



GREAT MINDS THINK DIFFERENTLY

COSWD Viewpoints on Fostering Diverse Perspectives in Science, Part I

Jean H. Shin, Ph.D.

Deputy Director, COSWD Office

National Institutes of Health



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

May 21, 2024

CHIEF OFFICER FOR SCIENTIFIC WORKFORCE DIVERSITY (COSWD)

VISION

To enable NIH and NIH-funded institutions to benefit from a full range of talent, fostering creativity and innovation in science.

MISSION

To be the NIH thought leader in the science of scientific workforce diversity, using evidence-based approaches to catalyze cultures of inclusive excellence.

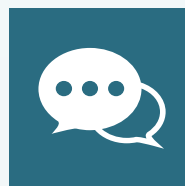
EVIDENCE-BASED GOALS



GOAL 1:

BUILD the evidence

- By using research insights and NIH as a test bed for innovative scientific programs to enhance DEIA in the workforce.



GOAL 2:

DISSEMINATE the evidence

- Through work with the biomedical scientific community, from trainees to established tenured scientists.



GOAL 3:

ACT on the evidence

- By advancing integrated, institution-wide systems to address bias, equity, mentoring, and work-life issues.

FY24 Cohort of *The 21st Century Scholars Program*

- Six-month program designed for newly hired (within 3 years) NIH program officers and NIH scientific review officers
- Promotes awareness of scientific workforce diversity and builds a self-reinforcing culture of mentoring and support



Fostering Cohort Engagement



Building Mentoring Pods



Reducing Isolation and Building Community



Enhancing Work Skills

**Visit Our Webpage
to Learn More**



bitly

FY24 21st Century Scholars Program Meeting Schedule

Kickoff

- NIH Leadership
- Introductions
- Mentoring Pod Breakouts

Meeting 1

- OER
- Career Development

Meeting 2

- DEIA Strategic Plan Implementation
- JC: Science of Diversity

Meeting 3

- Special Populations.: THRO, SGMRO, ORWH
- JC: Implicit Bias

Meeting 4

- DEIA Partners: DPC, Disability
- JC: Workforce Considerations for URGs

Meeting 5

- OGC
- JC: Cohort Recruitment

Meeting 6

- COSWD Challenge Showcase
- Graduation!

EARA (Engagement and Access for Research-Active Institutions)

- **Definition:** RAIs have a mission to serve historically underrepresented populations in biomedical and behavioral research, award degrees in STEMM fields, and have received an average of no more than \$25M of NIH RPG support for the past 3 fiscal years.
 - This includes HBCUs, TCUs, and MSIs, particularly in rural areas, in keeping with the CHIPS and Science Act.
- **Motivation:** Developed by UNITE 'E' Research Capacity Subcommittee aiming to recognize the important role that institutions with a historical commitment to diverse individuals have played in supporting scientific research and providing healthcare in underserved communities.
 - RAIs often need to build the infrastructure to conduct cutting edge health-related research.
- **Goal:** Better connect institutions that serve historically underrepresented populations to information and support for NIH research programs and funding opportunities.

Engagement and Access for Research-Active Institutions (EARA) Initiative Strategic Framework

Vision: Address awareness and access barriers that Research-Active Institutions (RAIs) face in enhancing research capacity and infrastructure, accelerating research progress, and addressing disparities in research opportunities and outcomes.

Mission: EARA will serve as a navigation and communication-focused initiative provided to RAIs and NIH Institutes, Centers, and Offices (ICOs) by:

1. Providing information about and aiding RAIs in navigating existing NIH resources and opportunities.
2. Fostering bilateral engagement and communication between RAIs and NIH ICOs.

Goals:

1. Strengthen RAI awareness and utilization of NIH resources and funding opportunities
2. Enhance information-sharing and collaboration for RAI engagement and support across NIH ICOs
3. Build relationships between NIH and RAIs and broaden participation of RAIs in the NIH ecosystem

Phases for EARA Intensive Engagement

- **Pilot intensive outreach:**

- Phase I – institutions that have received some NIH funding
- Phase II – institutions that have applied but not received NIH funding
- Phase III – institutions that have not applied for NIH funding but should, considering other federal funding success

Phase I Engagement of Pilot Institutions in Three Waves



Wave 1

19 institutions

Apr. 12, 2024 – Sep. 20, 2024



Wave 2

16 institutions

Sep. 30, 2024- Mar. 14, 2025



Wave 3

16 institutions

Feb. 24, 2025 – Jul. 18, 2025

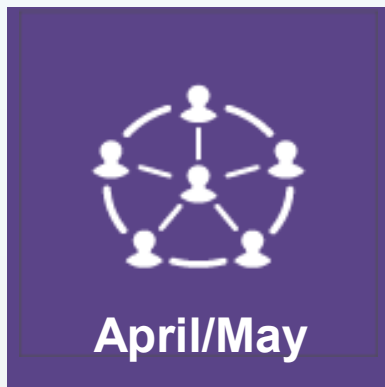
Assigned institutions to Phase I waves based on

- Geographic diversity
- Institutional diversity

EARA Pilot Project Components and Timeline – Wave 1



- Call with leadership & faculty of first 19 (of 51 total) pilot institutions



- Match institution with ICO(s)
- Engage IC leadership/Diversity Catalysts/CDOEs



- Email connection between faculty and PO, copying Diversity Catalysts/CDOEs
- Two follow-ups



- Hold virtual convening
- Final evaluation: outcomes from ICO and Wave 1 pilot institution

EARA

GRANT LIFECYCLE AND THE EARA INITIATIVE

EARA



MATCH

Find the NIH ICO/NOFO that matches the focus of the research concept.

- Talk with the program officer (PO) to be assured that the focus aligns.
- Gather additional needed information from the PO:
 - Do you need a specific scientific review group (SRG)?
 - Should an additional IC be listed as an option for funding?



CONCEIVE

Conceive concept based on research expertise and resources.



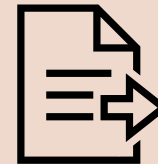
COLLABORATE

Align partners/ collaborators.



DEVELOP

Develop abstract and specific aims.



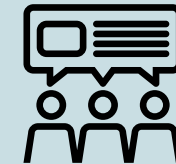
APPLY

Develop and submit a full application.



FOLLOW UP

Follow up with the assigned scientific review officer (SRO) to get timeline and status.



FEEDBACK

Follow up with PO after critique is received, particularly if they were able to listen to the review.








RESUBMIT

Revise and resubmit if encouraged to do so by the PO; or realign and resubmit as advised by the PO.



GREAT MINDS THINK DIFFERENTLY

CONTACT US

-  Check out our website diversity.nih.gov
-  Sign up for our [quarterly newsletter](#) and visit our [COSWD blog](#) for twice monthly updates
-  Follow us on [Twitter @NIH_COSWD](#)
-  Follow us on [LinkedIn @NIH Chief Officer for Scientific Workforce Diversity](#)
-  Email us at [SWD Talks@nih.gov](mailto:SWD_Talks@nih.gov)



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity