

Venn diagram of the Role of the Chief Officer for Scientific Workforce Diversity (COSWD) and the Office of Equity, Diversity, and Inclusion (EDI) in DEIA at NIH.

Right portion of Venn diagram.

EDI: Supporting all NIH Staff

Activities include:

- Compliance Reporting to Oversight Agencies (a legally required program)
- Direction on DEIA
- EEO Complaints (a legally required program)
- Language Access Guidance (a legally required program)
- MD-715 (a legally required program)
- No FEAR Act/POSH Training (a legally required program)
- Personal Assistance Services (a legally required program)
- Racial and Ethnic Equity Plans
- Reasonable Accommodations (a legally required program)
- Special Emphasis Programs (a legally required program)
- Workforce Data Analysis

Center portion of Venn diagram.

EDI and COSWD: Supporting NIH Scientific Staff

Activities include:

- DEIA Strategic Planning
- Targeted Outreach
- Search Committee Guidance

Left portion of Venn diagram.

COSWD: Supporting Biomedical and Behavioral Scientific Research Workforce

Activities include:

- Diversity Catalysts
- 21st Century Scholars Program
- Search Protocol for Scientific Positions
- Racial and Ethnic Equity Plan Feedback Assistance Roundtables
- Distinguished Scholars Program (with OIR)
- Stadtman Investigators Program (with OIR)
- NIH Equity Committee (established by COSWD/OIR)
- 2020 NIH-Wide COVID Impact Survey
- 2019 Workplace Equity and Civility Survey