



# Working Group on Strategies to Strengthen Inclusion in NINR-Supported Studies

## Working Group on Diversity in the NINR-Supported Scientific Workforce

NACNR September 2022

### Working Group on Inclusion Co-Chairs:

Dionne Godette-Greer, Ph.D., NINR

Cindy Munro, Ph.D., RN, Council Member

### Working Group on Diversity Co-Chairs

Shalanda Bynum, Ph.D., M.P.H., NINR

Christopher Lee, Ph.D., RN, Council Member

September 13, 2022

# **Disclaimer**

The views discussed today are the sole opinions of the Working Groups on Diversity and Inclusion and do not necessarily represent the views of the NIH, NINR, or federal government.

# Working Groups

**Working Group on  
Diversity**



**Working Group on  
Inclusion**



# Working Group Discussion Structure



## The Why?

**Scope of problem**  
Why do workforce diversity and inclusion in NINR supported research require attention at NINR?



## The What?

**Actionable Strategies**  
What actions can be taken to address barriers to diversity and Inclusion at NINR?



## The How?

**Implementation Approaches**  
How might NINR implement recommended strategies to advance diversity and inclusion?



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# Inclusion Working Group Charge

Review participant inclusion in NINR-supported studies and consider the range of factors that may affect it, such as:

- PI and research team expertise,
- Research topic,
- Study design,
- Inclusion and exclusion criteria,
- Recruitment strategies,
- NINR policies and practices, and
- Develop actionable recommendations for NINR

# Working Group Members

## Co-Chair: Dr. Cindy Munro

- Dr. Liz Aquino
- Dr. Bob Atkins
- Ms. Mary Douglas Brown
- Dr. David H. Chae
- Dr. Elizabeth Cohn
- Mr. Adolph P. Falcón
- Rev. Patricia Fears
- Dr. Mary Magee Gullatte

## Co-Chair (NINR): Dr. Dionne Godette-Greer

- Mr. Michael Hahn
- Dr. Rosalba Hernandez
- Dr. Grayson N. Holmbeck
- Dr. Johnnye Lewis
- Dr. Wenjun Li
- Dr. Lorna H. McNeill
- Dr. Jesus Ramirez-Valles
- Dr. Catherine Timura (NINR Liaison)



# NACNR Inclusion Workgroup Guardrails

## NIH Revitalization Act of 1993 ensures that :

- Women are included as subjects in each project of such research
- Members of minority groups are included in such research
- Enrollment data must be reported by sex/gender, race and ethnicity from all grants and contracts with human subjects (grants only analyzing existing data excluded)

