



Advisory Committee to the Director (ACD) Meeting NIH UNITE Initiative

December 14, 2023

Presented on behalf of the UNITE Working Group by Co-Chairs Marie A. Bernard and Alfred C. Johnson

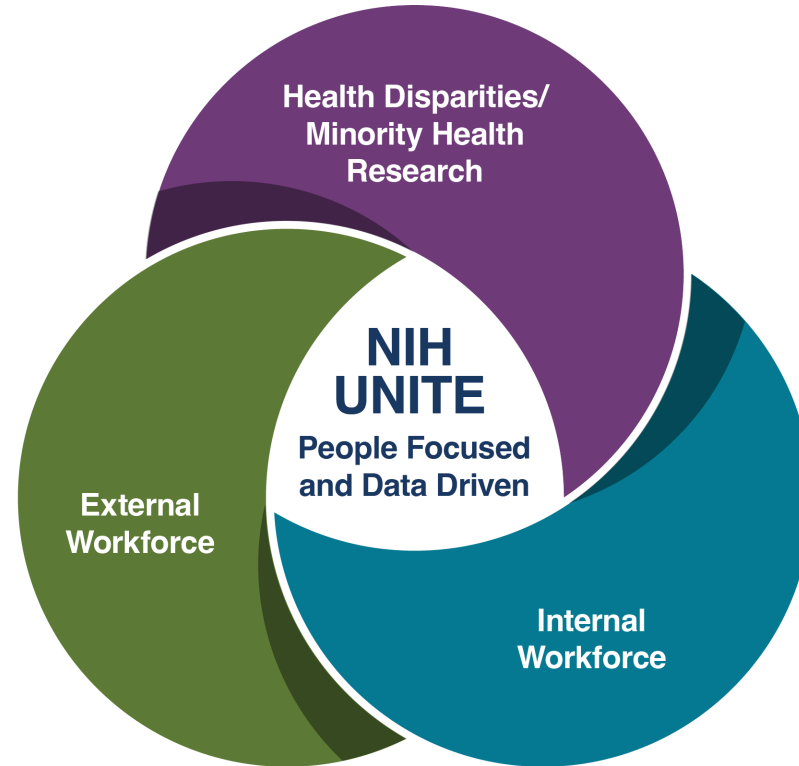
UNITE Purpose and Charge

UNITE acts as a *think tank* to:

- **Promote equity**
- **Generate bold ideas**
- **Catalyze new actions**
- **Collectively identify and address structural racism that may exist within the NIH and throughout the biomedical and behavioral workforce**



UNITE Conceptual Framework



Modified from: 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)

Four Focus Areas of UNITE

UNITE's foci as statements

FOCUS
AREA 1

Elevating health disparities and minority health research across institutes and centers

FOCUS
AREA 2

Promoting equity in the NIH-supported biomedical research ecosystem

FOCUS
AREA 3

Promoting equity in the internal NIH workforce

FOCUS
AREA 4

Improving the accuracy and transparency of racial and ethnic equity data

*Noted in the [UNITE Progress Report](#) released October 2022



Focus Area 1: Elevating health disparities and minority health research across Institutes and Centers

UNITE inspired initiative — ComPASS



- **C**ommunity **P**artnerships to **A**dvance **S**cience for **S**ociety (ComPASS)
- Supported by the NIH Common Fund
- Community-Led
- Leveraging Structural Interventions and Multi-Sectoral Partnerships
- Intervening on Social Determinants of Health
- Health Equity Focus
 - Improve Health Outcomes
 - Reduce Health Disparities
 - Advance Health Equity Research

ComPASS Initiatives

HEALTH EQUITY



Community-Led, Health Equity Structural Interventions (CHESIs)

