NCI's Commitment to Equity, Diversity, Inclusion and anti-Harassment

Shannon Hughes, PhD
Division of Cancer Biology
New Grantee Workshop

NIH ❯ NATIONAL CANCER INSTITUTE

January 13, 2022

www.cancer.gov/dcb

> *"To those individuals in the biomedical research enterprise who have endured disadvantages due to structural racism, I am truly sorry. NIH is committed to instituting new ways to support diversity, equity, and inclusion, and identifying and dismantling any policies and practices at our own agency that may harm our workforce and our science."*
>
> — Francis S. Collins, M.D., Ph.D., NIH Director

NIH Director Statement, March 1, 2021

https://www.nih.gov/ending-structural-racism

The NIH UNITE Initiative

U Understanding stakeholder experiences through listening and learning

N New research on health disparities/minority health/health equity

I Improving the NIH Culture and Structure for Equity, Inclusion, and Excellence

T Transparency, communication, and accountability with our internal and external stakeholders

E Extramural Research Ecosystem: Changing Policy, Culture, and Structure to Promote Workforce Diversity

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From: UNITE Presentation to the Advisory Committee to the Director (NIH), December 10, 2021

The UNITE program wants to listen and learn

Register at: https://www.eventbrite.com/e/listening-sessions-nih-stakeholders-discuss-racial-ethnic-equity-tickets-208113843107

https://www.nih.gov/ending-structural-racism

UNITE Community Listening Sessions:

January 13, 2022 (6pm ET): Health Centers & Systems

January 18, 2022 (6pm ET): NPOs, CBOs, Advocacy Organizations

January 26, 2022 (6pm ET): Students and Trainees

January 27, 2022 (3pm ET): Research Staff

February 1, 2022 (1pm ET): Colleges & Universities

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The NCI Equity & Inclusion Program (EIP)

The EIP Initiative is a top priority for NCI Leadership.

EIP Working Groups addressing three major areas:

1. Enhancing Research to Address Cancer Health Disparities
2. Ensuring Diversity of Thought and Background in the Cancer Research Workforce
3. Promoting an Equitable and Inclusive Community at NCI

https://www.cancer.gov/research/key-initiatives/nci-equity-inclusion-program

Enhancing Research to Address Cancer Health Disparities

Cancer health disparities-related research and training
FY 2010-2020
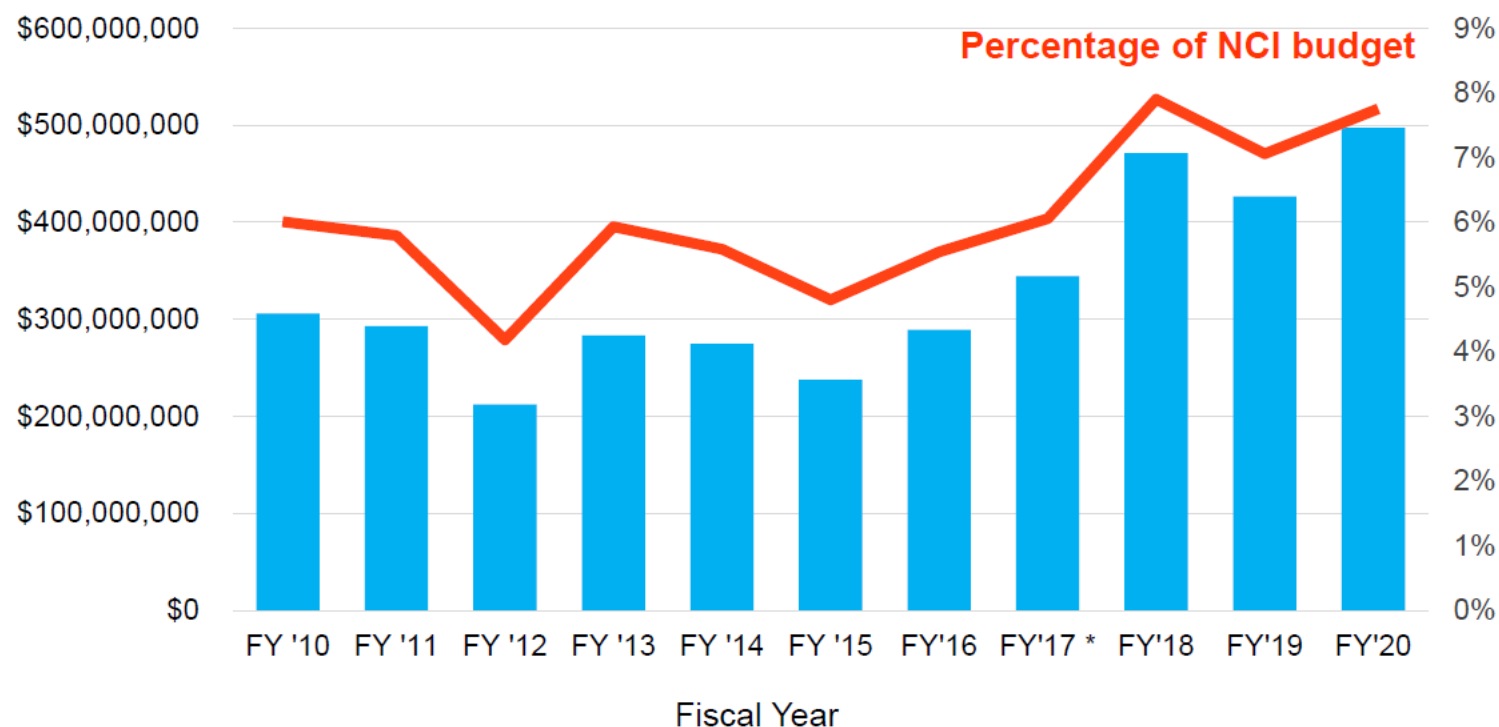
From Dr. Sharpless' comments to NCAB in February 2021

