GREAT MINDS THINK DIFFERENTLY

Informational Webinar on NOT-OD-24-001:
Administrative Supplement to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility Mentorship

We will begin at 1:30 pm ET.

National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity

diversity.nih.gov

December 11, 2023

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Informational Webinar on NOT-OD-24-001:
Administrative Supplement to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility Mentorship

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HOUSEKEEPING ITEMS

- **Slides and recording of the event** on our website. https://diversity.nih.gov/sustaining-diversity/deia-mentorship-supplements

- **Questions?** Use the Q&A feature in the toolbar to submit your questions.

- **Accessibility:** Use the Live Transcript feature to see closed captions

- **Need technical support?** Please email our host at Aryana.Goins@icfnext.com.
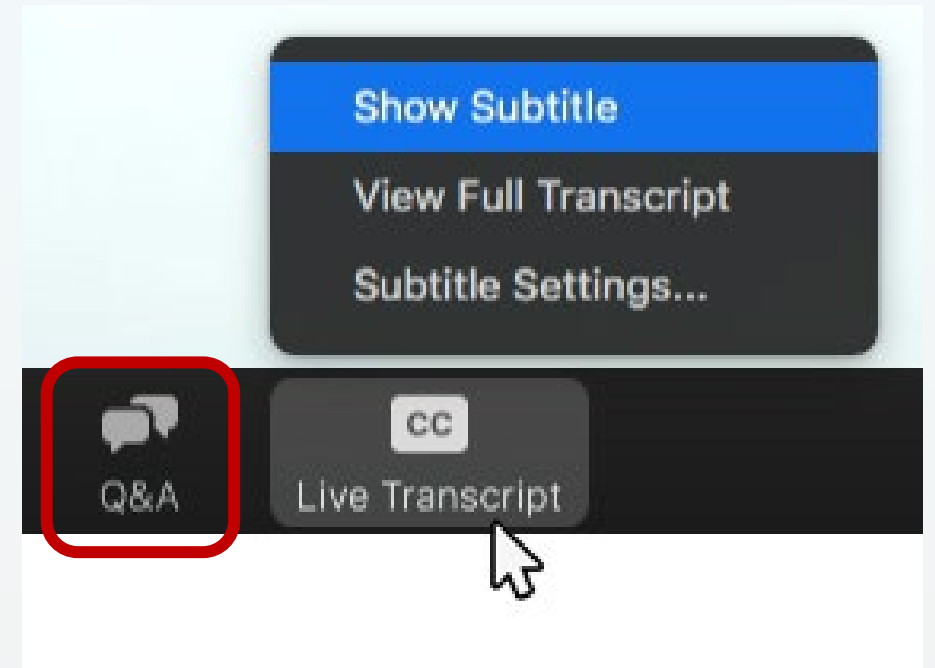
Agenda

