

NIH Chief Officer for Scientific Workforce Diversity (COSWD)

2022 Year in Review: Great Minds Think Differently

This selection of accomplishments demonstrates how the COSWD is advancing its mission as the NIH thought leader in the science of scientific workforce diversity, helping to build research capacity through a more diverse, equitable, inclusive, and accessible workforce.

GOALS

Goal 1. Build the Evidence



Research insights and NIH as a testbed for innovative scientific programs.



Distinguished Scholars Program 12 investigators accepted, including 1 Senior Distinguished Scholar

6 Mentors and 13 participants selected for and completed the inaugural 21st Century Scholars Program



Recognition

Marie A. Bernard, M.D., COSWD, received the 2022 John A. Hartford Foundation Trustees Award for leadership in diversity and inclusion in research and geriatric care.

Goal 2. Disseminate the Evidence



Engage the entire research community, from trainees to tenured scientists.



58 invited speaking engagements

2,546 People participated in four Scientific Workforce Diversity Seminar Series (SWDSS) events; three SWDSS proceedings documents published

22 Blog posts published on COSWD website

4 Newsletters sent to 20,000+ subscribers

3 Manuscripts published in high-impact journals

Goal 3. Act on the Evidence



Advance integrated, institution-wide systems to address bias, equity, mentoring, and work-life issues.



84 administrative supplements totaling nearly \$19M awarded to support diversity mentorship efforts

5 Cohorts received grants totaling more than \$75M in the second round of FIRST Program funding

1 New module added to the Implicit Bias Training Course, along with a refresher course

