Informational Webinar on NOT-OD-23-002: Administrative Supplement to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility Mentorship

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December 12, 2022
Agenda

- COSWD
- UNITE
- NOT-OD-23-002
- Q&A
Chief Officer for Scientific Workforce Diversity
COSWD
“If you want to go fast, go alone; if you want to go far, go together.”

African Proverb
THE NEED FOR DIVERSE PERSPECTIVES IN SCIENCE

CHIEF OFFICER FOR SCIENTIFIC WORKFORCE DIVERSITY (COSWD)

VISION
To enable NIH and NIH-funded institutions to benefit from the nation’s full range of talent and foster 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.

BUILD the evidence – using NIH as a test bed

DISSEMINATE the evidence – across the biomedical research workforce ecosystem

ACT on the evidence – by advancing integrated, institution-wide systems
Key Programs

- Scientific Workforce Diversity Seminar Series
- Distinguished Scholars Program
- Diversity Catalysts
- 21st Century Scholars Program
- FIRST
HOW DO DIVERSITY SUPPLEMENTS IMPACT CAREER SUCCESS?
Thursday, November 17, 2022
1:30 –3:00 p.m. ET

Albert Avila, PhD,
Director, Office of Diversity and Health Disparities and Deputy Director, Office of Research Training. NIDA, NIH

Jamelle Banks, MPH,
Senior Health Science Policy Analyst, Office of Planning, Analysis, and Evaluation, NIA, NIH

Dowin Boatright, MD, MBA, MHS,
Assistant Professor Adjunct; Officer for Diversity and Inclusion, Emergency Medicine, Yale University School of Medicine

Ericka Boone, PhD
Director, Division of Biomedical Research Workforce, Office of Extramural Research, NIH

Michelle Jones-London, PhD,
Chief, Office of Programs to Enhance Neuroscience Workforce Diversity, NINDS, NIH

Jose Alejandro Luchsinger, MD
Stuart Professor of Medicine and Epidemiology Vice Chair for Clinical and Epidemiological Research Columbia University Irving Medical Center
UPCOMING SWDSS EVENTS

• February 2, 2023, 1:00 – 2:00 pm ET
Outcomes from NASEM’s Advancing Anti-Racism, Diversity, Equity, and Inclusion in STEM Organizations (ADEI) Report

• May 2023 (Date TBA)
How Does Mentoring Impact Diversity in the Biomedical and Behavioral Research Workforce?

UNITE
NIH UNITE Initiative – Together, We’re Stronger
UNITE Overview

• was established to identify and address structural racism that may exist within the NIH-supported and the greater scientific community

• acts as a think tank to promote equity, generate bold ideas, and catalyze new actions
The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We’re Stronger

UNITE lists Diversity-related FOAs from NIH ICs

106 diversity FOAs
20 ICOs
30 activity codes

https://extramural-diversity.nih.gov/guidedata/data

NOT-OD-23-002
Administrative Supplement to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility Mentorship
COSWD Vision for Catalyzing Recognition of DEIA Mentoring

• Provide administrative supplements, prioritizing mentors who will **enhance outreach to scientists from diverse backgrounds**.

• **Ideal candidates**
  
  • outstanding mentors
  
  • demonstrated compelling commitments and contributions to DEIA
25 ICOs
- 22 ICs
- 3 Offices

- NCATS
- NCCIH
- NCI
- NEI
- NHGRI
- NHLBI
- NIA
- NIAAA
- NIAID
- NIAMS
- NIBIB
- NICHDI
- NIDA
- NIDCD
- NIDCR
- NIDDK
- NIEHS
- NIGMS
- NIMH
- NIMHD
- NINR
- NLM
- SGMRO
- OBSSR
- ORWH
Mentoring

“a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support” (NASEM, 2019). Mentorship provides psychosocial and career support, self-efficacy, and science identity; it is also culturally responsive (NASEM, 2019).
ELIGIBILITY

- PIs supported by no more than one independent research grant award
- Contact PI of multi-PI grants can apply and must be eligible for support
- Citizenship requirement for those to be added and supported
ELIGIBILITY FLOWCHART