## The 21st Century Cures Act, PL 114-255, enacted December 13, 2016

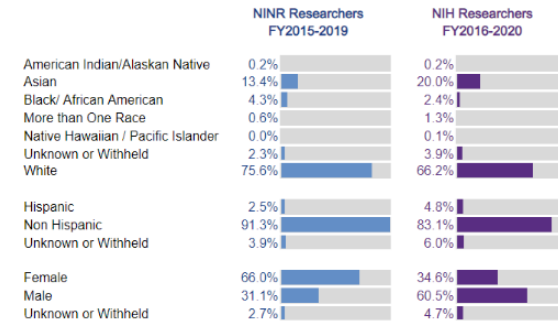
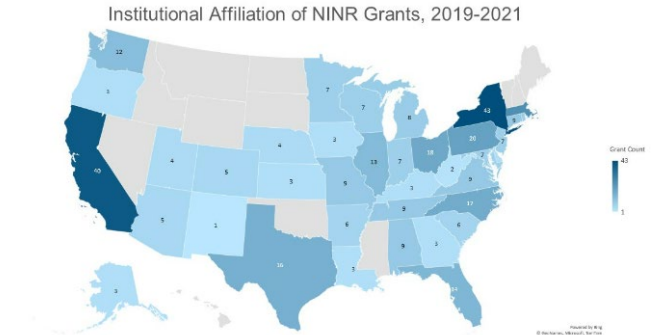
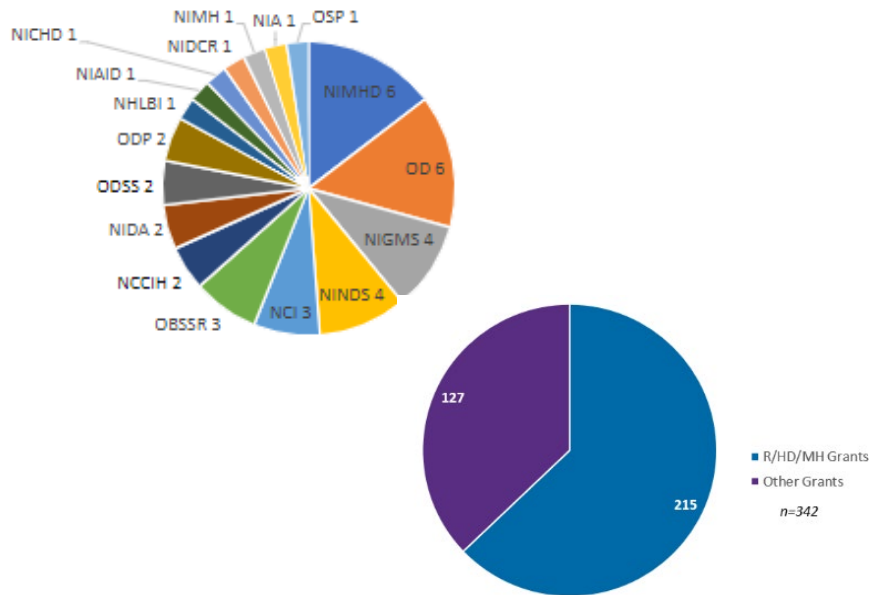
- Requires triennial inclusion reporting from all Institutes and Centers. Inclusion data is available through NIH Reporter.
- Requires entities conducting applicable clinical trials submit results of valid analyses by sex/gender, race, and ethnicity in Clinicaltrials.gov

**Inclusion Across the Lifespan, January 25, 2019** - Individuals of all ages, including children (i.e. individuals under the age of 18) and older adults, must be included in all human subjects research, conducted or supported by the NIH, unless there are scientific or ethical reasons not to include them



# Working Group Data Review

- NINR Institutions, Investigators and Participants
- Diversity and Inclusion of NINR research participants compared to NIH
- Who is conducting research supported by NINR

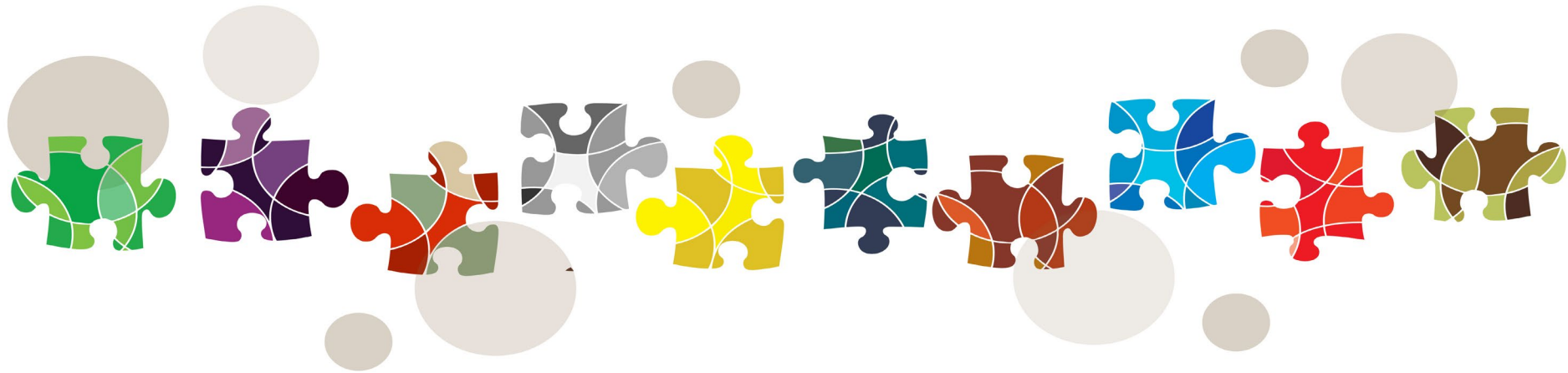


- NINR support of Health Disparities, Minority Health and/or Rural Health Studies
- Active funding opportunity collaborations with other Institutes
- Shared published resources on participant inclusion in health research

# Recommendation A

## Promote Engagement with Underrepresented Populations

NINR Must Maximize Inclusion of Populations Under-Represented in Biomedical Research to Promote Translation, Implementation and Dissemination in NINR-Supported Research



# Recommendation B

## Incentivize Inclusion through Responsiveness to Funding Initiatives and Scientific Review

NINR should prioritize investigator efforts to include populations often not represented in NINR-supported research—through investigator training opportunities, funding opportunity responsiveness, and application review.

