



GREAT MINDS THINK DIFFERENTLY

COSWD Viewpoints on Fostering Diverse Perspectives in Science, Part II

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National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

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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.

Scientific Workforce Diversity Seminar Series: How Does Diversity Impact Innovation in Team Science? March 13, 2024

Visit the SWDSS Webpage



Tung Nguyen, M.D.

Associate Vice Chancellor for
Research – Inclusion, Diversity,
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Scientific Workforce Diversity Seminar Series: How Are Institutions Transformed to Foster Cultures of Inclusive Excellence? SAVE THE DATE: June 20, 2024, 1:00–2:30 p.m. ET



Alison Gammie, Ph.D.

Director of the Division of Training, Workforce Development, and Diversity, National Institute of General Medical Sciences, NIH



Lea Vacca Michel, Ph.D.

Professor, School of Chemistry and Materials Science, Director of Diversity, Equity, and Inclusion Initiatives for the College of Science, Rochester Institute of Technology



**Elizabeth Ofili, M.D.,
M.P.H., FACC**

Professor, School of Medicine, Director and Senior Associate Dean, Clinical Research Center and Clinical and Translational Research, Morehouse School of Medicine



**Blanton S. Tolbert,
Ph.D.**

Vice President of Science Leadership and Culture, Howard Hughes Medical Institute

nih.zoomgov.com/webinar/register/9517129501424/WN_xW4mVdzYTrm97BUk3EfmpA



INSTITUTIONAL EXCELLENCE IN DEIA PRIZE COMPETITION

- \$1M prize competition administered by the COSWD office and co-sponsored by all 24 NIH funding ICs (<https://www.nihdeiaprize.org>)
- Up to 10 awards, of which up to 5 were for limited-resource institutions (LRIs)

Challenge Goals

Recognize and reward institutions that have identified gaps in DEIA and designed, implemented, and evaluated interventions to address them to improve in DEIA within their faculty, postdoctoral scholars, and student bodies.

Identify effective practices for enhancing DEIA within faculty, postdoctoral scholars, and student bodies that are feasible and can be disseminated for adoption by other institutions.

Meet the NIH DEIA Prize Competition Awardees



- California State University San Marcos
- Duke University
- Rochester Institute of Technology
- University at Buffalo, SUNY
- University of California, Davis
- University of California, San Francisco
- University of Florida
- University of Illinois Chicago
- University of Puerto Rico-Rio Piedras
- Vanderbilt University

CATALYZING RECOGNITION OF DEIA MENTORING

- **Notice of Special Interest (NOSI): Administrative Supplements to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility (DEIA) Mentorship**
- Awarding supplements to already funded research
- Prioritizing mentors who will enhance outreach to scientists in keeping with the *NIH Notice of Interest in Diversity*

