



GREAT MINDS THINK DIFFERENTLY

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

Marie A. Bernard, MD

Chief Officer for Scientific Workforce Diversity

Pamela A. Tamez, PhD

COSWD Program Officer



National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

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



Bernard MA, Johnson AC, Hopkins-Laboy T, Tabak LA. Nature Medicine DOI: 10.1038/s41591-021-01532-1. (2021)




CHIEF OFFICER FOR SCIENTIFIC WORKFORCE DIVERSITY (COSWD)

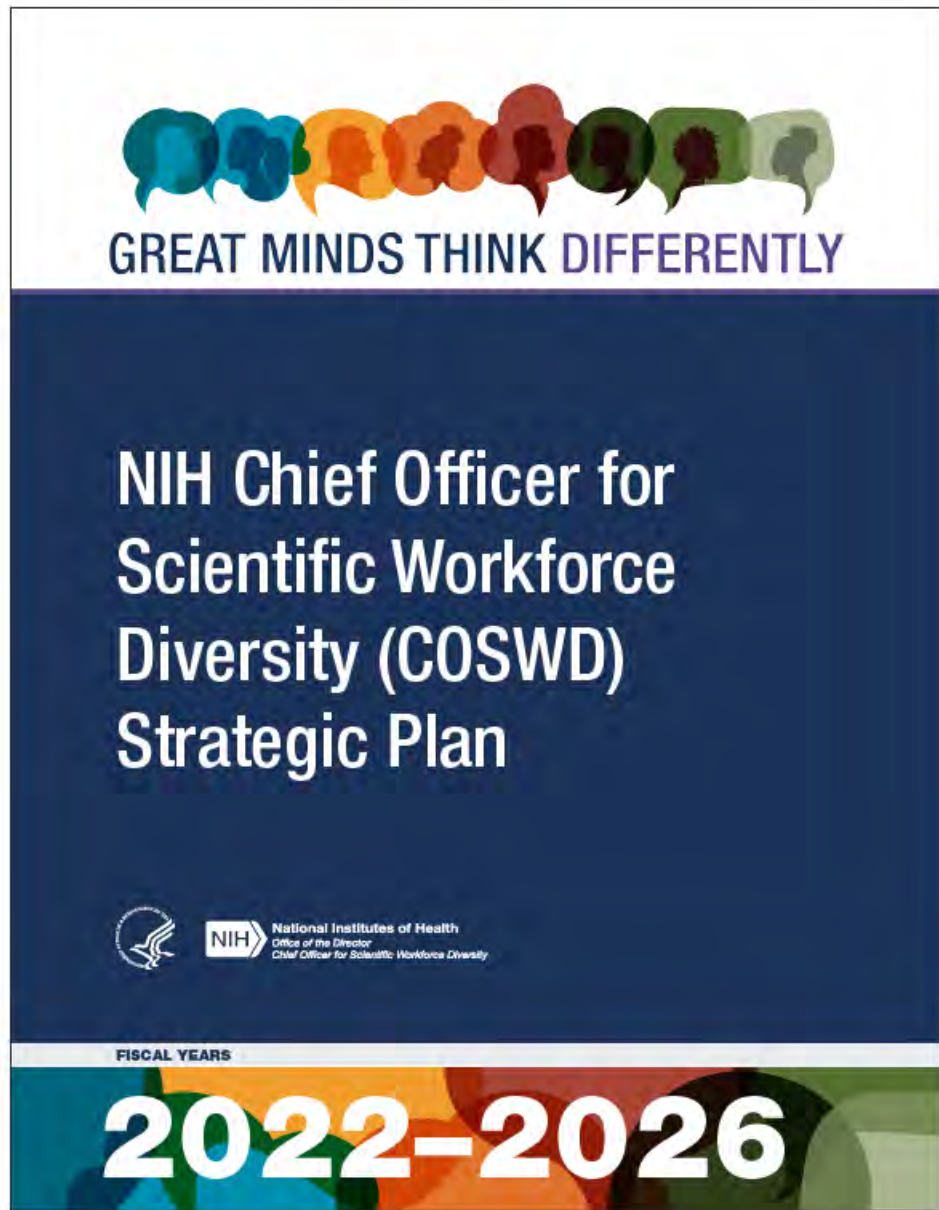
VISION

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



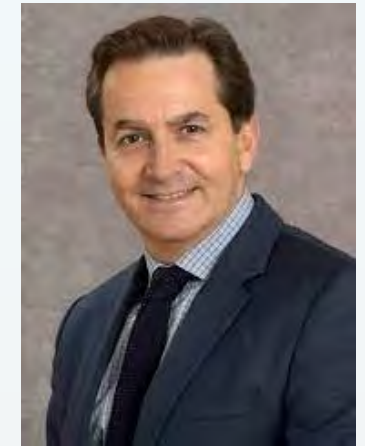
Ericka Boone,
PhD

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?