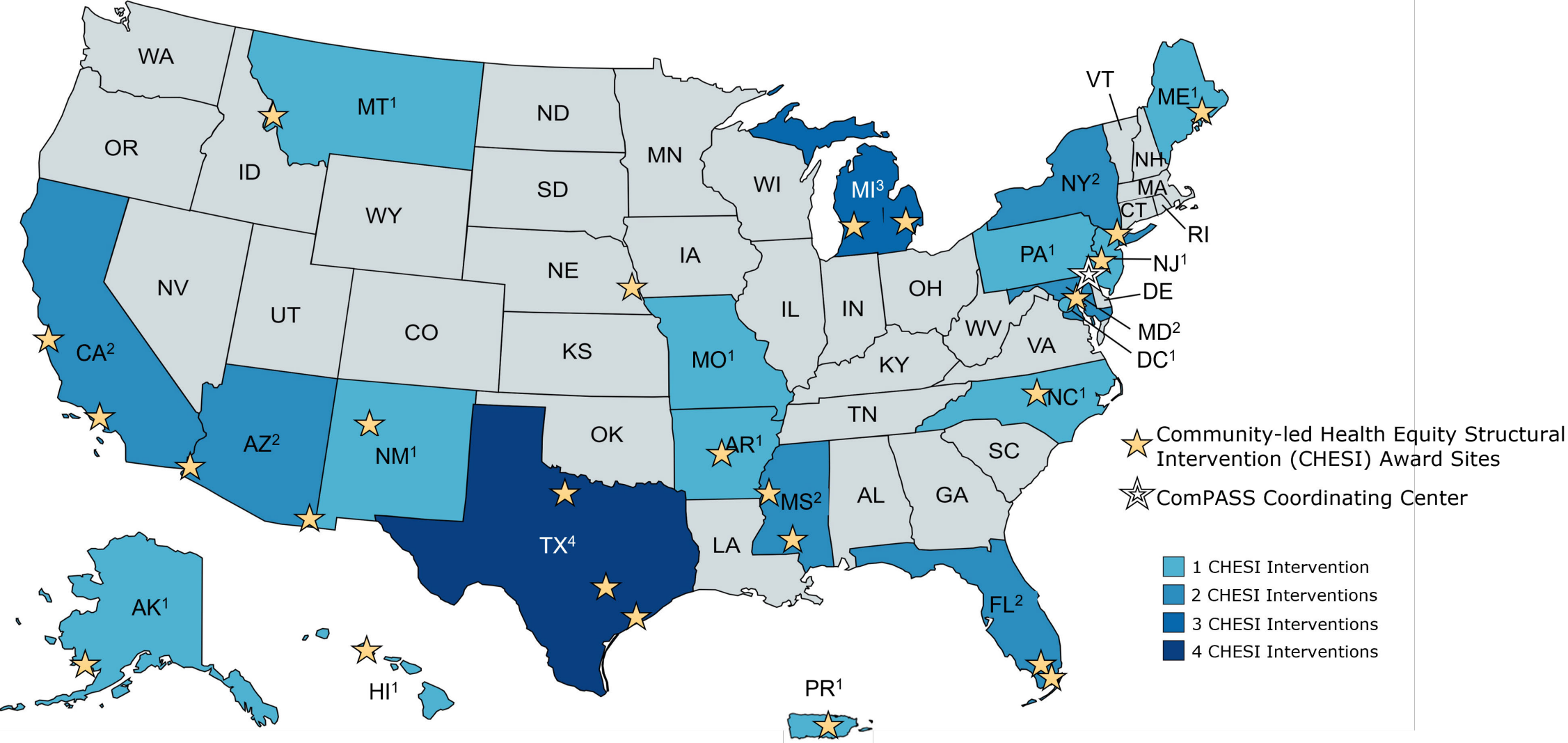


Health Equity Research Hubs (Hubs)