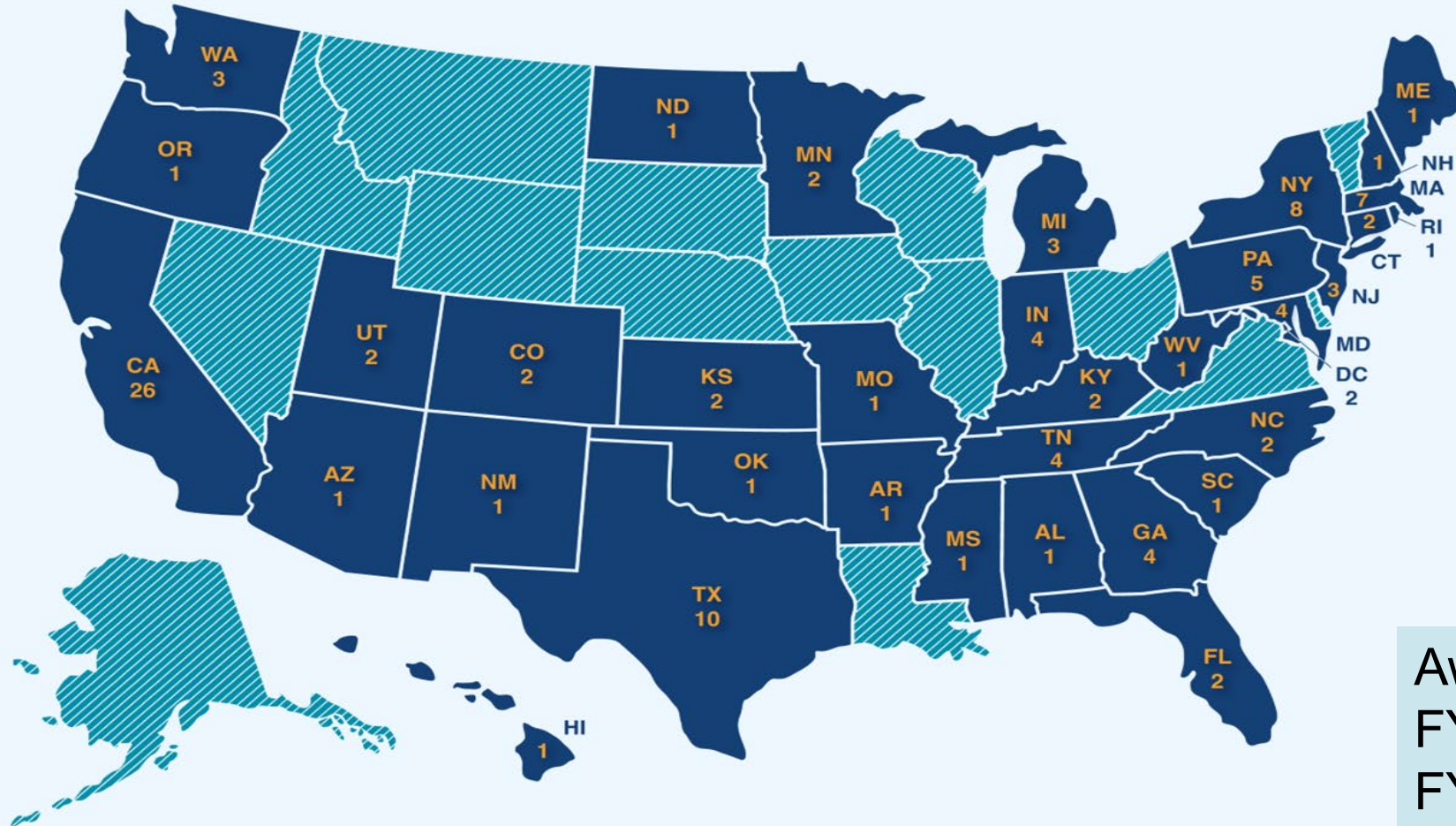


<https://grants.nih.gov/grants/guide/notice-files/NOT-OD-24-001.html>

Acting on Evidence

NIH Administrative Supplements to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility (DEIA) Mentorship

**FISCAL YEAR
2022 and 2023 AWARDEES**



Awarded > \$27M
FY22: 84 awards
FY23: 30 awards

NIH UNITE-RELATED FUNDING OPPORTUNITIES

Instrumentation Grant Program for Resource-Limited Institutions (RLI-S10, PAR-23-138). This program aims to enhance research capacity and educational opportunities at resource-limited institutions by providing funds to purchase modern, scientific instrumentation.

STrengthening Research Opportunities for NIH Grants (STRONG): Structured Institutional Needs Assessment and Action Plan Development for Resource-Limited Institutions (PAR-23-144). This initiative supports research capacity needs assessments and action plan development at resource-limited institutions.






NIH UNITE-RELATED FUNDING OPPORTUNITIES (cont'd.)

Assessment of Climate at Institutions (ACt) Award (RC2 – Clinical Trial Not Allowed, PAR-24-038). This funding opportunity solicits applications to conduct institutional climate assessments using validated survey instruments and to develop action plans for positive change in the recruitment, hiring, retention, and advancement of faculty, including those from groups underrepresented in biomedical and behavioral research (see NIH's Notice of Interest in Diversity).



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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](#)
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