- COSWD
- UNITE
- NOT-OD-24-001
- FAQs

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.
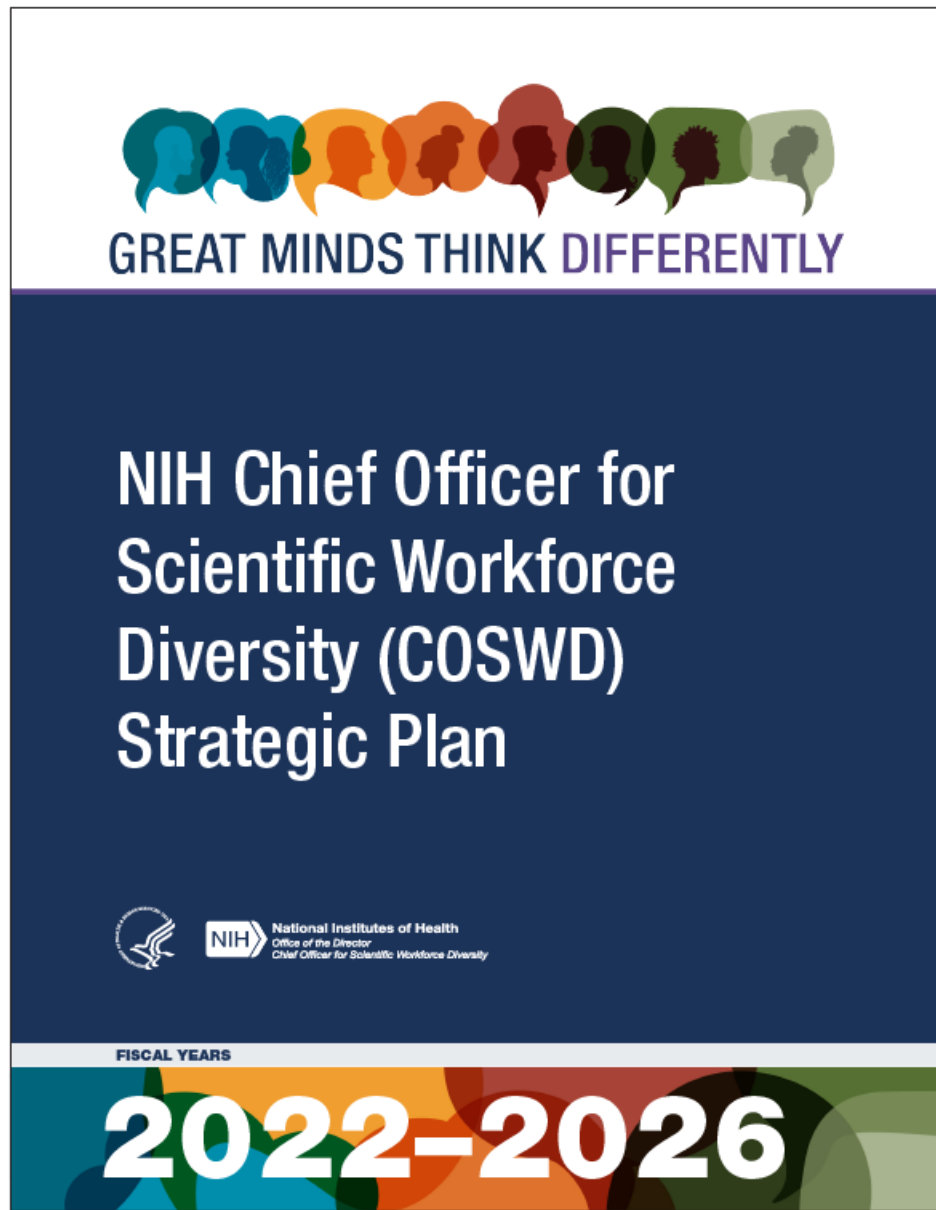
BUILD the evidence – using NIH as a test bed

DISSEMINATE the evidence – across the biomedical research workforce ecosystem

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

GREAT MINDS THINK DIFFERENTLY

NIH Chief Officer for Scientific Workforce Diversity (COSWD) Strategic Plan

National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity

FISCAL YEARS
2022–2026

Key Programs

- Scientific Workforce Diversity Seminar Series

- Distinguished Scholars Program

- Diversity Catalysts

- 21st Century Scholars Program

- FIRST

How Do Research-Active Institutions (e.g., HBCUs, TCUs, and MSIs) Impact the Diversity of the Scientific Workforce?
November 30, 2023

S. Keith Hargrove, Ph.D., M.B.A.
Provost and Senior Vice President for Academic Affairs, Tuskegee University, Alabama

Omar S. López, Ph.D.
Associate Professor, Department of Occupational, Workforce and Leadership Studies, Texas State University

Darryl Monteau, Ed.D.
Associate Director of Mission Programs and Native Initiatives, Society for Advancement of Chicanos/Hispanics and Native Americans in Science

Nafeesa H. Owens, Ph.D.
Assistant Director for STEM Education and Workforce, Senior Policy Advisor at White House Office of Science and Technology Policy

Halaevalu F. Ofahengaue Vakalahi, M.S.W., Ph.D.
President and CEO, Council on Social Work Education

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

UPCOMING SWDSS EVENTS

- **March 13, 2024, 10:30 a.m.–12:00 p.m. ET**
  How Does Diversity Impact Innovation in Team Science?

