

#SWDSS



NIH Scientific Workforce Diversity Seminar Series
**How Do Research-Active Institutions - e.g., HBCUs, TCUs, and MSIs –
Contribute to the Diversity of the Scientific Workforce?**

Nafeesa Owens, Ph.D.

Assistant Director for STEM Education and Workforce
White House Office of Science and Technology Policy

November 30, 2023



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

White House Office of Science and Technology Policy (OSTP)

OSTP was established by the National Science and Technology Policy, Organization, and Priorities Act of 1976.

OSTP's mission includes:

- Providing advice to the President and the Executive Office of the President on matters related to science and technology;
- Strengthening and advancing American science and technology;
- Working with federal departments and agencies and with Congress to create bold visions, unified strategies, clear plans, wise policies, and effective, equitable programs for science and technology;
- Engaging with external partners, including industry, academia, philanthropic organizations, and civil society; state, local, Tribal and territorial governments; and other nations; and,
- **Ensuring equity, inclusion, and integrity in all aspects of science and technology.**

OSTP has six core teams:

- Climate and Environment
- Energy
- Health Outcomes
- National Security
- **Science and Society**
- Technology

OSTP also houses or supports:

- President and First Lady's Cancer Moonshot,
- President's Council of Advisors on Science and Technology (PCAST),
- **National Science and Technology Council**,
- National Artificial Intelligence Initiative Office,
- National Quantum Coordination Office,
- National Nanotechnology Coordination Office, and
- Arctic Executive Steering Committee.

President Biden's Commit to Equity

New Executive Orders:

- Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
- Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
- Further Advancing Racial Equity and Support for Underserved Communities Through The Federal Government

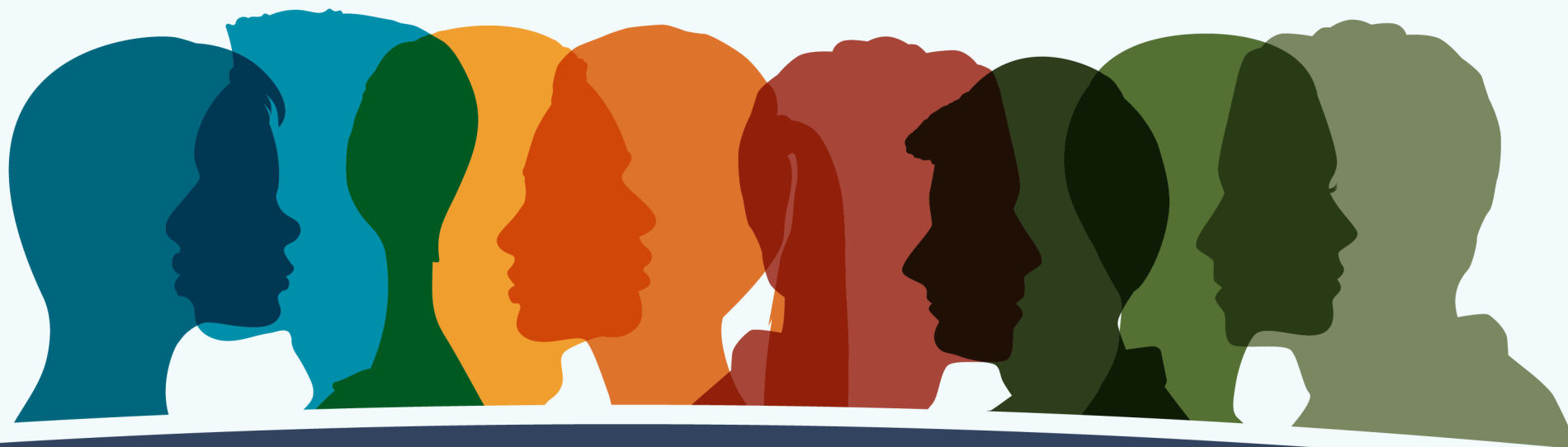
Relaunching of:

- [Executive Order on White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity through Historically Black Colleges and Universities | The White House](#)
- [Executive Order on the White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities | The White House](#)
- [Executive Order on White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics](#)

Examples of the President's Commitments:

- [BLOG: HBCU's Critical Role in Building a Better America](#)
- [FACT SHEET: State-by-State Analysis of Record \\$2.7 Billion American Rescue Plan Investment in Historically Black Colleges and Universities](#)
- [FACT SHEET: The Biden-Harris Administration's Historic Investments and Support for Historically Black Colleges and Universities](#)
- Unveiled first ever Equity Action Plan with [commitments in funding](#) and support for HBCUs and MSIs
 - [Advancing an equitable government | Performance.gov](#)
- [FACT SHEET: The Biden-Harris Administration Advances Equity and Opportunity for Latino Communities Across the Country](#)
- [FACT SHEET: Biden Harris Administration Announces Bold Multi-Sector Actions to Eliminate Systemic Barriers in STEMM](#)
- [Readout of White House Event on Advancing Diversity and Opportunity in Higher Education | The White House](#)

#SWDSS



Conclusions & Contributions

November 30, 2023



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

Takeaways

- Barriers which have long stood in the way of equitable participation in the fields of science, technology, engineering, mathematics, and medicine (STEMM), and prevented the American innovation ecosystem from achieving its full potential.
- U.S. STEM ecosystem is unparalleled in size, scope, and impact. It's success, lead us to our world's greatest discoveries and solutions, advancing economic growth and social progress.
- Imperative that HBCUs, TCUs, HSIs, and MSI be seen and valued as a part of that equation.
 - By fully leveraging our Federal government's resources.
 - By fully tapping into and developing our nation's STEM talent.

Contributions and Connections – Committee on STEM (CoSTEM)

- **National Science and Technology Council’s Committee on STEM (CoSTEM)** (which is made of representatives from the Executive Office of the President and all the major Federal Science/Research Agencies)
 - Originally charged,
 - to coordinate with and across Federal agencies’ STEM education programs and activities
 - develop, implement, and update every 5 years a strategic plan
 - **Currently,**
 - to coordinate with and across Federal agencies’ STEM **talent** programs and activities (to support an cohesive, coordinated approach to developing the continuum of STEM talent in our country)
 - process of developing a new strategic plan
 - **Readout from OSTP’s public listening sessions in support of the next Federal STEM Strategic Plan**

Contributions and Connections – CoSTEM & CHIPS and Science Act

- President signed the CHIPS and Science Act
 - which included a focus on:
 - understanding the challenges and barriers to Federal research and development awards of HBCUs, TCUs, and MSIs
 - increasing the capacity of HBCUs, TCUs, and MSIs to compete effectively for grants, contracts, or cooperative agreements
 - encouraging HBCUs, TCUs, and MSIs to participate in Federal programs
 - boosting the research capacity of HBCUs, TCUs, and MSIs
- and to which CoSTEM is fully committed to do.

Bi-directional communication
is needed to support any/all
of these efforts:
STEMstrategy@ostp.eop.gov



Nafeesa Owens, Ph.D.

stemstrategy@ostp.eop.gov



diversity.nih.gov



[@NIH COSWD](https://twitter.com/NIH_COSWD)



[@NIH Chief Officer for Scientific Workforce Diversity](https://www.linkedin.com/company/nih-chief-officer-for-scientific-workforce-diversity)



National Institutes of Health

*Office of the Director
Chief Officer for Scientific Workforce Diversity*