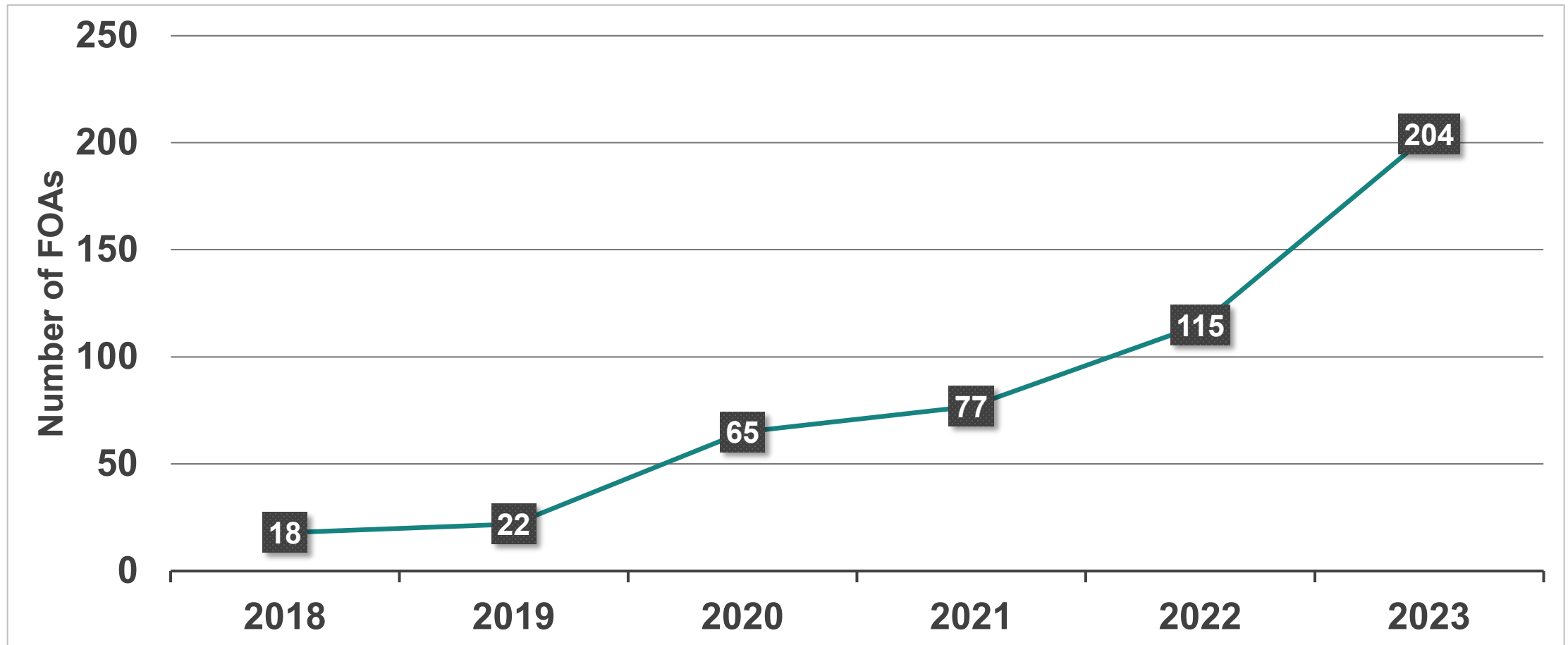
ComPASS Coordination Center (CCC)

Community Partnerships to Advance Science for Society (ComPASS) Award Locations by State and U.S. Territory