In partnership with

- **June 2024 (Date TBA)**
  NIH DEIA Prize Competition Awardees

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

UNITE

NIH UNITE Initiative – Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

UNITE Overview

- **Established to identify and address any 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
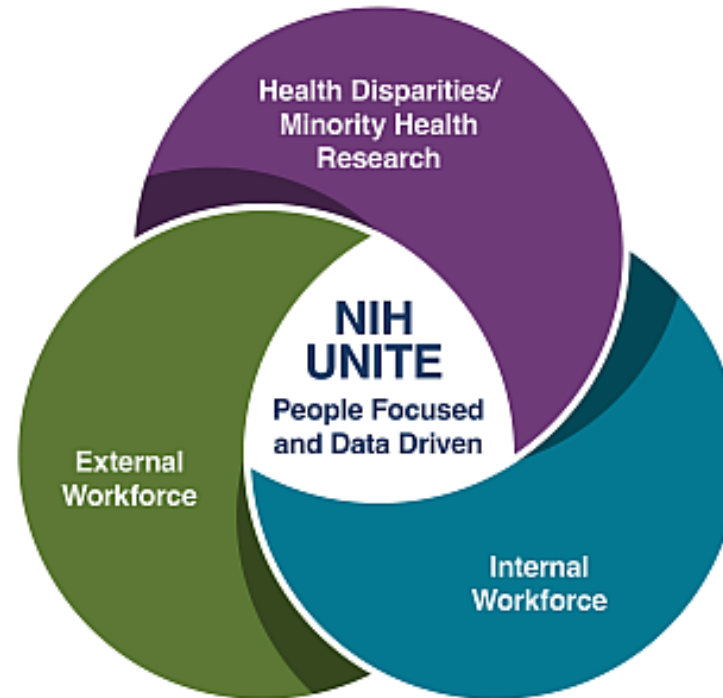
nih.gov/ending-structural-racism   The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

NIH UNITE-RELATED FUNDING OPPORTUNITIES

NIH Science Education Partnership Award (SEPA) ([PAR-23-137](#)).

- R25 program to support K-12 STEM education projects
- Generate resources to increase career opportunities for individuals from diverse backgrounds, including those underrepresented in biomedical research.

Research With Activities Related to Diversity (ReWARD) ([PAR-23-122](#)).

- R01 to support health-related research of scientists making a significant contribution to DEIA and who have no current NIH RPG funding.
- Provides funding for both the scientific research and the DEIA activities of investigators

View UNITE-related Funding Opportunities

NIH UNITE-RELATED FUNDING OPPORTUNITIES

Instrumentation Grant Program for Resource-Limited Institutions (RLI-S10, <u>PAR-23-138</u>).

- Aims to enhance research capacity and educational opportunities at resource-limited institutions
- Provides 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 (<u>PAR-23-144</u>).

- Supports research capacity needs assessments and action plan development at resource-limited institutions.

View UNITE-related Funding Opportunities

NEWEST NIH UNITE-RELATED FUNDING OPPORTUNITY

Assessment of Climate at Institutions (ACt) Award (RC2 - Clinical Trial Not Allowed) (PAR-24-038). The objective of this Notice of Funding Opportunity (NOFO) is to solicit 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).

UNITE Lists Diversity-Related NOFOs from NIH ICs

139 diversity NOFOs

23 ICOs

38 activity codes

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

NOT-OD-24-001
Administrative Supplement to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility Mentorship

NOT-OD-24-001

Administrative Supplement to Recognize Excellence in Diversity, Equity, Inclusion, and Accessibility Mentorship

- Overview
- Sections of NOSI
- FAQs

COSWD Vision for Catalyzing Recognition of DEIA Mentoring

- Provide administrative supplements to PI already supported on an NIH grant

- Prioritize mentors who will **enhance outreach to scientists from diverse backgrounds**.

