8CRE

Eight Changes for Racial Equity

Year-in-Review

September 2021

Progress report background

- In September 2020, 8CRE Supporters presented short-term actions that NIH leadership could take within 6-12 months

- NIH leadership agreed that each of these changes was feasible

- This presentation displays what actions have taken place since the initial discussions

- Time period covered: September 2020-August 2021

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1. Publicly and explicitly identify diversity, inclusion and anti-racism as top NIH priorities.
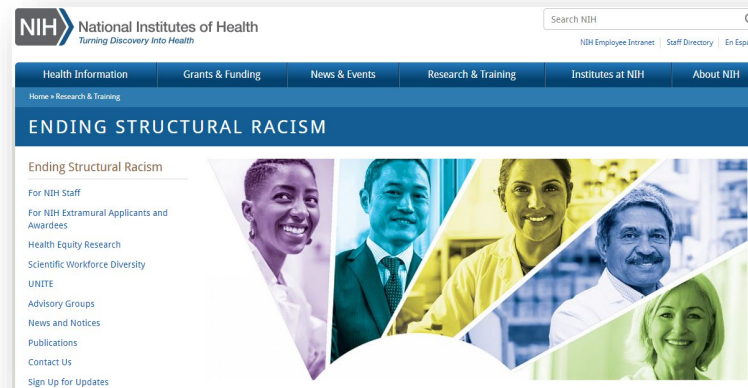
Year 1 Implementation Proposal—To enhance transparency and accountability, implement a comprehensive communications plan to nationally declare anti-racism as a top NIH priority and announce a forthcoming agency-wide action plan to address structural racism.
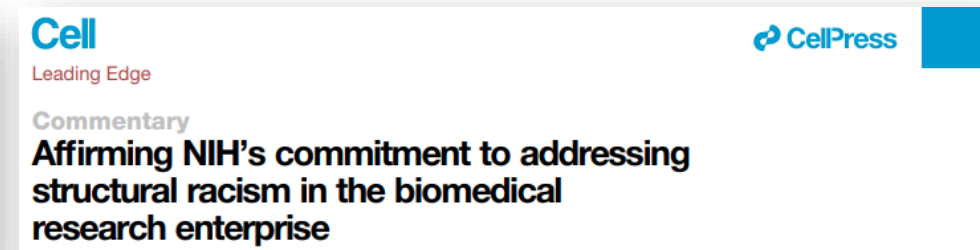
Progress—