**NATIONAL
ACADEMIES** *Sciences
Engineering
Medicine*



<https://diversity.nih.gov/science-diversity/swd-seminar-series>



UNITE



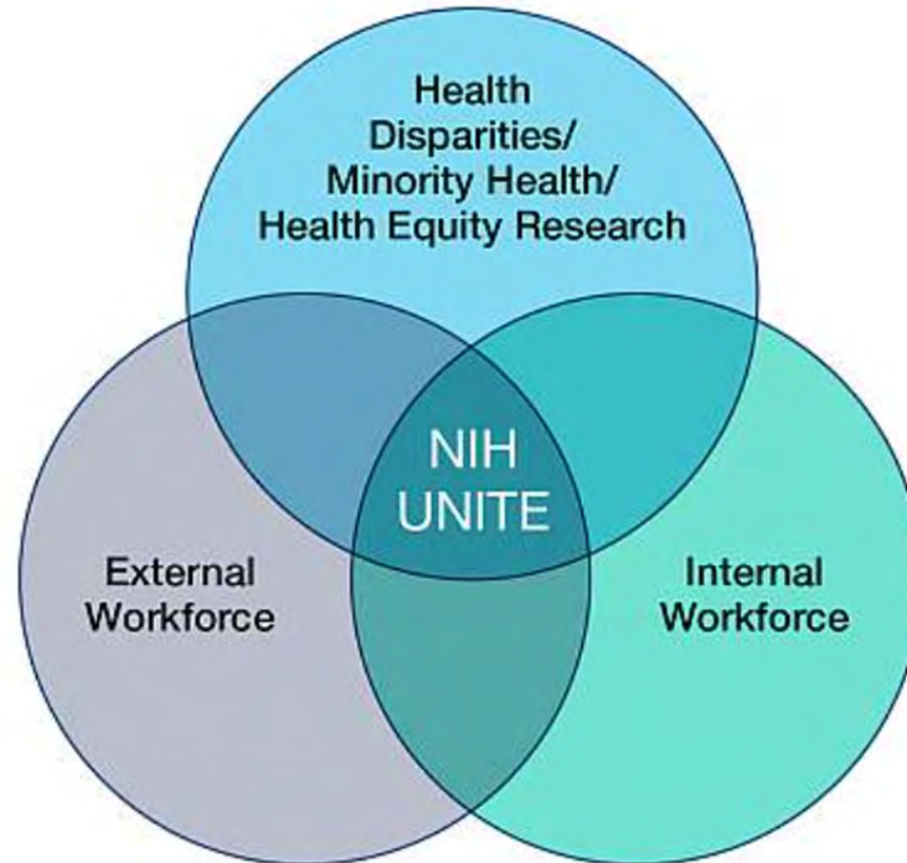
NIH UNITE Initiative – Together, We’re Stronger

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



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)

UNITE lists Diversity-related FOAs from NIH ICs

Home > Guide Data Table

Diversity Related Funding Opportunity Announcements

Filter by
Participating Organization: Activity Code:

Title	FOA Number	Issuing Organization	Activity Code
AD/ADRD, Adverse Childhood Experiences, and Social Determinants of Health Ancillary Studies of Existing Longitudinal Cohorts (R01 - Clinical Trial Not Allowed)	PAR-22-221	NINDS	R01
NIDA REI: Addressing Racial Equity in Substance Use and Addiction Outcomes Through Community-Engaged Research at Minority Serving Institutions (R01 Clinical Trial Optional)	RFA-DA-23-032	NIDA	R01
NIDA REI: Racial Equity Visionary Award Program for Research at Minority Serving Institutions on	RFA-DA-23-031	NIDA	DP1