- **Ideal candidates**
  - outstanding mentors
  - demonstrated compelling commitments and contributions to DEIA

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

NIH National Institutes of Health

NOT-OD-24-001

COSWD Vision for Catalyzing Recognition of DEIA Mentoring Budget

- Should not exceed $250,000 in direct costs per year for one or two years (see next slide)

- Should not exceed the direct costs of the parent grant.

- Applicable F&A (indirect) costs can also be requested.

- Supplement awards may provide support above the established NOFO budget limits.

- Requested budgets may not exceed the time remaining in the active parent budget/project period(s) and may not exceed the direct costs of the current award.

Limited resource institutions (LRI) can request up to 2 years of funding. To qualify as an LRI, institutions must:

- Have received less than $50 million average in annual NIH funds within the three years prior to the time of application, and

- Offer doctorate degrees in the health professions or in a health-related science, and

- Have a documented historical and current mission or documented historical commitment to educating underrepresented students, and,

- If institutions provide clinical health care services, those services must be provided to medically underserved communities.

PARTICIPATING ICOs

24 ICOs

- 22 ICs
- 2 Offices

- NCATS
- NCCIH
- NCI
- NEI
- NHGRI
- NHLBI
- NIA
- NIAAA
- NIAID

- NIAMS
- NIBIB
- NICHD
- NIDA
- NIDCD
- NIDCR
- NIDDK
- NIEHS
- NIGMS

- NIMH
- NIMHD
- NINR
- NLM
- SGMRO
- 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).

Difference Between This Notice and the Diversity Supplements

Administrative Supplements to recognize excellence in DEIA mentorship (NOT-OD-24-002)

- focuses on mentors who have dedicated their time and effort and made significant contributions, based on evaluation data and publications, to DEIA to further their personal research and/or mentoring activities

Research Supplements to Promote Diversity in Health-Related Research (PA-23-189)

- designed to support research experiences for individuals from diverse backgrounds, including those from underrepresented groups, through the career continuum from high school to the faculty level
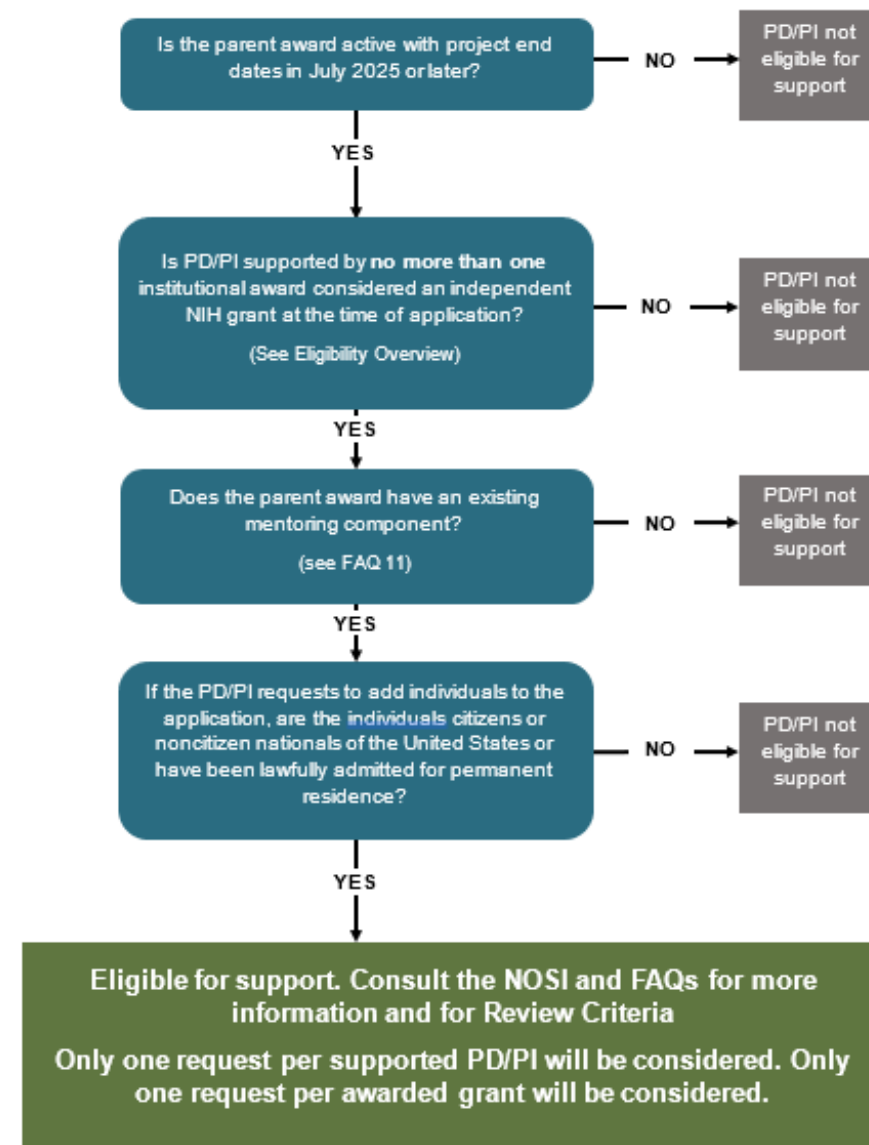
ELIGIBILITY