Director's statement
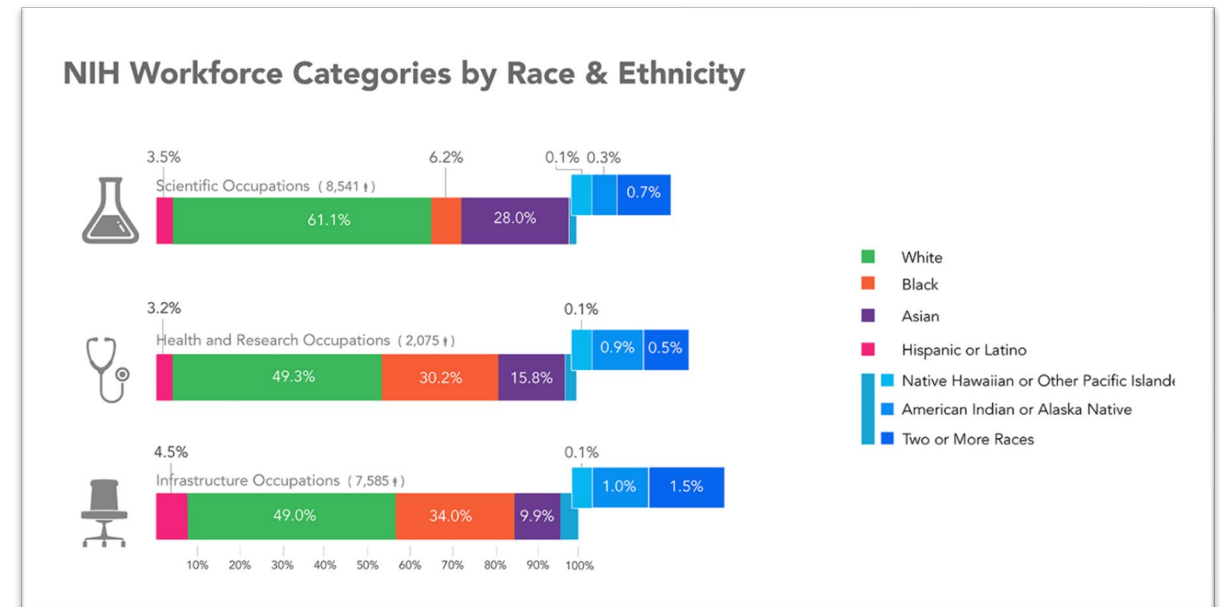

UNITE and associated websites

Commentary

2. Track and publicly report NIH workforce diversity data annually.

Year 1 Implementation Proposals—

- To enhance transparency, make data on NIH workforce demographics readily available to the NIH community, detailed by race/ethnicity versus occupational series and pay plan.

- To enhance accountability and sustainability, hold annual town halls to inform the NIH community about workforce diversity data, share organizational goals, and provide updates.

Progress—

NIH Workforce Categories by Race & Ethnicity

Scientific Occupations (8,541 ↑): 3.5%, 61.1%, 6.2%, 28.0%, 0.1%, 0.3%, 0.7%

Health and Research Occupations (2,075 ↑): 3.2%, 49.3%, 30.2%, 15.8%, 0.1%, 0.9%, 0.5%

Infrastructure Occupations (7,585 ↑): 4.5%, 49.0%, 34.0%, 9.9%, 0.1%, 1.0%, 1.5%

Legend:
- White
- Black
- Asian
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Two or More Races

Virtual Town Hall on Achieving Racial Equity at NIH `NIH Only`

Friday, April 30, 2021

NIH
Category: Town Hall - All Hands - Awards (NIH Only)

Read more — **8,633 views** (7,861 live, 772 VOD) - Runtime: 01:02:59

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3. Improve representation of Black, Indigenous, and Latin individuals in the NIH community.

Year 1 Implementation Proposal—

- To enhance accountability, establish and seek input from Employee Alliance and Resource (EAR) groups to help recruitment, retention and career advancement within NIH and IC strategic plans.

- To enhance transparency and accountability, actively promote leadership, mentorship, and sponsorship opportunities to Black, Indigenous, and Latinx staff, fellows, and trainees.

Progress—

- Expansion of Distinguished Scholars Program to Senior Investigators

- Establishment of Anti-Racism Steering Committee

- Inclusion of 8CRE Supporters, Senior/Tenured Black Scientists and Hispanic/Latin ERG in the leadership selection process – COSWD and EDI

- Revision of NIH Anti-harassment Training to better reflect diversity of the NIH workforce

- Expansion of NIH Anti-Harassment Policy and Guidance (Manual Chapter 1311) to address microaggressions, biases, racial/ethnic harassment definitions

- Engagement from all staff in virtual Juneteenth celebration – aiding inclusivity

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4. Implement an annual workplace climate survey to address all forms of harassment and discrimination.

Year 1 Implementation Proposal—

To enhance transparency, create an annual NIH workplace climate survey for all NIH staff, fellows, and trainees, including questions about the experience of race-based discrimination with results made available to the entire NIH community.

Progress—

- Analysis of FEVs response data by race/ethnicity

- Listening sessions held through UNITE

- Since September 2020 summary of over 400 responses to 8CRE open letter survey, 128 new responses were added with some detailing negative NIH workplace experiences

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5. Develop required anti-racism and anti-discrimination training for all NIH employees.

Year 1 Implementation Proposal—

To enhance accountability, mandate centralized, annual, group-based experiential anti-racism and anti-discrimination training for all NIH staff (including contractors, trainees, and fellows) led by certified culturally competent professionals.