FOAs Related to Minority Health and Health Disparities

2018-2023



Other Ongoing Activities

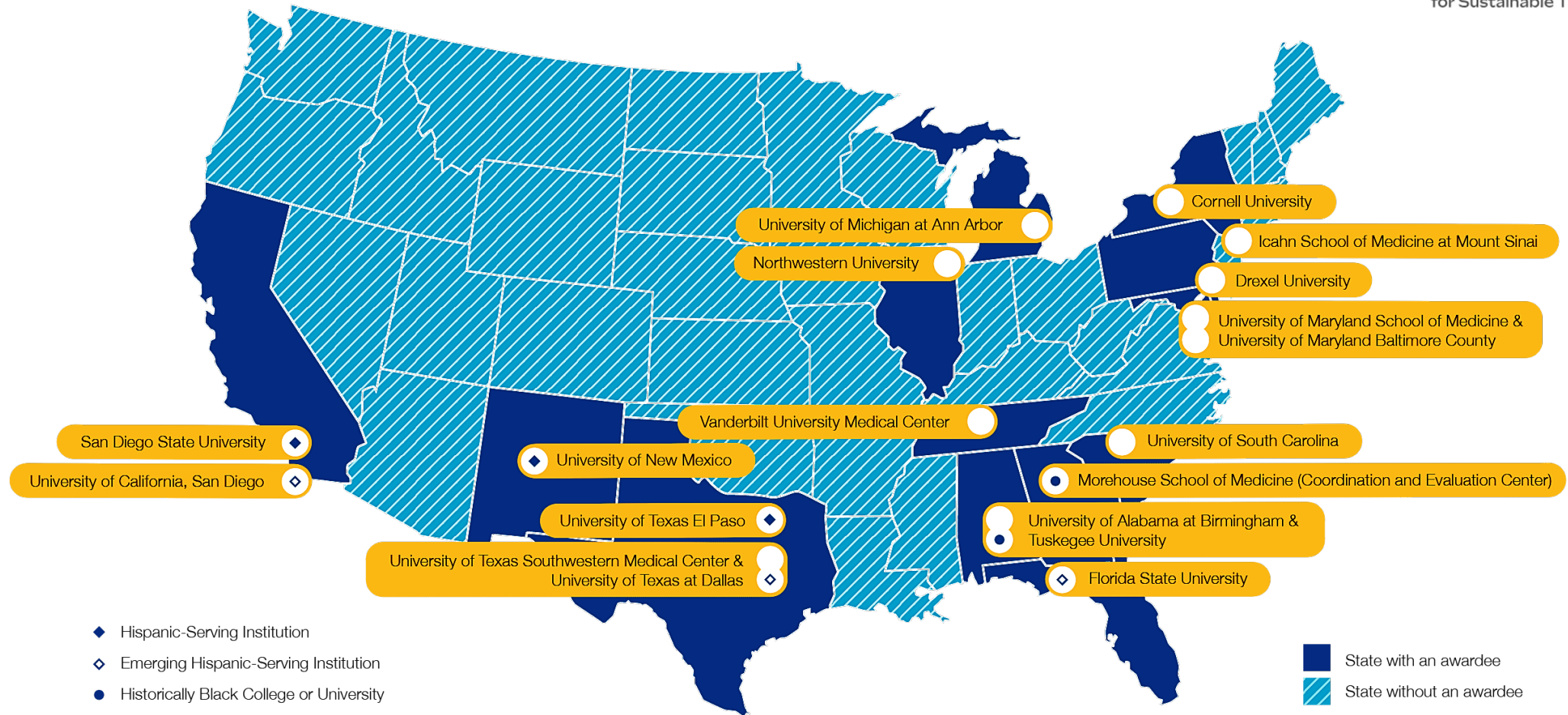


- Resource Portal for Advancing Health Equity in Research
- Facilitate equitable support for health disparities and minority health research
- Interdisciplinary Collaborative Workshops on Innovative Research Approaches to End Structural Racism
- Ensuring NIH-wide transparency, accountability, and sustainability of health disparities and minority health research
- Facilitating analyses of grant application and award data



Focus Area 2: Promoting equity in the NIH-supported biomedical research ecosystem

UNITE related initiative - Faculty Institutional Recruitment for Sustainable Transformation



UNITE Funding Opportunities



Active NOFOs

- Science Education Partnership Awards (SEPA) ([PAR-23-137](#)) – 19 ICOs signed on
- Research With Activities Related to Diversity (ReWARD) ([PAR-23-122](#)) – 21 ICOs signed on
- Instrumentation Grant (S10) Program for Resource-Limited Institutions ([PAR-23-138](#)) – 16 ICOs signed on
- Strengthening Research Opportunities for NIH Grants (STRONG) ([PAR-23-144](#)) – 17 ICOs signed on
- **Assessment of Climate at Institutions (ACt) Award ([PAR-24-038](#)) (released 12/7/23)**

NOFOs under Development:

- Research Capacity Building Program to Enhance Workforce Diversity

Additional Activities



- 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



Engagement and Access for Research-Active Institutions (EARA)

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





Focus Area 3: Promoting equity in the internal NIH workforce

Medical Student Research Opportunities



- In collaboration with OITE, the **Medical Student Summer Opportunities to Advance Research Program (M-SOAR)** program was piloted Summer 2023
- 1st Year medical students, in good standing, committed to integrating clinical research and translational approaches into career
- 88 applicants, 23 accepted into program, 16 participated in program
- Supported by OITE & UNITE Pilot Project Fund (UPPF) FY 2023.