106
diversity
FOAs



20
ICOs



30
activity
codes

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

Source as of 29 Aug 22. <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



PARTICIPATING ICOs

25 ICOs

- 22 ICs
- 3 Offices

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

Mentoring

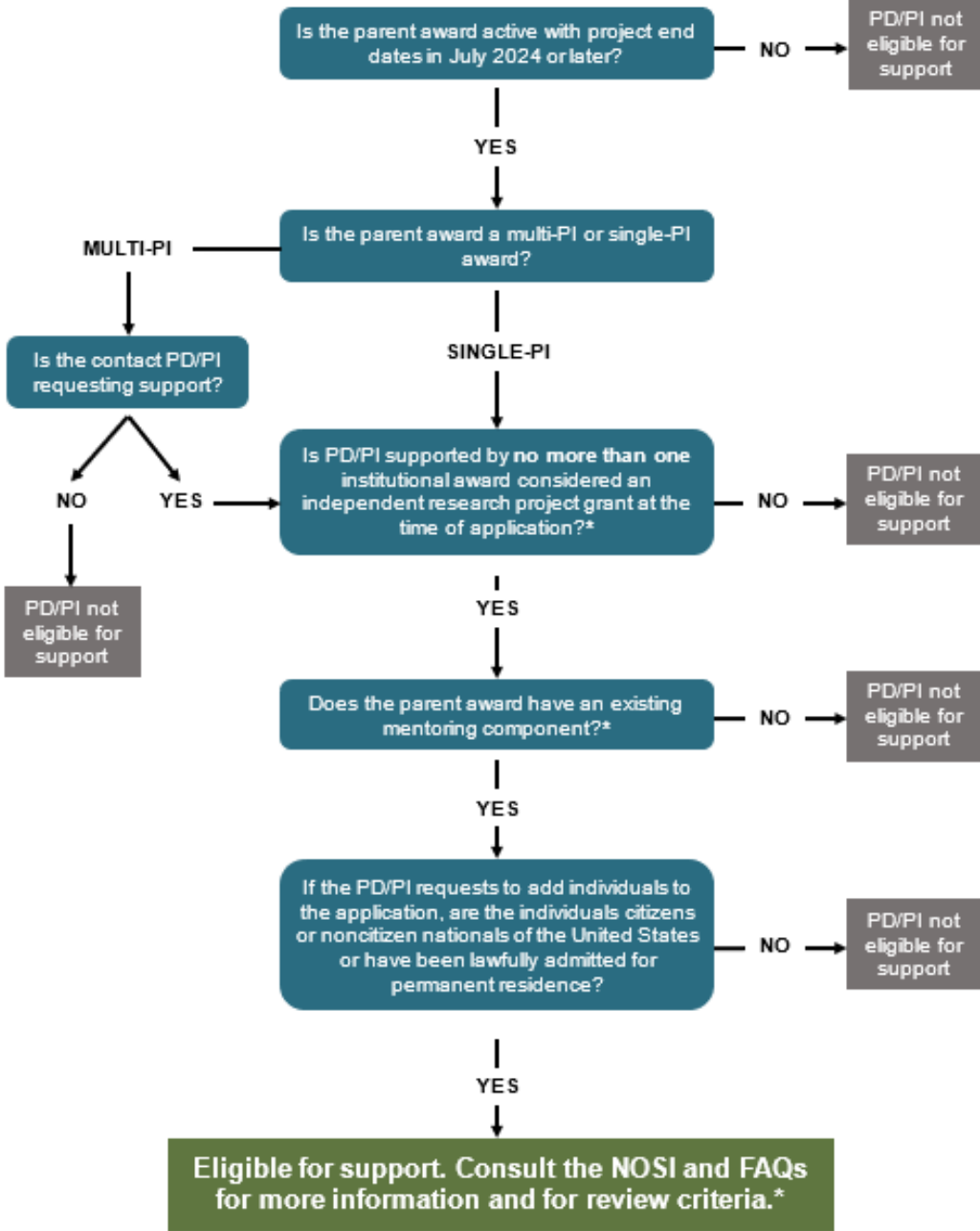
“a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support” ([NASEM, 2019](#)). Mentorship provides psychosocial and career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

