



NIH UNITE initiative

I Committee Update

June 10, 2022

I Committee Charge

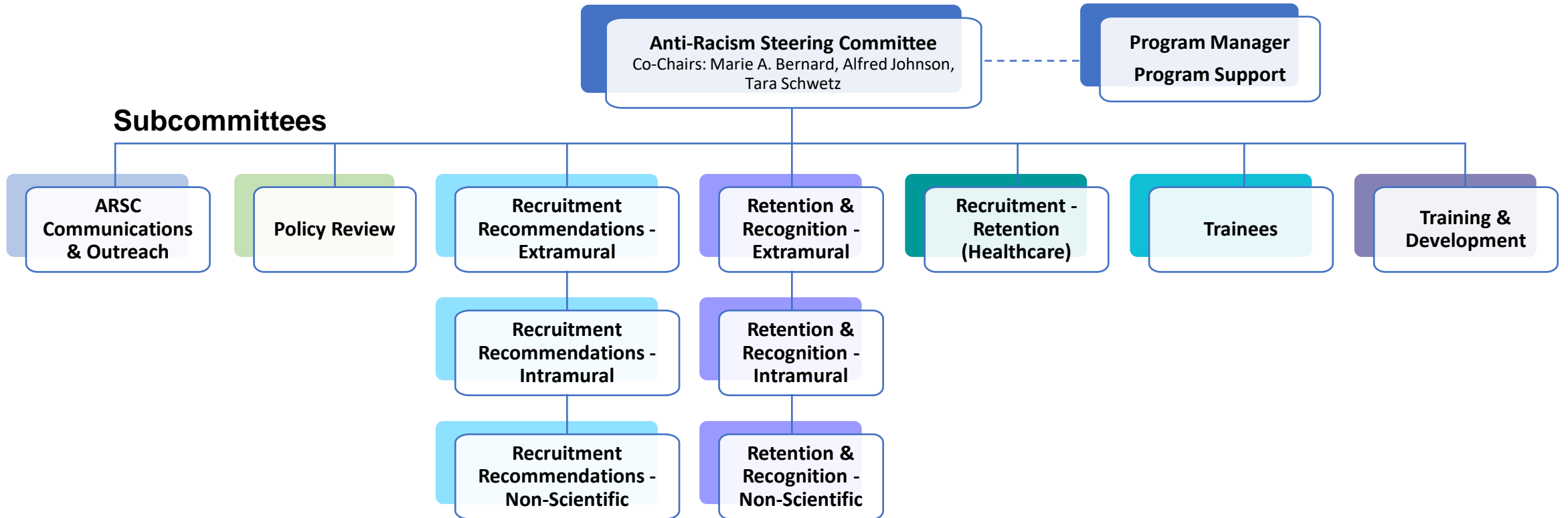
To change the NIH organizational culture and structure to promote diversity, equity, and inclusion throughout the NIH workforce.

I Committee: Priorities

- **Establish an NIH Anti-Racism Steering Committee (ARSC)**
- **Progress and Accomplishments**
 - ARSC established ~ 500 members
 - Established 11 ARSC/SME and task-specific sub committees
- **Next Steps**
 - Develop specific and actionable proposals
- **Metric(s) of Success**
 - IC representation in ARSC
 - Successful implementation of proposals

