NIH Diversity: Cohort Recruitment

Engaging people, building community

Opening Remarks | FCR Virtual Forum
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Director & Regents Professor
FOSTERING INCLUSIVE EXCELLENCE

None of us knows it all…. *but*

Together,

We Know A Lot.
WHY DIVERSITY?

Diverse perspectives

Drive Creativity, Innovation and Solutions
To restore America’s competitiveness, we must recruit a new generation of science and technology leaders by investing in diversity.

Barack Obama
44th President of the United States

NIH UNITE INITIATIVE
The UNITE initiative was established to identify and advance scalable eHRP within the NIH-supported and the generic scientific community. NIH research teams across the NIH institutes and Centers. UNITE aims to catalyze an ecosystem of new and existing tools to improve biomedical research efficiency and reduce barriers to entry, thereby driving innovation in the biomedical research workforce.

For more information, please visit:
www.nih.gov/landing-drubins/links/unite

THE UNIVERSITY OF ARIZONA HEALTH SCIENCES
Center for Innovation in Brain Science
WHY DIVERSITY?

Precision Medicine is Diversity of Medicine

NIH...TURNING DISCOVERY INTO HEALTH

The future of health begins with you.

The All of Us Research Program is inviting one million people across the U.S. to help build one of the most diverse health databases in history. We welcome participants from all backgrounds. Researchers will use the data to learn how our biology, lifestyle, and environment affect health. This may one day help them find ways to treat and prevent disease.

https://allofus.nih.gov/
FOSTERING INCLUSIVE EXCELLENCE

The power of **ONE**.
**One** person who listens.
**One** person who stands up to racism and discrimination.
**One** person who encourages different perspectives in the advancement of science.
**One** person who leads a paradigm shift.

Darnella Frazier
05/25/2020
LEADING CHANGE

Dr. Marie Bernard has been a true change agent, championing diversity and inclusive efforts over her entire career. NIH UNITE Initiative is leading the nation in the strategy to create inclusive community of diverse voices, experience and intelligence.

NIH success will be success for us all.
NIH UNITE: ENDING STRUCTURAL RACISM

The NIH 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.

https://www.nih.gov/ending-structural-racism/unite
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The power of numbers.

Fostering inclusive excellence is also a data-driven concept.

Statistics bear out that the scientific community, writ large, benefits from a more diverse scientific workforce.
FOSTERING INCLUSIVE EXCELLENCE

A sense of community.

Common Mission
Common Purpose

A Community of Trust
FOSTERING INCLUSIVE EXCELLENCE

Our individual and collective strengths are fueled by a **clear vision**.

A **clear vision** is a unifying force and can serve as a guide for actions and decision making.

A **clear vision** can also be the catalyst for engagement and greater innovation.
Building a community of trust.

*How do we do it?*

By embedding it into all decision-making, recruitment efforts and culture of the organization.
Fostering Collaborations

*How do we do it?*

Through investment in resources and enabling projects that bring diverse perspectives together to innovate.
Developing leaders

*How do we do it?*

Preparing students and early career faculty to lead 21st century science through learning opportunities and experience-dependent mentorship to advance each stage of their career development.
LESSONS LEARNED

Test the hypothesis. Do the experiment. Collect the data.

Communicate the outcomes to all Stakeholders

With a mission, you have clear metrics of success, actualized in incremental steps to achieve the goal.

Build Trust, Trust, Trust at every level of engagement.
FOSTERING INCLUSIVE EXCELLENCE

A sense of community.

“Together, we are Stronger”

Together, we are Smarter

None of us knows it all….but

Together, We Know A Lot.