ELIGIBILITY



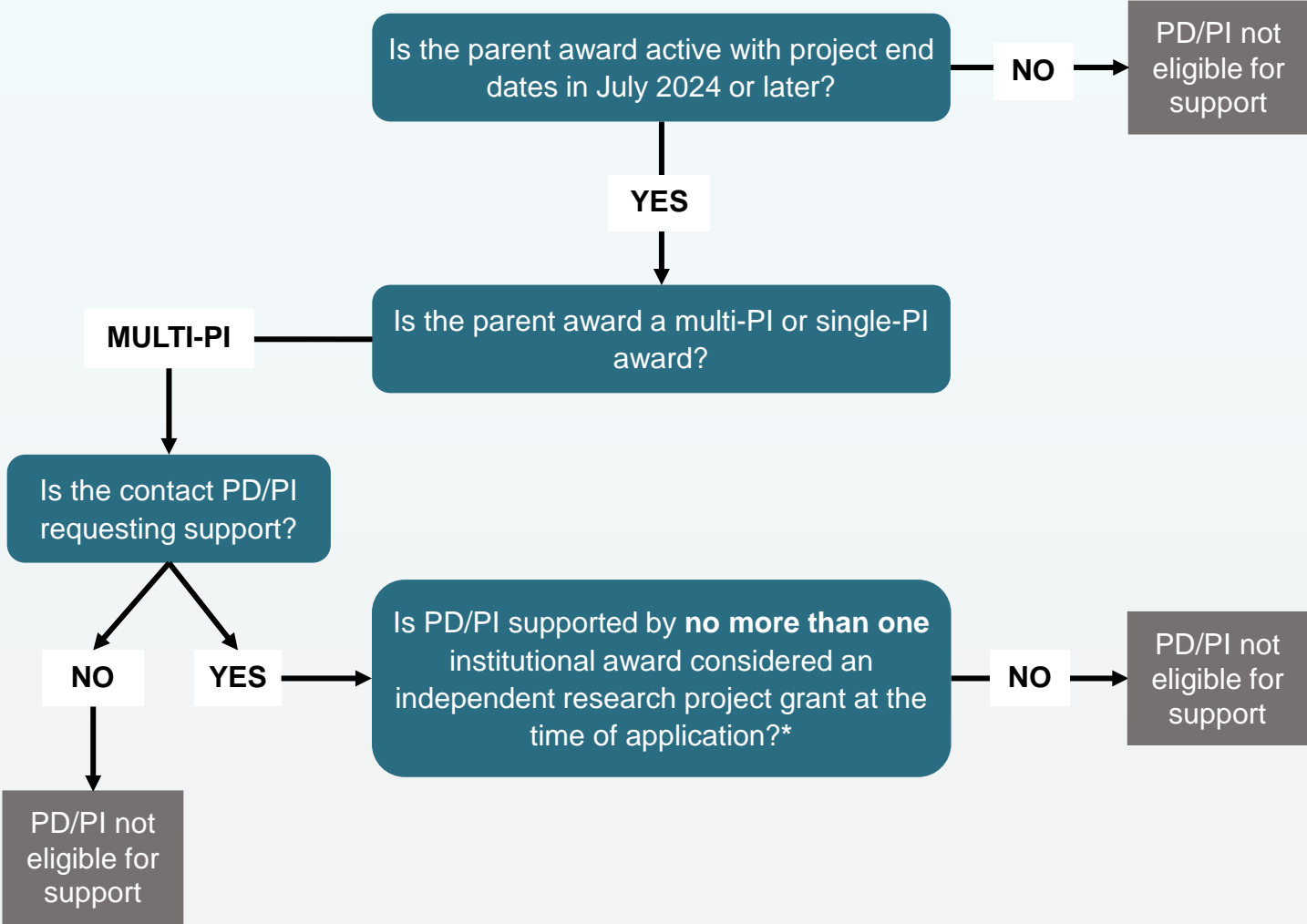
- PIs supported by no more than one independent research grant award
- Contact PI of multi-PI grants can apply and must be eligible for support
- Citizenship requirement for those to be added and supported