Enhancing Research to Address Cancer Health Disparities

Current NOSI: <u>Expanding Cancer Control Research in Persistent Poverty Areas</u> (P01)

Upcoming FOAs: <u>Integrating Health Disparities into Immuno-Oncology Research</u> (P20)
<u>Cancer Control Research Centers in Persistent Poverty Areas</u> (U54)

Enhancing Research to Address Cancer Health Disparities

Current DCB co-sponsored funding announcements:

PAR-21-322: Basic Research in Cancer Health Disparities (R01 Clinical Trial Not Allowed)

PAR-21-323: Basic Research in Cancer Health Disparities (R21 Clinical Trial Not Allowed)

PAR-21-324: Basic Research in Cancer Health Disparities (R03 Clinical Trial Not Allowed)

https://www.cancer.gov/research/key-initiatives/nci-equity-inclusion-program/funding

Ensuring Diversity of Thought and Background in the Cancer Research Workforce

https://www.cancer.gov/about-nci/organization/crchd/diversity-training/eiap

Ensuring Diversity of Thought and Background in the Cancer Research Workforce

PAR-21-061: Exploratory Grant Award to Promote Workforce Diversity in Basic Cancer Research (R21 Clinical Trial Not Allowed)

NCI Select Pay policy

Inclusion of Plans to Enhance Diverse Perspectives (ex. RFA-CA-21-048)

NIH Raising a Resilient Scientist Series:

	Webinar Date:	Small Group Date:
Understanding Communication and Work Styles in Research Environments	Feb 1, 2022 12:00–1:15 PM	Feb 1, 1:15– 2:15 PM Feb 11, 11 AM–12 PM
Cultivating Trainee Resilience	Mar 1, 2022 12:00–1:15 PM	Mar 1, 1:15– 2:25 PM Mar 11, 11 AM–12 PM
Building an Inclusive Research Group	Mar 29, 2022 12:00–1:15 PM	Mar 29, 1:15–2:15 PM Apr 8, 11 AM–12 PM
Difficult Conversations, Conflict, and Feedback	Apr 26, 2022 12:00–1:15 PM	Apr 26, 1:15–2:15 PM May 6, 11 AM–12 PM
The Mental Health and Well–being of Your Trainees	May 24, 2022 12:00–1:15 PM	May 24, 1:15–2:15 PM Jun 3, 11 AM–12 PM

Hosted by NIH Office for Intramural Training & Education (but targeting the extramural community). Webinars and facilitated small group discussions are offered.

Register at:
https://www.training.nih.gov/workshops_and_trainings_for_extramural_principal_investigators

NIH Anti-Harassment Policy

The [National Academies report on sexual harassment of women in science](#) found that *"federal agencies may be perpetuating the problem of sexual harassment."* The NIH Director stated that he is concerned that NIH has been part of the problem. Thus, the NIH is working on:

Demonstrating accountability and transparency
➤ A clear message to institutions that NIH funds and researchers who lead the research that sexual harassment is unacceptable.

Clarifying expectations for institutions and investigators to ensure a safe workplace
➤ Read more on the [6/14/2019](#) and [6/29/2021](#) "Open Mike" blog
➤ Instituting new reporting policies for change in PI Institution.
"…the request for approval should include mention as to whether change(s) in PD/PI or Senior/Key Personnel is related to concerns about safety and/or work environments (e.g. due to concerns about harassment, bullying, retaliation, or hostile working conditions)."

NIH Anti-Harassment Policy

Providing clear channels of communication to the NIH

➢ It is appropriate to report all types of harassment, including sexual harassment, discrimination, and other forms of inappropriate conduct that result in a hostile working environment.

➢ For guidance on where to report and information on what to expect after reporting visit https://grants.nih.gov/grants/policy/harassment/find-help.htm.

➢ For concerns related to harassment affecting NIH-funded research, an email can be sent to: GranteeHarassment@od.nih.gov

➢ Or incidences may be directly reported using a webform: https://public.era.nih.gov/shape/public/notificationForm.era

The June 29, 2021 "Open Mike" blog provides data regarding harassment reports to the NIH during the period 2016-2020.

NCI is committed to ending structural racism in biomedical research and supports (and works together with) the NIH UNITE initiative.

NCI efforts will go beyond race and ethnicity to include other underserved and underrepresented groups, such as people with disability.

NIH and NCI encourage reporting of harassment of all kinds. *All incidences reported to NIH are investigated at some level.*

Congratulations on your award

www.cancer.gov   http://cancer.gov/dcb