Listerv for Federal Affinity Groups for NIH Vacancy Announcements

- Initiated by ARSC Non-Scientific Subcommittee, in partnership with Office of Human Resources.
- Goal is to broaden and increase the pool of applicants from underrepresented populations who apply to NIH job vacancy

The screenshot displays the NIH Office of Human Resources website. At the top, the NIH logo and 'Office of Management' are visible, along with an 'Operating Status: OPEN' indicator. The main header includes the 'Office of Human Resources' name and a search bar. Below the header is a navigation menu with links for Home, About, Benefits & Pay, Working at NIH, NIH Training Center, HR Systems, Workforce, and Jobs at NIH. The 'Jobs at NIH' section is highlighted, featuring a large banner with the text 'DISCOVER WHAT'S NEXT AT THE NIH' and an image of diverse professionals. To the left of the banner is a sidebar menu with categories like Administrative Careers, Executive Careers, Pathways for Students and Recent Graduates, Scientific Careers, Information for Applicants, Future Openings, and Current Openings. Below the sidebar is a 'Job Search' form with fields for Job Title, Job Category, Job Location, and Institute or Center, and a 'Search' button. To the right of the banner is a 'NIH Jobs Newsletter' sign-up box and a 'Take Virtual Tour' button. At the bottom, there is a link to 'Contact us'.

Implemented October 2022

GS-11 level and below Career Development Training

Recommendation: Career Development Program for staff GS11 and below to develop a more diverse talent pool to take on increasing responsibilities.

Program Timeline

Partnership with the NIH
Office of Human Resources
(OHR)



Address Disparities in NIH Director's Awards



Reviewed current award categories for plain language, expanded definitions, and incorporated examples from across NIH.



Created new award categories focused on expanding opportunity and access.



Reviewed the NIH Director's Awards approval committee, created a scoring rubric and components to reduce bias