# Recommendation C

## Improve the Health of Under-represented Populations Included in NINR studies through Training & Education on Translation, Implementation & Dissemination

NINR should promote rigorous study designs that incorporate engagement, inclusion, and retention of participants from underrepresented, understudied, or small population groups.





# Working Group on Diversity in the NINR-Supported Scientific Workforce

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Shalanda Bynum, Ph.D., M.P.H., NINR  
Christopher Lee, Ph.D., RN, Council Member



# Diversity Working Group Charge

- Provide advice to the NACNR on effective strategies to enhance the diversity of the NINR-supported nursing science workforce.
- Provide recommendations for improving success rates for groups underrepresented nationally in biomedical and health research who apply for NINR grant and training funding.

# Working Group Members

## Co-Chair: Dr. Christopher S. Lee

- Dr. Brian C. Castrucci
- Prof. Daniel E. Dawes
- Dr. Cheryl Giscombé
- Dr. Laura N. Gitlin
- Dr. Emily A. Haozous
- Dr. Mallory O. Johnson
- Dr. Randy A. Jones

## Co-Chair (NINR): Dr. Shalanda A. Bynum

- Dr. Phoenix A. Matthews
- Dr. Elias Provencio-Vasquez
- Dr. Therese S. Richmond
- Dr. Roland J. Thorpe, Jr.
- Dr. Jing Wang
- Dr. Linda Washington-Brown
- Dr. Lisa Lucio Gough (NINR Liaison)

# Increase Awareness of NINR Research Lenses, Especially those Focused on Health Equity

## Recommendation A:

Broadcast NINR's new Strategic Plan and Research Lenses across multiple communication channels.

## Recommendation B:

Create funding and training opportunities that increase awareness of the importance of health equity research to NINR's mission.





# Increase Awareness of Nursing Science

## Recommendation C:

Promote nursing science as a career through partnerships and collaborations.

## Recommendation D:

Promote nursing science as a career through culturally- and linguistically-appropriate multimedia communications and other technology-driven channels.

## Recommendation E:

Promote nursing science as a career through funding.



# Expand the Underrepresented Nursing Science Applicant Pool

## Recommendation F:

Partner with minority-serving institutions and organizations as well as NINR-funded investigators to promote nursing science.



# Enhance the Structure of Research Grants

## Recommendation G:

Ensure adequate timelines between funding opportunity announcements and due dates to promote applications from investigators at minority-serving institutions.

## Recommendation H:

Create new funding mechanisms to support under-resourced institutions and underrepresented investigators.



# Leverage Diversity Initiatives

## Recommendation I:

Champion new diversity initiatives aligned with the new NINR Research Lenses.

## Recommendation J:

Conduct ongoing evaluation of NINR diversity initiatives.



# Ensure Sufficient Diversity in Training Programs

## Recommendation K:

Enhance the T32 program to support a balanced portfolio that adequately represents underrepresented racial and ethnic minorities.



# Enhance Mentorship for Underrepresented Scientists

**Recommendation L:**  
Incentivize effective mentorship.



# Mitigate Bias in the Grant Peer Review Process

## Recommendation M:

Partner with the NIH Center for Scientific Review (CSR) to diversify study sections.

## Recommendation N:

Provide training on diversity and bias in the grant review process.





# Optimize Experiences with NINR Program Directors

## Recommendation O:

Develop tools and/or resources to guide interactions between Program Directors and principal investigators from diverse racial and ethnic backgrounds during the application submission, pre-award, and post-award phases.

## Recommendation P:

Provide guidance to Program Directors to equitably support grant applicants and awardees.





# Next Steps

- Incorporate Council feedback with Inclusion and Diversity Working Groups
- Finalize Recommendations
  - Final Diversity Working Group meeting 9/20/2022
- Submit Final Report of Recommendations