- PIs supported by no more than one independent NIH grant award.

- Only one request per supported PD/PI will be considered.

- Only one request per awarded grant will be considered.

- Citizenship requirement for those to be added and supported.

- Parent award active with project end dates in July 2025 or later

ELIGIBILITY FLOWCHART

ELIGIBILITY FLOWCHART

Is the parent award active with project end dates in July 2025 or later? — **NO** → PD/PI not eligible for support

YES ↓

Is PD/PI supported by no more than one institutional award considered an independent NIH grant at the time of application?
(See Eligibility Overview) — **NO** → PD/PI not eligible for support

YES ↓

Does the parent award have an existing mentoring component?
(see FAQ 11) — **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

Only one request per supported PD/PI will be considered. Only one request per awarded grant will be considered.

https://diversity.nih.gov/sustaining-diversity/deia-mentorship-supplements
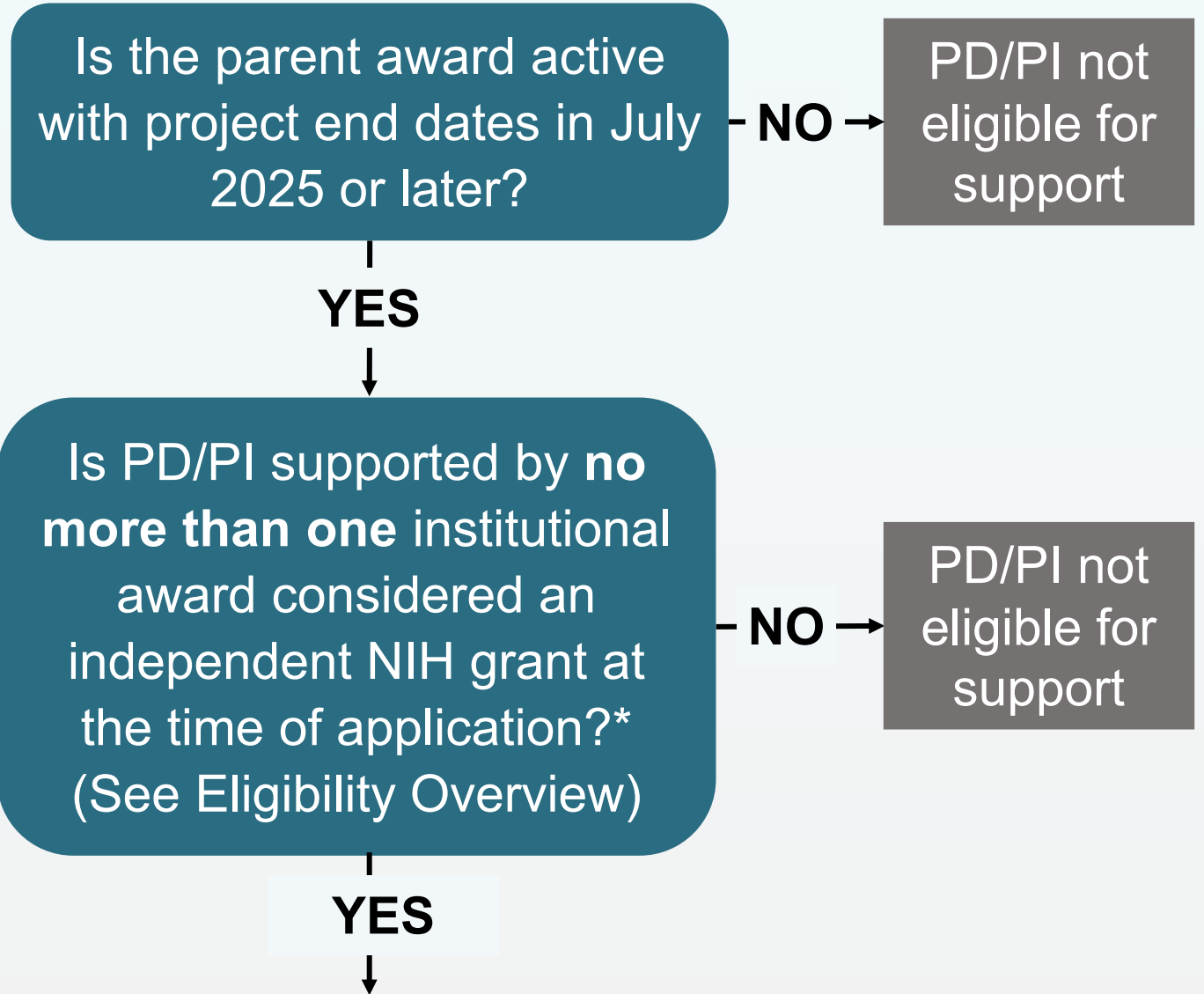
ELIGIBILITY FLOWCHART

* 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.

Is the parent award active with project end dates in July 2025 or later?

NO → PD/PI not eligible for support

YES

Is PD/PI supported by **no more than one** institutional award considered an independent NIH grant at the time of application?* (See Eligibility Overview)

