NIH & You: Working to UNITE the Extramural Research Community

After Hours Conversation Live
The UNITE initiative was established to identify and address structural racism within the NIH-supported and the greater scientific community. With representation from across the NIH Institutes and Centers, UNITE aims to establish an equitable and civil culture within the biomedical research enterprise and reduce barriers to racial equity in the biomedical research workforce.

In this session, representatives from the UNITE Initiative will provide an overview of the UNITE Initiative and discuss current and future goals of the effort.
Your Panelists

Marie Bernard, M.D.
Chief Officer for Scientific Workforce Diversity
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Alfred Johnson, Ph.D.
Deputy Director for Management
alfred.johnson@nih.gov

Jon Lorsch, Ph.D.
Director, National Institute on General Medical Sciences
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NIH UNITE Initiative
Marie A. Bernard, MD; Albert C. Johnson, PhD; Jon Lorsch, PhD

11/1/21

nih.gov/ending-structural-racism
The NIH UNITE Initiative

- Events of 2020 brought into sharp relief the ongoing reality of racial injustice in our country, and the responsibility of all of us to address this issue
- A series of intense Institute and Center Director meeting discussions were held to identify initial issues
- Two self-assembled affinity groups at NIH (8CRE, AA/B Scientists) and the Anti-Harassment SC met with NIH leadership for candid discussions that informed next steps
- We have arrived at a shared commitment to address structural racism: we must not allow this pivotal moment to pass
The NIH UNITE Initiative

- Understanding stakeholder experiences through listening and learning
- New research on health disparities/minority health/health equity
- Improving the NIH Culture and Structure for Equity, Inclusion, and Excellence
- Transparency, communication, and accountability with our internal and external stakeholders
- Extramural Research Ecosystem: Changing Policy, Culture, and Structure to Promote Workforce Diversity

nih.gov/ending-structural-racism
Initial UNITE Recommendations

• Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism
Acknowledgement

“To those individuals in the biomedical research enterprise who have endured disadvantages due to structural racism, I am truly sorry. NIH is committed to instituting new ways to support diversity, equity, and inclusion, and identifying and dismantling any policies and practices at our own agency that may harm our workforce and our science.”

— Francis S. Collins, M.D., Ph.D., NIH Director

https://www.nih.gov/ending-structural-racism
Initial UNITE Recommendations and Actions

• Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – Published 3/1/21
• Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity
R01eq Applicants and Funding Rates Type 1 and Type 2: FY2013 and FY2020 (by Race/Ethnicity)

Number of Applicants

<table>
<thead>
<tr>
<th>Year</th>
<th>1.8% AA/B</th>
<th>4.4% Hispanic</th>
<th>2.3% AA/B</th>
<th>5.2% Hispanic</th>
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<td>16,918</td>
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<tr>
<td>2020</td>
<td>703</td>
<td>1,554</td>
<td>19,919</td>
<td>7,791</td>
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</tbody>
</table>

* No Awarded Applicants

nih.gov/ending-structural-racism

The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger
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</tr>
<tr>
<td>2020</td>
<td>29</td>
<td>1,554</td>
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Funding Rates

<table>
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<tr>
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<th>2020</th>
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<tr>
<td>1.1% AA/B</td>
<td>1.8% AA/B</td>
</tr>
<tr>
<td>3.7% Hispanic</td>
<td>4.8% Hispanic</td>
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<th>Year</th>
<th>19.6%</th>
<th>24.6%</th>
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<td>12.2%</td>
<td>27.5%</td>
</tr>
<tr>
<td>2020</td>
<td>17.7%</td>
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N= 51 425 1,034 65 703 29 1,554

* No Awarded Applicants

nih.gov/ending-structural-racism The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger
Initial UNITE Recommendations and Actions

- Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
- Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - *Ongoing*
- Launch a multi-phased, -tiered, and -integrated Common Fund Initiative focused on transformative health disparities research initiatives to reduce health disparities/inequities
NIH Common Fund Transformative Research to Address Health Disparities and Advance Health Equity – Committed up to $58M

Two FOAs released 3/26/21: 11 awards announced 10/13/21

1) RFA-RM-21-021 Transformative Research to Address Health Disparities and Advance Health Equity (U01 Clinical Trial Allowed) – 6 awards
2) RFA-RM-21-022 Transformative Research to Address Health Disparities and Advance Health Equity at Minority Serving Institutions (U01 Clinical Trial Allowed) - 5 awards; additional competition FY 22
Initial UNITE Recommendations and Actions

• Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – *Published 3/1/21*
• Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - *Ongoing*
• Launch a multi-phased, -tiered, and -integrated Common Fund Initiative focused on transformative health disparities research initiatives to reduce health disparities/inequities – *Implemented*
• Ensure a robust NIH Enterprise-wide commitment to support the NIMHD FOA focused on the effects of structural racism and discrimination on health disparities/inequities; encourage funding levels that are commensurate with overall IC resources
Initial UNITE Recommendations and Actions

• Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – Published 3/1/21
• Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - Ongoing
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• Ensure a robust NIH Enterprise-wide commitment to support the NIMHD FOA focused on the effects of structural racism and discrimination on health disparities/inequities; encourage funding levels that are commensurate with overall IC resources
<table>
<thead>
<tr>
<th>Funding Opportunity Title</th>
<th>Understanding and Addressing the Impact of Structural Racism and Discrimination on Minority Health and Health Disparities (R01 Clinical Trial Optional)</th>
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<tbody>
<tr>
<td>Activity Code</td>
<td>R01 Research Project Grant</td>
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<td>Announcement Type</td>
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<td>Related Notices</td>
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<td>Funding Opportunity Announcement (FOA) Number</td>
<td>RFA-MD-21-004</td>
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<td>Companion Funding Opportunity</td>
<td>None</td>
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<tr>
<td>Number of Applications</td>
<td>See Section III. 3. Additional Information on Eligibility.</td>
</tr>
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</table>

With the commitment of up to $30.8 M by 25 ICOs:
- Letters of intent due 7/20/21
- Applications due 8/24/21

### Action – BRAIN FOA

First NIH FOA using Plan to Enhance Diverse Perspectives as a consideration for scoring

#### Department of Health and Human Services

**Part 1. Overview Information**

<table>
<thead>
<tr>
<th>Participating Organization(s)</th>
<th>National Institutes of Health (NIH)</th>
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<tbody>
<tr>
<td>National Institute of Mental Health (NIMH)</td>
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<tr>
<td>National Eye Institute (NEI)</td>
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<tr>
<td>National Institute on Aging (NIA)</td>
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<tr>
<td>National Institute on Alcohol Abuse and Alcoholism (NIAAA)</td>
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<tr>
<td>National Institute of Biomedical Imaging and Bioengineering (NIBIB)</td>
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<td>Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD)</td>
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<td>National Institute on Deafness and Other Communication Disorders (NIDCD)</td>
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<td>National Institute on Drug Abuse (NIDA)</td>
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<tr>
<td>National Institute of Neurological Disorders and Stroke (NINDS)</td>
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<tr>
<td>National Center for Complementary and Integrative Health (NCCIH)</td>
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</tbody>
</table>

**Funding Opportunity Title**

BRAIN Initiative: Reagent Resources for Brain Cell Type-Specific Access and Manipulation to Broaden Distribution of Enabling Technologies for Neuroscience (U24 Clinical Trial Not Allowed)

Initial UNITE Recommendations

• Publicly commit to identifying and correcting any NIH policies or practices that may have helped to perpetuate structural racism – Published 3/1/21
• Continue to aggressively implement approaches to address the “Ginther Gap” and enhance portfolio diversity - Ongoing
• Launch a multi-phased, -tiered, and -integrated Common Fund Initiative focused on transformative health disparities research initiatives to reduce health disparities/inequities – Implemented
• Ensure a robust NIH Enterprise-wide commitment to support the NIMHD FOA focused on the effects of structural racism and discrimination on health disparities/inequities; encourage funding levels that are commensurate with overall IC resources – RFA published 3/23/21 with 25 ICOs
• Develop a sustainable process to systematically gather and make public the demographics of our internal and external workforce
Action – NIH Data by Race/Ethnicity, Disability Status

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The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger

Action – **NIH Internal Data FY 21, Q2**

**Race / Ethnicity**

<table>
<thead>
<tr>
<th>Race / Ethnicity</th>
<th>Scientific Occupations</th>
<th>Infrastructure Occupations</th>
<th>Health &amp; Research Occupations</th>
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<tbody>
<tr>
<td>White</td>
<td>60.5% 3,233</td>
<td>49.2% 3,766</td>
<td>48.3% 1,037</td>
</tr>
<tr>
<td>Black or African American</td>
<td>6.6% 350</td>
<td>33.7% 2,592</td>
<td>30.7% 656</td>
</tr>
<tr>
<td>Asian</td>
<td>23.4% 2,472</td>
<td>10.1% 772</td>
<td>16.0% 342</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>3.5% 330</td>
<td>4.6% 355</td>
<td>3.2% 68</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>0.7% 7</td>
<td>1.3% 115</td>
<td>0.3% 11</td>
</tr>
<tr>
<td>American Indian or Alaska</td>
<td>0.4% 7</td>
<td>1.0% 77</td>
<td>1.0% 22</td>
</tr>
<tr>
<td>Native American or Other</td>
<td>0.1% 1</td>
<td>0.1% 6</td>
<td>0.1% 3</td>
</tr>
</tbody>
</table>

Employees classified in the five racial groups or Two or more races are all non-Hispanic or Latino. Employees classified as Hispanic, or Latino may identify with any combination of the five racial categories.

UNITE Recommendations and Actions Going Forward
UNITE Actions/Priorities Going Forward – Next 6 Months

- To facilitate HD/MH/HE research, the President’s budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC
UNITE Actions/Priorities Going Forward – Next 6 Months

• To facilitate HD/MH/HE research, the President’s budget has proposed increased funding for NIMHD, NINR, NHLBI, and FIC
• Continue to listen and learn from a wide variety of stakeholders, including those who are not frequently engaged
• Develop actionable data dashboards that track and provide visualizations of intramural workforce and NIH HD/MH/HE research investments with key performance indicators and metrics
• Additional FOAs that focus on IC-specific disease/topic areas related to HD/MH/HE
• Develop programs to spur institutional culture change in support of inclusivity and equity
Faculty Institutional Recruitment for Sustainable Transformation (FIRST)

Overarching Goal

• Create cultures of inclusive excellence

Program Objectives:

• Faculty cohort model for hiring, multi-level mentoring, professional development

• Integrated, institution-wide systems to address bias, faculty equity, mentoring, and work/life issues

• Coordination and Evaluation Center (CEC): Independent program evaluation - faculty and institutional level

Estimated Funds Available: $241 M over 9 years
Inclusive Excellence

Initial FIRST Cohorts
Injustice anywhere is a threat to justice everywhere

Martin Luther King, Jr
Commentary

Affirming NIH’s commitment to addressing structural racism in the biomedical research enterprise

Francis S. Collins,1,* Amy Bany Adams,2 Courtney Aklin,3 Trevor K. Archer,4 Marie A. Bernard,5,6 Ericka Boone,7 John Burklow,8 Michele K. Evans,8 Sadhana Jackson,2,9 Alfred C. Johnson,10 Jon Lorsch,11 Mia Rochelle Lowden,12 Anna Maria Nápoles,13 Anna E. Ordóñez,14 Robert Rivers,15 Victoria Rucker,5,16 Tara Schwetz,3 Julia A. Segre,17 Lawrence A. Tabak,3 Monica Webb Hooper,13 Carrie Wolinetz,3 and NIH UNITE

DOI: 10.1016/j.cell.2021.05.014 (2021).

nih.gov/ending-structural-racism The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger
# The NIH UNITE Initiative

**UNITE Co-Chairs**
- Marie A. Bernard, NIH Office of the Director/Office of the Chief Officer for Scientific Workforce Diversity
- Alfred Johnson, NIH Office of the Director/Office of Management
- Lawrence Tabak, NIH Office of the Director

**UNITE Program Manager**
- Victoria Rucker, Center for Information Technology/NIH Office of the Director

**UNITE Program Support**
- Brittany Chao, NIH Office of the Director
- Marzjah Esther, NIH Office of the Director

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<th>Committee Co-Chairs +Staff Leads</th>
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Resources

The NIH UNITE Initiative | National Institutes of Health (NIH)

Ending Structural Racism | National Institutes of Health (NIH)

The biomedical-research enterprise is powered by people committed to scientific advancement and innovation to improve human health and reduce the burden of disease for all. NIH is committed to breaking down the barriers that block the full breadth of talent from contributing to the biomedical enterprise. The enterprise is strengthened when it harnesses the complete intellectual capital of the nation, bringing diverse perspectives, backgrounds, and insights to apply to complex problems. Recognize our efforts aimed at achieving scientific workforce diversity are facilitated by organizational structures.