

NIH Diversity: Cohort Recruitment

Engaging people, building community

Opening Remarks | FCR Virtual Forum
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Roberta Diaz Brinton, PhD
Director & Regents Professor



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



FOSTERING INCLUSIVE EXCELLENCE

None of us knows it all....

but
Together,

We Know A Lot.

WHY DIVERSITY?

**Diverse
perspectives**

**Drive
Creativity,
Innovation
and
Solutions**



FOSTERING INCLUSIVE EXCELLENCE: All Brains on Deck

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

TOGETHER WE'RE STRONGER

NIH UNITE INITIATIVE
The 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.

For more information, please visit:
www.nih.gov/ending-structural-racism/unite




NIH National Institutes of Health



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



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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.



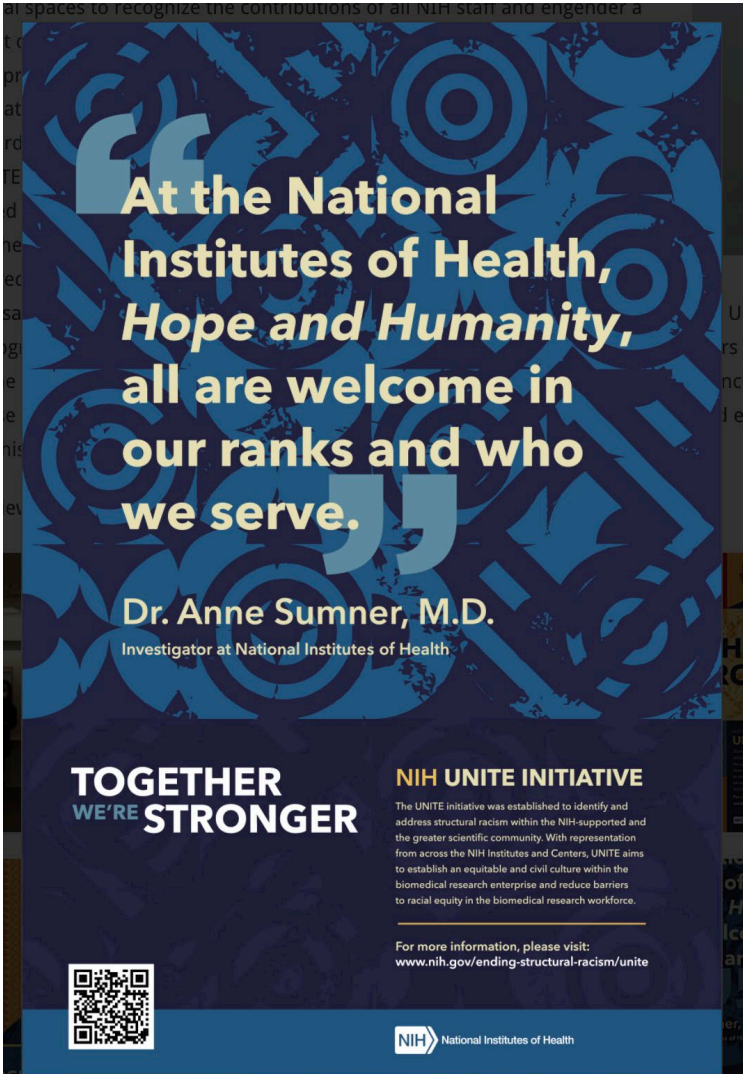
Marie A. Bernard, M.D.
NIH Office of the Director/Chief Officer for
Scientific Workforce Diversity

NIH UNITE: ENDING STRUCTURAL RACISM

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spaces to recognize the contributions of all NIH staff and engender a



**At the National
Institutes of Health,
Hope and Humanity,
all are welcome in
our ranks and who
we serve.**

Dr. Anne Sumner, M.D.
Investigator at National Institutes of Health

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  National Institutes of Health



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FOSTERING INCLUSIVE EXCELLENCE

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.**



Dr. Sadhana Jackson, M.D.
*Distinguished Scholar Tenure-Track
Investigator, NINDS, NCI*

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WE'RE STRONGER**

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