



GREAT MINDS THINK DIFFERENTLY

ACD Accessibility Recommendations Update

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National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

Origin

- Launched in August 2021
- Chaired by Drs. Bonnielin Swenor, Lisa Iezzoni, and Steven Barnett
- Charge:
 - Support the ACD WGD to assist, in turn, the ACD with its advice to the NIH Director on how to best support the inclusion of people with disabilities (PWD) in the scientific workforce
 - Codify detailed, proposed suggestions in a written report
- <https://acd.od.nih.gov/working-groups/disabilitiessubgroup.html>

Members

- **Kim D. Anderson, Ph.D.**, Case Western Reserve University
- **Steven Barnett, M.D.**, University of Rochester School of Medicine & Dentistry (Co-Chair)
- **Theresa Cruz, Ph.D.**, National Institutes of Health
- **Alberto Esquenazi, M.D.**, Albert Einstein Medical Center
- **Jean P. Hall, Ph.D.**, University of Kansas
- **Susan M. Havercamp, Ph.D.**, The Ohio State University Nisonger Center
- **Lisa I. Iezzoni, M.D., M.Sc.**, Harvard Medical School (Co-Chair)
- **Kathleen Mann Koepke, Ph.D.**, National Institutes of Health
- **Corey L. Moore, Ph.D.**, Langston University
- **Adam Politis, M.S.**, National Institutes of Health
- **Bonnielin Swenor Ph.D., M.P.H.**, Johns Hopkins University (Co-Chair)
- **Philip Zazove, M.D.**, University of Michigan Medical School
- **David P. Rice, Jr.**, National Institutes of Health

Scope

- Strategies to enhance data collection focused on PWD in the scientific workforce
- Data on the prevalence of PWD in the scientific workforce at various career stages
- Evidence-based practices for supporting the inclusion of PWD, accounting for variation in disability type
- Programs with demonstrated success in supporting the inclusion of PWD
- Perspectives of PWD

The initial scope of the group's work broadened to suggest policy changes to expand research focused on addressing the health and health care disparities affecting PWD and increasing the inclusion of PWD in research studies.

Subsequent Course

- Report reviewed and endorsed by the Advisory Committee to the Director Working Group on Diversity (ACD WGD)
- Report presented at 12/9 meeting of the Advisory Committee to the Director and recommended as actions for NIH

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

Released on
March 20,
2023



Fiscal Years 2023–2027



NIH National Institutes of Health



Objective 1: Grow and Sustain DEIA through Structural and Cultural Change



Objective 2: Implement Organizational Practices to Center and Prioritize DEIA in the Workforce



Objective 3: Advance DEIA through Research

DEIA
Strategic
Plan
Framework

Steering Committee DEIA Working Group Has Oversight

- Provides advice on DEIA issues affecting the intramural and extramural research communities and the NIH workforce
- Reports through the Steering Committee to the NIH Principal Deputy Director and ultimately the NIH Director
- Oversight of:
 - All NIH-wide DEIA innovations generated by ICOs
 - NIH-wide DEIA Strategic Plan



Implementation of Accessibility Recommendations

- All recommendations have been tracked and accountable entities assigned
- Examples of actions:
 - NIH mission statement is being reexamined, with plans for a RFI to gather public input in the near future
 - A subcommittee of the Steering Committee DEIA WG was recently launched to address those recommendations that do not have a discrete owner. Will address:
 - Culture
 - Ableism
 - Research gaps

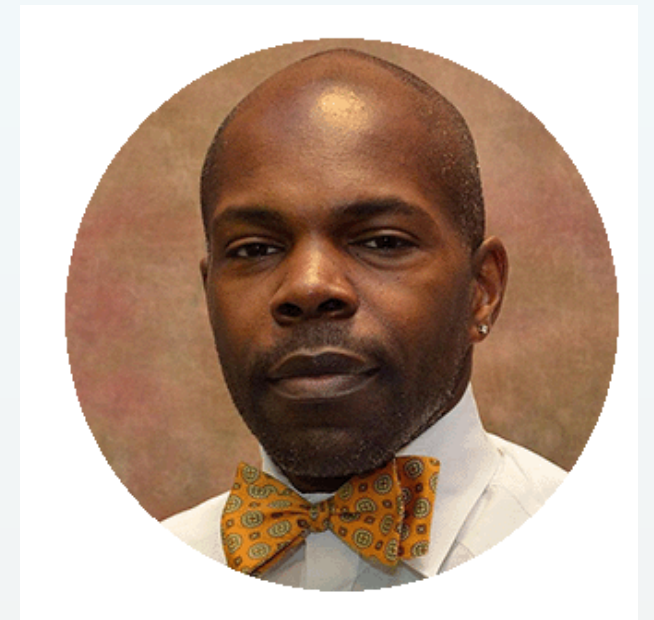
Co-Leads of the Disabilities Subgroup of the Steering Committee DEIA Working Group



Allison Cernich, PhD
Deputy Director, Eunice Kennedy Shriver
National Institute of Child Health and
Human Development



Ellen Rolfes, MA
Executive Officer
National Human Genome
Research Institute



Kevin D Williams, Esq
Director, Office of Equity,
Diversity, and Inclusion

New Potential Initiative and New Working Group

- 61st Meeting of the National Advisory Council on Minority Health and Health Disparities (NACHMD), September 2022
- Concept Approved - Health Disparities Experienced among Persons Living with Disabilities
- Council Working Group Proposal Approved – People Living with Disabilities and Health Disparities

New Potential Initiative

- 5/2 – 5/3 Meeting of National Advisory Board on Medical Rehabilitation Research (NABMRR) of the National Center for Medical Rehabilitation Research (NCMRR), Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD)
- Concept Approved - Request for Applications (RFA) for Ableism, Understanding and Mitigating Health Disparities Experienced by People with Disabilities

Disrupting Ableism and Advancing STEM: A National Leadership Summit

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June 5, 2023