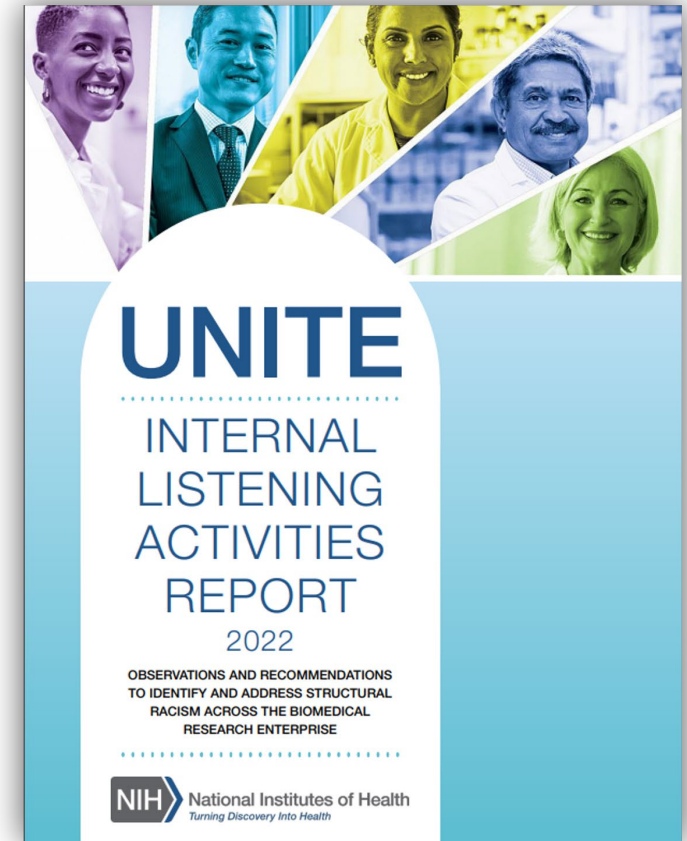
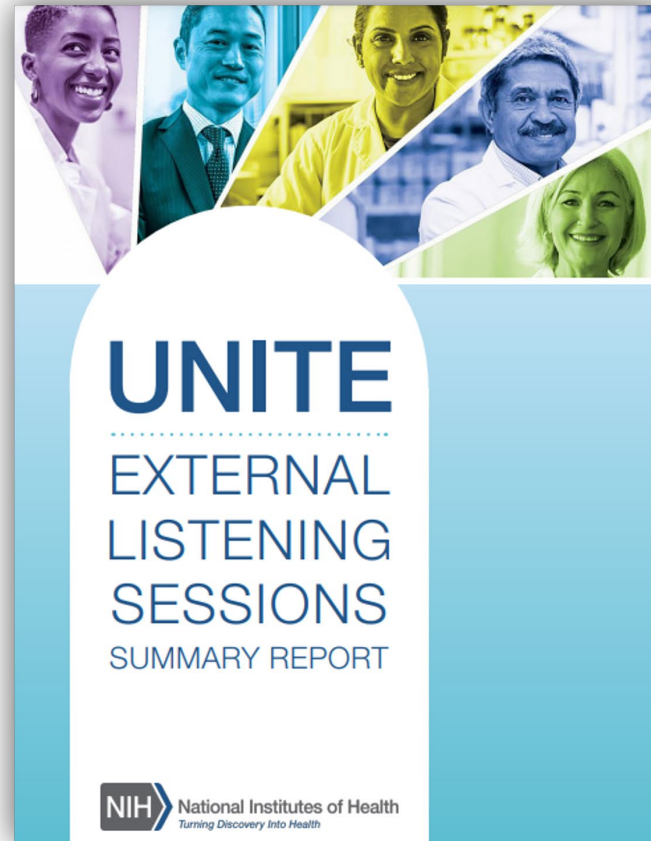
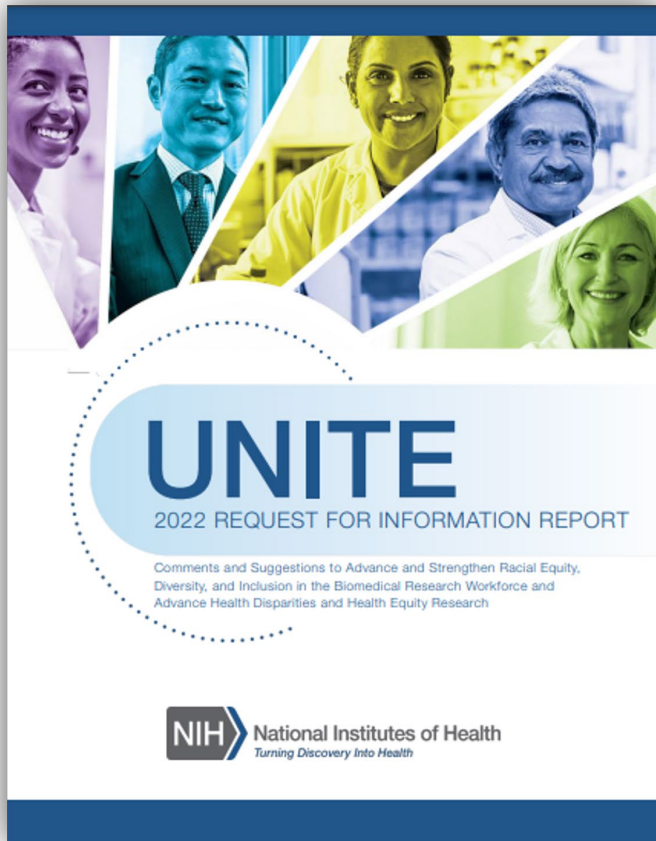


Created guidance for nominators, IC Awards Coordinators, and IC leadership to change the approach for nominations



Focus Area 4: Improving the accuracy and transparency of racial and ethnic equity data

RFI and Listening Session Reports



Internal NIH Data Gathering



2023

**NIH Workplace Civility
and Equity Survey**



**DEIA
Inventory**



Fostering Transparency



- Office of Extramural Research (OER) Data dashboard
- UNITE Evaluation Working Group
- Ending Structural Racism Data Hub
- Launched UNITE Advocates Program for internal NIH communications
- UNITE Onboarding Program for New NIH employees, Trainees, and Contractors

UNITE has led to broadly applicable initiatives



A rising tide lifts all boats

Thank you!

Former UNITE Cochair



Tara A. Schwetz, Ph. D.

Thank You to UNITE Committee Members

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Special thanks to UNITE Program Manager, Tammy Reddick Lockett
+ Staff Support Members.

Questions?

Read the *UNITE Progress Report*

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