- Is the parent award active with project and dates in July 2024 criterion?
  - NO: PD/PI not eligible for support
  - YES:
    - Is the parent award a multi-PI or single-PI award?
      - MULTI-PI:
        - Is the contact PD/PI requesting support?
          - NO: PD/PI not eligible for support
          - YES:
            - Is PD/PI supported by no more than one institutional award considered an independent awarded project grant at the time of application?*
              - NO: PD/PI not eligible for support
              - YES: Does the parent award have an existing mentoring component?*
                - NO: PD/PI not eligible for support
                - YES: If the PD/PI requests to add individuals to the application, are the individuals citizens or noncitizen nationals of the United States or have been lawfully admitted for permanent residence?
                  - NO: PD/PI not eligible for support
                  - YES: Eligible for support. Consult the NOSI and FAQs for more information and for review criteria.*
Support from awards on the “smaller grants” list do not count toward the independent research project grant award. The list of “smaller grants” is being used to determine whether the parent award counts toward the number of independent research project grant award and not ESI status.

https://grants.nih.gov/policy/early-investigators/list-smaller-grants.htm
* Examples provided on next slide
PARENT AWARD MUST HAVE AN EXISTING MENTORING COMPONENT

• a Diversity Supplement associated with the current competitive segment of the parent award
• a Research Education Program that describes mentored research experiences
• a Plan to Provide Mentoring section
• a Plan to Enhance Diverse Perspectives (PEDP)
PARENT AWARD MUST HAVE AN existing MENTORING COMPONENT (continued)

- or a discrete objective related to mentoring. Examples include but are not limited to a description of mentoring others in
  - specific aim
  - section in the research strategy
  - section in the research training program plan
EXAMPLES OF DEIA EXCELLENCE:

• Enhancing training-based, mentoring, networking, cohort-building, career development, or psychosocial intervention to increase persistence of individuals from diverse backgrounds, including those from groups underrepresented in the biomedical research enterprise (see, Notice of NIH's Interest in Diversity, NOT-OD-20-031)

• Demonstrating overall strong commitment and contributions to enhancing DEIA in the biomedical sciences
EXAMPLES OF DEIA EXCELLENCE (continued):

- Fostering diverse and inclusive research workforce and research environment for trainees from all backgrounds
- Assuming leadership roles in DEIA outreach activities, such as leading committees, initiatives, symposia
- Engaging in DEIA service-oriented efforts beyond the needs of their own research programs
- Demonstrating positive outcomes and meaningful impact of DEIA activities
APPLICATION

- Proposed Activities
- Senior/Key Person Profile (Expanded) form

Follow SF424 (R&R) Application Guide, PA-20-272

Include “NOT-OD-23-002” in SF424 R&R form (without quotation marks).
APPLICATION (continued)

• R&R Other Project Information form, in the "Other Attachments" field:
  • DEIA Statement of the PD/PI
  • List of current and former trainees/mentees
  • Summary of outreach efforts
  • Brief statement regarding the current amount of unobligated grant funds
  • If LRI, an "Institutional Commitment Letter"

Follow SF424 (R&R) Application Guide, PA-20-272

Include “NOT-OD-23-002” in SF424 R&R form (without quotation marks).
REVIEW CRITERIA

- Proposed work is within the scope of the active award
- Strength of the PD/PI’s commitment to their trainees’ scientific and professional development and career progress within the biomedical research enterprise.
- Strength of the PD/PI’s demonstrated commitment and contributions to enhancing diversity, equity, inclusion, and accessibility in the biomedical sciences.
• The extent to which the proposed activities will
  • have a broader impact on the training environment.
  • develop or enhance skills in working effectively with
talented scientists from a wide variety of backgrounds
and to promote inclusive, equitable, and accessible
scientific biomedical research environments
  • have positive outcomes and meaningful impact to
enhance DEIA
  • be completed within the proposed timeline
FUNDING DECISIONS

- Scientific and technical merit of the proposed project
- Relevance of the proposed project to program priorities.
- Geographic distribution.
- Mixture of HRIs and LRIs
- Availability of funds
TIMELINE

11/18/22 – 2/17/23

Solicitation period

2/17/23

Application deadline

7/23 or 8/23

Earliest start date
CONTACT US

- Check out our website [diversity.nih.gov](http://diversity.nih.gov)
- Sign up for our [quarterly newsletter](#) and visit our [COSWD blog](http://COSWD.blogspot.com) for twice monthly updates
- Follow us on [Twitter](https://twitter.com/@NIH_COSWD)
- Follow us on [LinkedIn](https://www.linkedin.com/in/@NIH_Chief_Officer_for_Scientific_Workforce_Diversity)
- Email us at [SWD_Talks@nih.gov](mailto:SWD_Talks@nih.gov)

NIH
National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity
QUESTIONS?
Deadline is February 17, 2023
Link to NOT-OD-23-002
FAQs website
https://diversity.nih.gov/sustaining-diversity/deia-mentorship-supplements