in June

NIH Institutional Excellence in DEIA in Biomedical and Behavioral Research Prize Competition
NIH UNITE Initiative – Together, We’re Stronger
The NIH UNITE Initiative

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
FACULTY INSTITUTIONAL RECRUITMENT FOR SUSTAINABLE TRANSFORMATION (FIRST): INITIAL COHORTS – 6 COHORTS INVOLVING 7 UNIVERSITIES

- Cornell University
- San Diego State University
- Tuskegee University
- Drexel University
- Florida State University
- Icahn School of Medicine at Mount Sinai
- The University of Alabama at Birmingham
INSTITUTIONAL CULTURE CHANGE – FY 22 Cohorts
INSTITUTIONAL CULTURE CHANGE – FY 23 Cohorts

THE UNIVERSITY OF TEXAS AT DALLAS

UT Southwestern Medical Center

THE UNIVERSITY OF TEXAS AT EL PASO

VANDERBILT UNIVERSITY MEDICAL CENTER
INSTITUTIONAL CULTURE CHANGE: FIRST COORDINATION AND EVALUATION CENTER
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.
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.

• Supports research capacity needs assessments and action plan development at resource-limited institutions.
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
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
Engagement and Access for Research-Active Institutions (EARA)
Thank you for joining today's COR Conversation!