Progress—

- REI Groundwater training workshops conducted to select staff
- Scientific Workforce Diversity Seminar Series (SWDSS) – Implicit Bias
- OITE Diversity and Inclusion Certificate Program
- Establishment of NCI Toolkit as a resource for leadership discussions
- EDI Workshops/Blogs/Social Media
    - Allyship
    - Building an Inclusive Workplace for Employees

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6. Require and incentivize leadership to be active participants in NIH diversity, equity, and inclusion initiatives.

Year 1 Implementation Proposal—

- To enhance transparency and accountability, link metrics of diversity and inclusion in hiring, training, outreach, and promotion to the performance management appraisal program (PMAP) across all leadership levels.

- To enhance accountability, commit to non-participation in conference panels that lack representation of Black, Indigenous, or Latinx individuals (like the NIH commitment to non-participation in all male panels, or "manels").

Progress—

- Some ICs now requiring tenure promotion applications that must include description of efforts in the DEI space

- New staff leadership applicants are being asked to submit a diversity statement

- New Site Visit Criteria effective after 12/1/21: PI portion of the site visit write-up will give the opportunity to describe past and planned activities to foster and promote a diverse, equitable and inclusive research environment

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7. Implement a wage equity plan.

Year 1 Implementation Proposal—

- To enhance transparency and accountability, establish annual NIH-wide pay parity audits assessing differences in pay relative to age, race, gender, job description, responsibilities, seniority, etc.

- To enhance transparency, establish an NIH algorithm linking wage ranges and career promotions to education level, training, experience, job responsibilities, and performance scores (internally available).

Progress—

NO PROGRESS TO DATE

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8. Rebrand the anti-harassment initiative to "Racism, Discrimination, and Harassment Don't Work Here."

Year 1 Implementation Proposal—

- To enhance transparency and accountability, expand NIH's anti-harassment statement or establish a separate anti-racism statement and bolster NIH's no retaliation policy for those who report racially discriminatory practices.

- To enhance accountability, hold leadership accountable for mandatory reporting of race-based discrimination and/or harassment and develop a visible, centralized, and anonymous reporting system (including a hotline) for race-based discrimination and/or harassment.

Progress—

- Launch of UNITE initiative for ending structural racism

- OHR/CIVIL clarifying that racial/ethnic biases and discrimination are part of the anti-harassment reporting mechanism

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Score Card:
Action is evident for 7 of the 8 Changes for Racial Equity

Publicly and explicitly identify diversity, inclusion and anti-racism as top NIH priorities.

Track and publicly report NIH workforce diversity data annually.

Improve representation of Black, Indigenous, and Latin individuals in the NIH community.

Implement an annual workplace climate survey to address all forms of harassment and discrimination.

Develop required anti-racism and anti-discrimination training for all NIH employees.