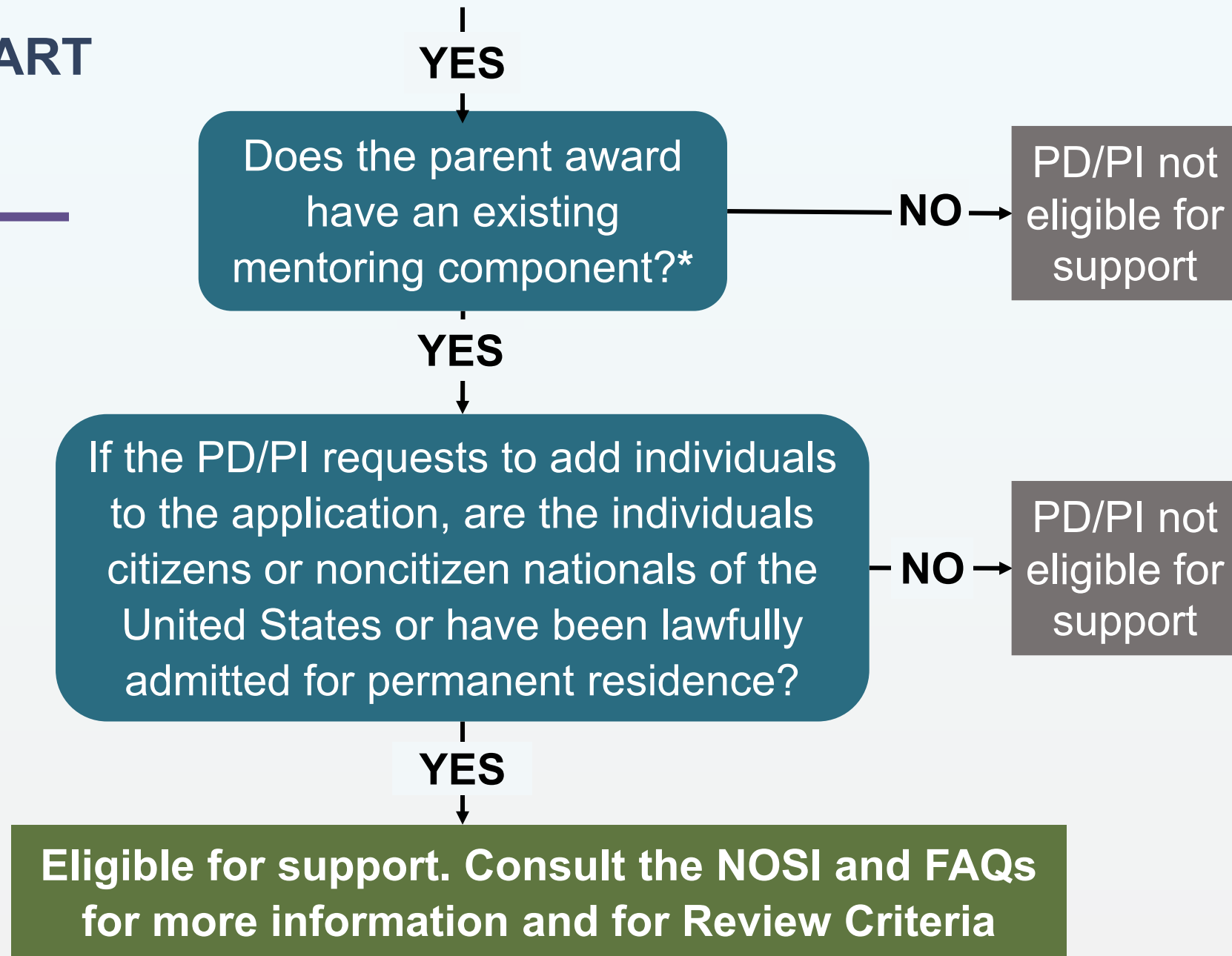**NO** → PD/PI not eligible for support

YES

ELIGIBILITY FLOWCHART

Only one request per supported PD/PI will be considered.

Only one request per awarded grant will be considered.

* Examples provided on subsequent slides

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

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

- 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

- Demonstrating positive outcomes and meaningful impact of DEIA activities

APPLICATION

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

Include "NOT-OD-24-001" 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-24-001" 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
  - 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 mentees'/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.

- Diversity of

  - Career stage of PD/PI

  - Geographic distribution.

  - HRIs and LRIs

- Availability of funds

TIMELINE

10/26/23 – 2/16/24 ▶ 2/16/24 ▶ 7/24 or 8/24

Solicitation period

Application deadline

Earliest start date

FAQs

Please visit our FAQs page

The FAQs page answers 50 questions related to

- Eligibility

- Scope

- Budget

- Application

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

COSWDevents@nih.gov

General Questions (3 Questions)

- What are the eligibility criteria?

- How is this NOSI different than PA-23-189 (Diversity Supplement)?

- What are the overarching goals of this program? What sort of activities is this program looking to fund?

Eligibility Related to Grants (7 Questions)

- How do we identify a grant that the NOSI is eligible for?