ELIGIBILITY FLOWCHART



ELIGIBILITY FLOWCHART

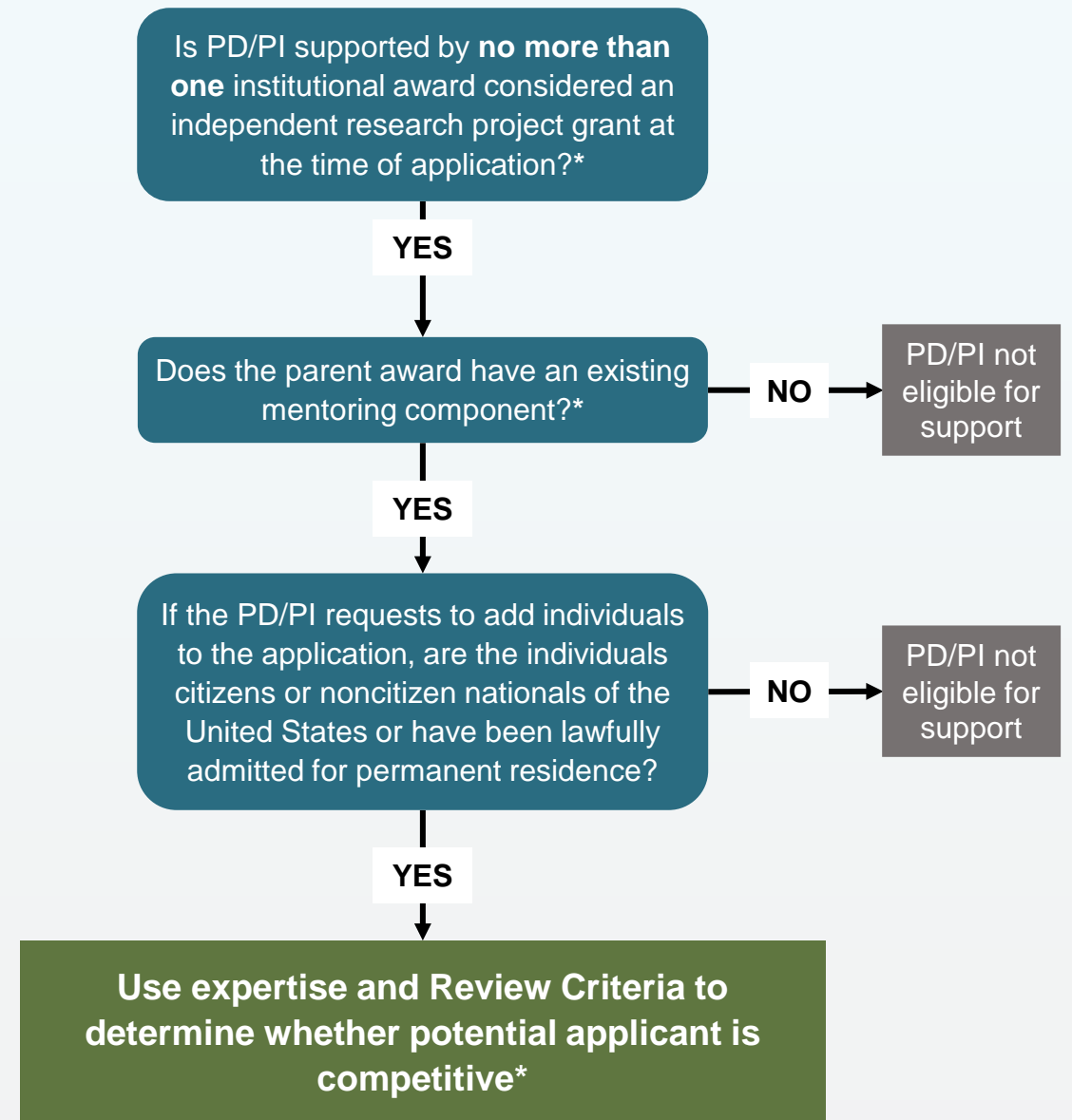
* Support from awards on the “smaller grants” list do not count toward the independent research project grant award. The list of “smaller grants” is being used to determine whether the parent award counts toward the number of independent research project grant award and not ESI status.



<https://grants.nih.gov/policy/early-investigators/list-smaller-grants.htm>

ELIGIBILITY FLOWCHART

* 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



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

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

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

APPLICATION (continued)



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

Include "NOT-OD-23-002" in SF424 R&R form (without quotation marks).

- 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"

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.

REVIEW CRITERIA (continued)



- 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



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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](#)
-  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

QUESTIONS?





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RESOURCES

Deadline is February 17, 2023

Link to NOT-OD-23-002

<https://grants.nih.gov/grants/guide/notice-files/NOT-OD-23-002.html>

FAQs website

<https://diversity.nih.gov/sustaining-diversity/deia-mentorship-supplements>



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