I Committee: Priorities

Anti-Racism Steering Sub-Committees

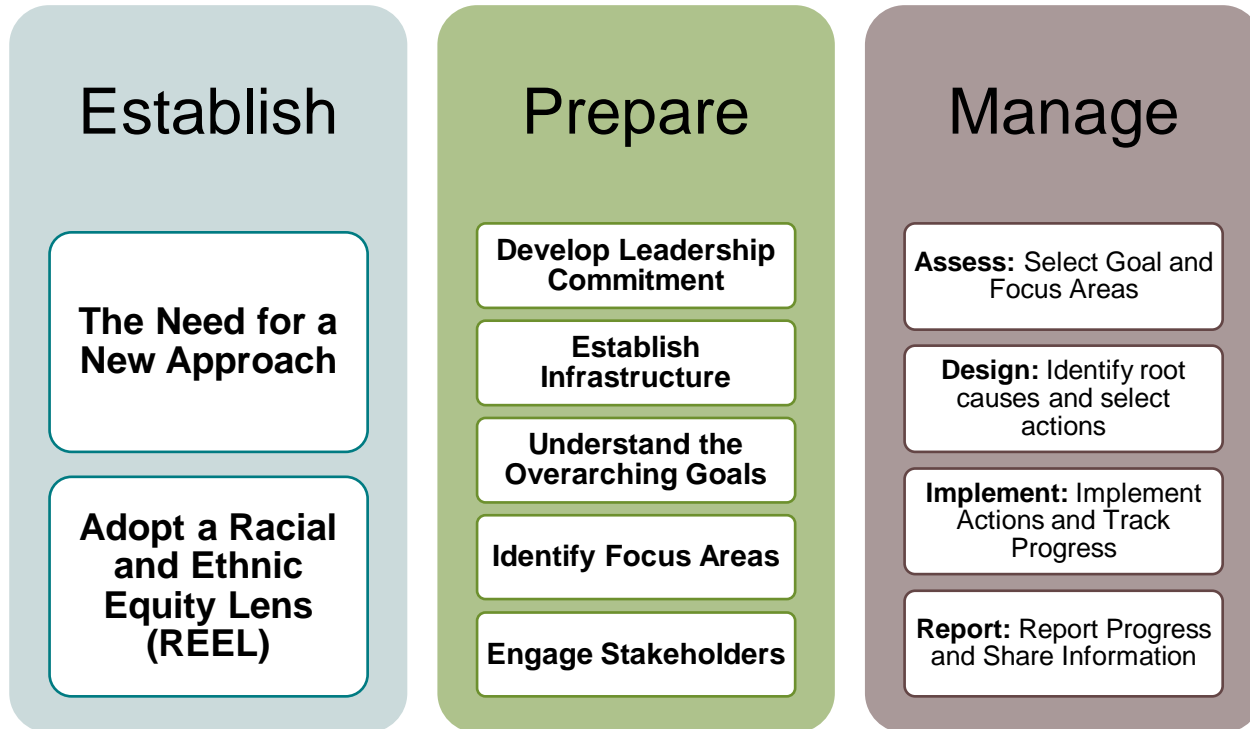


I Committee: Priorities

- **Enact IC specific Racial & Ethnic Equity Plans (REEPs)**
- **Progress and Accomplishments**
 - All ICs submitted REEPs April 1, 2022
- **Next Steps**
 - Implementation/Activation of IC REEPs
- **Metric(s) of Success**
 - Progress in achieving IC REEP goals

I Committee: Priorities

Racial and Ethnic Equity Plan Process



Goals

1. Apply the Racial and Ethnic Equity Lens (REEL) Framework to **IC's** workforce, structures, and systems.
2. Identify and address any racial and ethnic disparities in the **IC's** workforce.
3. Enhance the diversity of **IC's** workforce.

I Committee: Priorities

- **Generation of reliable and accessible data regarding the demographics of the NIH extramural staff**
- **Progress and Accomplishments**
 - Have begun to pull staffing data using eRA system to identify Program Officials and Scientific Review Officers and then identify their supervisors using –the NIH Enterprise Directory and the Office of Human Resource (OHR) data
- **Next Steps**
 - Each IC needs to validate the list, identify leadership roles where applicable, and add any missing employees to the list. Once ICs validate and correct their lists, the data will be submitted to the Office of Equity, Diversity and Inclusion for them to complete their Ethnicity Race Indicator (ERI) analysis
- **Metric(s) of Success**
 - Utilization of data in developing hiring/retention/promotion strategies across ICs

I Committee: Priorities

- **Address any identified disparities in NIH Awards**
- **Progress and Accomplishments**
 - Broadened NIH Director's awards categories
- **Next Steps**
 - Develop New recommendations for Awards/Categories
 - Monitor nomination demographics and success rates
- **Metric(s) of Success**
 - Sustained equity in NIH Awards

I Committee: Priorities

- **Develop a listserv for Federal affinity groups and other groups internal and external to NIH to promote vacancy announcements**
- **Progress and Accomplishments**
 - New initiative in implementation stages
- **Next Steps**
 - Meet with IC Leadership to promote listserv
 - Collaborate with OHR to implement listserv
 - Collaborate with the Office of Communications and Public Liaison for marketing and launch of listserv
- **Metric(s) of Success**
 - Broaden and increase the pool of applicants from underrepresented populations who apply to NIH job vacancies.

'I' Committee Membership

Trevor Archer (NIEHS)

Marie A. Bernard (COSWD)

Alfred Johnson (OD)

Shelma Middleton Little (OD/EDI)

Gwyn Collins (NCI)

Charles Egwuagu (NEI)

Melissa Espinoza (NIA)

Courtney Fitzhugh (NHLBI)

Kenneth Gibbs (NIGMS)

Kendall Hill (CSR)

Camille Hoover (NIDDK)

Laura Koehly (NHGRI)

Charlene Le Fauve (OD)

Shawn Lewis (NINR)

Joe Martin (OD)

Marguerite Matthews (NINDS)

Darryl Murray (OD)

Brenda Robles (NCC)

Victoria Rucker (OD)

Shaun Sims (NIBIB)