- What grant types count for qualification - R25s? T32s?

- Are PD/PIs supported by R15 eligible for DEIA supplements?

- Is this funding mechanism appropriate for supplements to U01 and U19 grants?

- If I have an R25 (and only an R25), could I get one of these supplements on that, or do I need an R01 first?

- Are PI's of an R34 that is part of a P50 eligible for this supplement?

- Can the administrative supplement be tied to an R03?

Eligibility Related to PIs (9 Questions)

- Are those who only have small awards eligible?

- Can you clarify eligibility for a PI supported by an R21 vs R01?

- Is this suitable for an Assistant Professor supported by NIAID U01 (funded from RFA)?

- Are PIs of one R01 and one D43 eligible to apply for this supplement, for example, to support post-doctoral fellows in the US?

- Are PIs funded by the R35/ESI MIRA grant through NIGMS eligible to apply?

Eligibility Related to PIs (9 Questions, cont'd)

- Is a PI eligible if they are contact multi-PI on an R01 with a diversity supplement, contact multi-PI of an R25 and multi-P of a T32?

- I am Co-Investigator on a R01. Can I apply for a supplement to the PIs R01 ?

- Is there a mechanism for new PIs without NIH funding to compete for this supplement?

- Are these supplements meant only for established PIs? Can Junior Faculty apply?

Time Left on Grant, Submission Date, Etc. (4 Questions)

- Is there any way R15 grantees can work around the time limitations (need to have 2 full yrs left, when the grant is 3 years long)

- Is there another date aside from February 16, 2024 in which the supplement can be submitted?

- I have one year remaining on my R01. Am I eligible to apply?

- I am supported as a co-PI on a grant that ends July 31, 2024. Am I still eligible to apply for this supplement?

Mentoring and Diversity Supplement (7 Questions)

- Can you provide clarification on what defines mentoring component on parent grant?

- I'm currently in Year 1 of a career development award from NIA. Would I be eligible to apply for this support?

- Can you apply if your R01 did not have a mentoring plan but included trainees in the budget? Or including postdoc and graduate students as personnel? Or mentoring several research techs?

- I am a new R01 awardee. Do we need to receive a diversity supplement first? What's the process for R01s without a training aim?

Mentoring and Diversity Supplement (7 Questions, cont'd)

- Is a PI with one R01 and student support by diversity supplement fellowship are eligible?

- How long must you have a trainee on a Diversity Supplement before you are eligible to apply for this Administrative Supplement?

- Can the parent grant be already funded and just need to provide a diversity supplement in this application?

Allowable Costs (3 Questions)

- What can the supplement money be used for?

- Does this opportunity provide a supplement to pay for stipends for high school students?

- What can the funds be used for? Can you give specific examples? Can rural fit within the DEIA goal?

Citizenship and Non-Domestic Components (3 Questions)

- I am a recent immigrant from Ethiopia to the USA with the rank of assistant professor. Am I eligible for this grant?

- As a Canadian citizen and doctoral student and researcher, am I eligible for this application.

- Are DEIA training and research initiatives for this NOSI that are globally based (sub-Sahara Africa parent grant R01) eligible?

Additional Miscellaneous Questions (3 Questions)

- If I am requesting support for mentors only, do I still need to identify specific trainees in the application?

- To apply for this supplement, does the parent grant need to be NIMHD funded?

- What makes a competitive application for this supplement?

GREAT MINDS THINK DIFFERENTLY

CONTACT US

💬 Sign up for our quarterly newsletter and visit our COSWD blog for twice monthly updates

✈ Email us at COSWDevents@nih.gov

in Follow us on LinkedIn:

- COSWD – @NIH Chief Officer for Scientific Workforce Diversity

- UNITE – @NIH UNITE Initiative

𝕏 Follow us on X (Twitter) @NIH_COSWD

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RESOURCES

Deadline is February 16, 2024

Link to NOT-OD-24-001

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

FAQs website

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

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