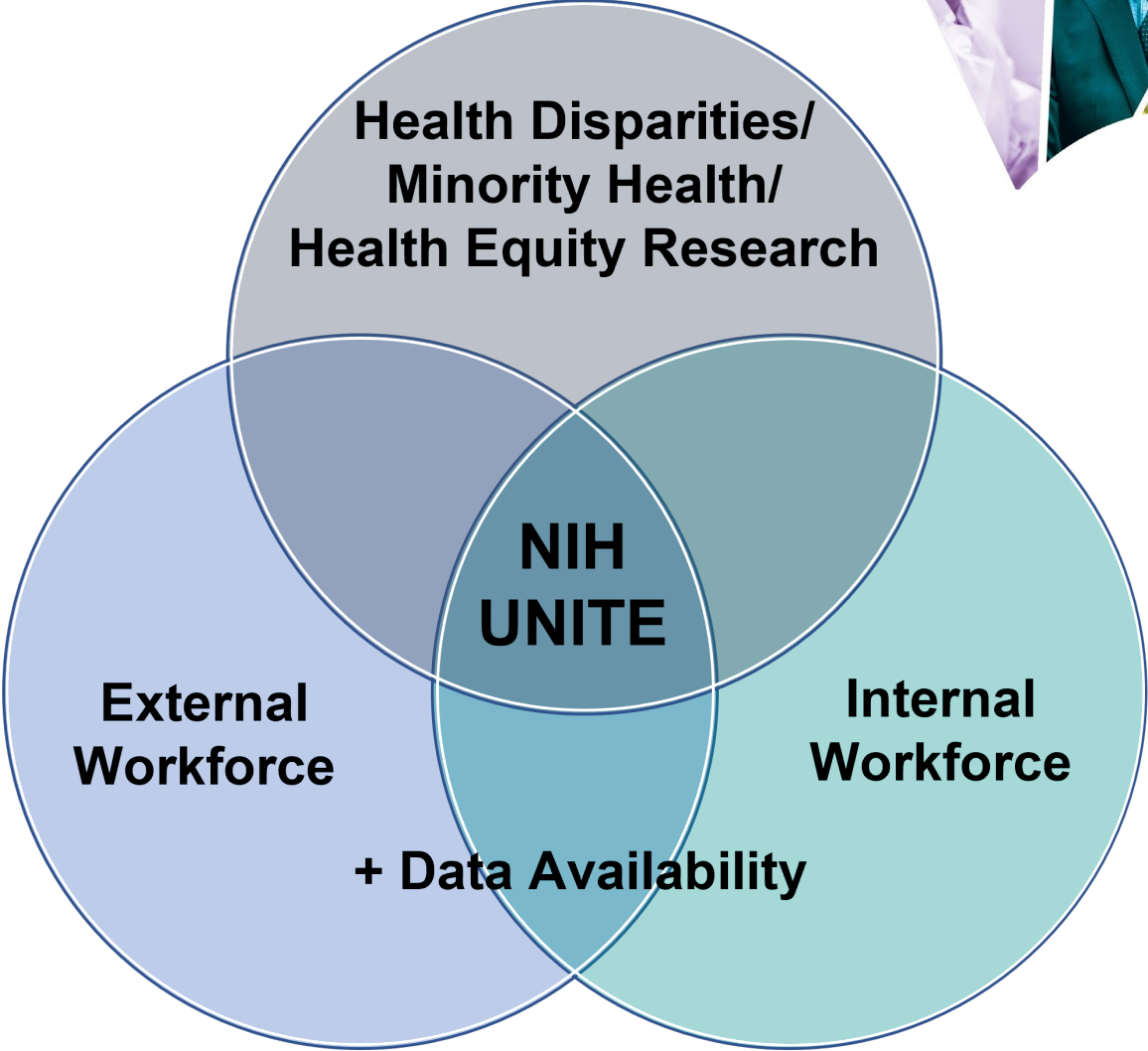




# NIH UNITE Initiative

June 10, 2022

# Focus Areas Addressed by the UNITE Initiative

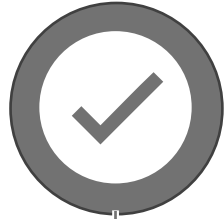


# UNITE Milestones and Progress

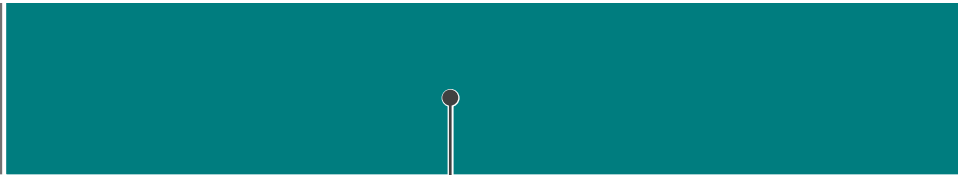
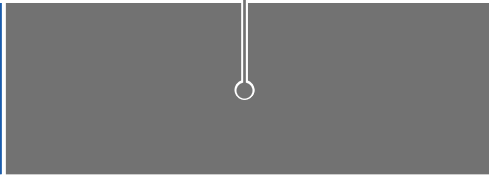


- **Common Fund initiative:** Transformative Research to Address Health Disparities and Advance Health Equity (RFA-RM-21-021 and RFA-RM-21-022)
- **NIH-wide BRAIN FOA:** Includes Plans to Enhance Diverse Perspectives
- **NIMHD FOA:** Effects of structural racism and discrimination on health disparities/inequities (25 ICOs)

Internal launch of UNITE



October 2020



February 2021

External unveiling of UNITE at ACD meeting



March 2021



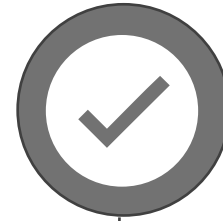
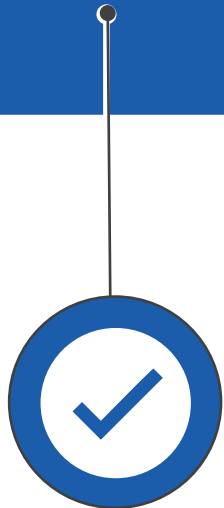
June 2021

- ACD Update
- Establishment of Anti-Racism Steering Committee with 500+ members

# UNITE Milestones and Progress

- Common Fund initiative makes 11 awards
- FIRST initiative funds 6 cohorts/7 institutions  
<https://commonfund.nih.gov/first>
- DEIA PMAP element established with requirement for Racial and Ethnic Equity Plans (REEPs)

**October 2021**



**December 2021**

- ACD Update
- The Power of an Inclusive Workforce Recognition Project is unveiled
- Numerous concepts for the extramural scientific community approved

**June 2022**

- ACD Update
- Institutional DEIA Prize competition RFI opens for input
- Input from Listening Sessions with 1400+ participants released



# Goals

## Health Disparities/Minority Health/Health Equity Research



### Goal

Enable each IC to prioritize research on health disparities and health inequities, including related disciplines and methodologies.

Ensure funding levels for health disparities research are on par with other areas of funded NIH research.

# Goals

## External Workforce



Reduce disparities in NIH research funding rates and ensure that race and ethnicity are not predictive of, or correlated with, funding success.

Ensure funding rates for investigators at institutions that have shown a historical commitment to educating students from underrepresented groups are on par with that of investigators at other institutions.

# Goals

## Internal Workforce



Create and sustain an equitable work environment and organizational culture by providing equal opportunity for career success across the internal NIH workforce, including for those from underrepresented populations.

Reduce any identified racial disparities in hiring and promotions across staff positions and grade levels at NIH.

# Goals

## Data Availability



### Goal

Improve accuracy and transparency of NIH data and ensure that data collected is broadly available and easily accessible to internal and/or external stakeholders.