Require and incentivize leadership to be active participants in NIH diversity, equity, and inclusion initiatives.
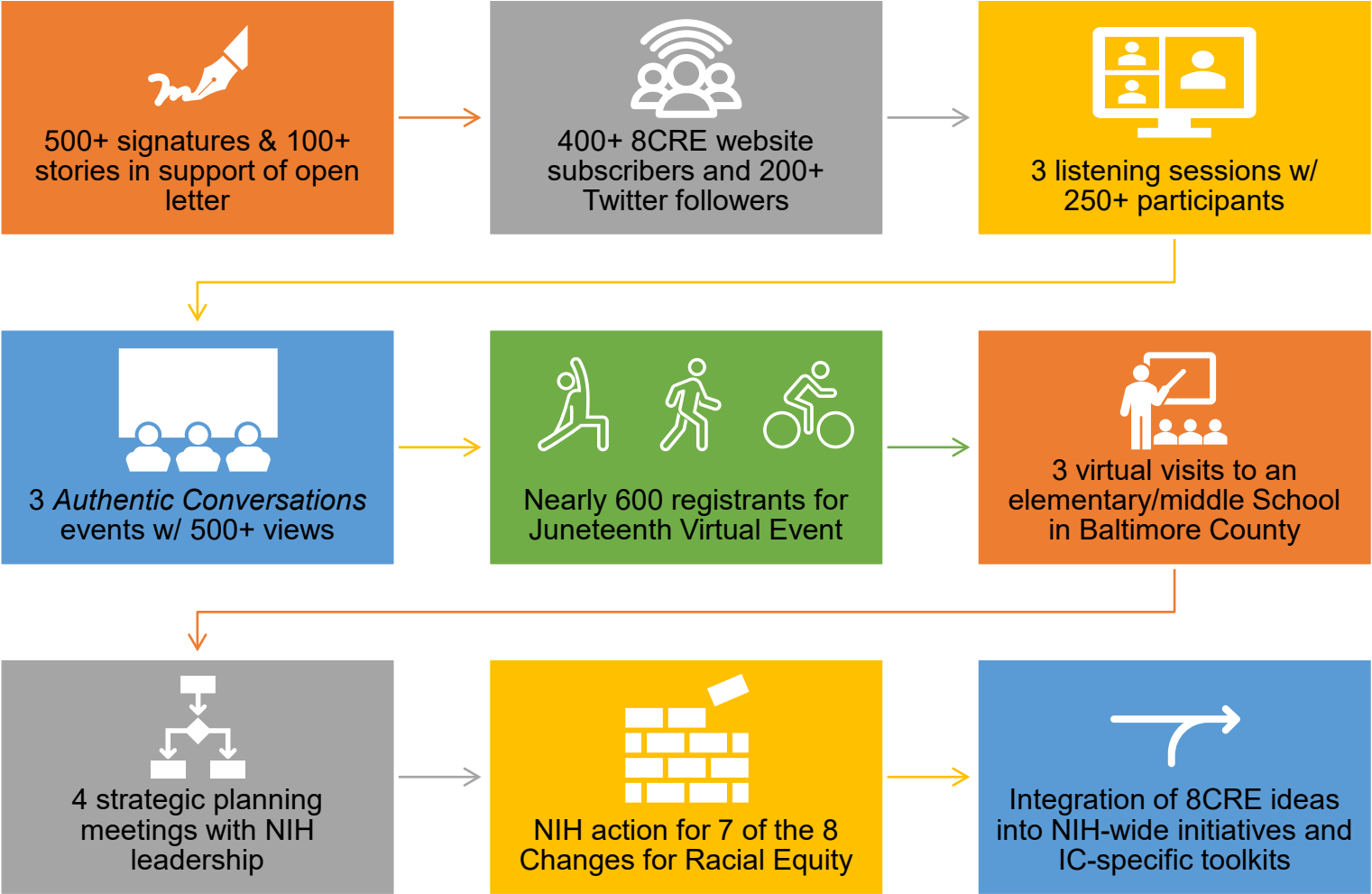
Implement a wage equity plan.

Rebrand the anti-harassment initiative to "Racism, Discrimination, and Harassment Don't Work Here."

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Future Directions: Transparency, Accountability and Sustainability

- Active engagement by SWD, EDI, OITE and NIH leadership is paramount to ensure all 8 Changes are successfully implemented

- Sustainability of these efforts will require use of employee alliance resource (EARs) groups to best understand the needs and wants of all staff

- Advance DEI across our agency, HHS partners and the entire biomedical enterprise requires an ongoing needs assessment and transparency of efforts

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8CRE Accomplishments Year-in-Review September 2021

500+ signatures & 100+ stories in support of open letter

400+ 8CRE website subscribers and 200+ Twitter followers

3 listening sessions w/ 250+ participants

3 *Authentic Conversations* events w/ 500+ views

Nearly 600 registrants for Juneteenth Virtual Event

3 virtual visits to an elementary/middle School in Baltimore County

4 strategic planning meetings with NIH leadership

NIH action for 7 of the 8 Changes for Racial Equity

Integration of 8CRE ideas into NIH-wide initiatives and IC-specific toolkits

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Glossary

- [8CRE](#) – (pronounced Acre) Eight Changes for Racial Equity
- [CIVIL](#) – NIH Civil Program
- [COSWD](#) – Chief Officer of Scientific Workforce Diversity
  - SWD – Scientific Workforce Diversity
- [EDI](#) – NIH Office of Equity, Diversity, and Inclusion
- [NIH](#) – National Institutes of Health
- [OHR](#) – NIH Office of Human Resources
- [OITE](#) – NIH Office of Intramural Training & Education