

Challenge Prize for Faculty Gender Diversity - Update

April 21, 2020

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Health Scientist Administrator



**OFFICE OF RESEARCH
ON WOMEN'S HEALTH**

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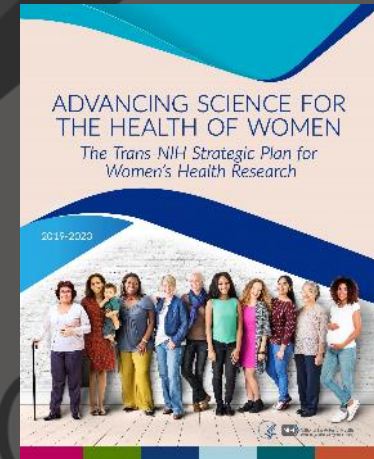
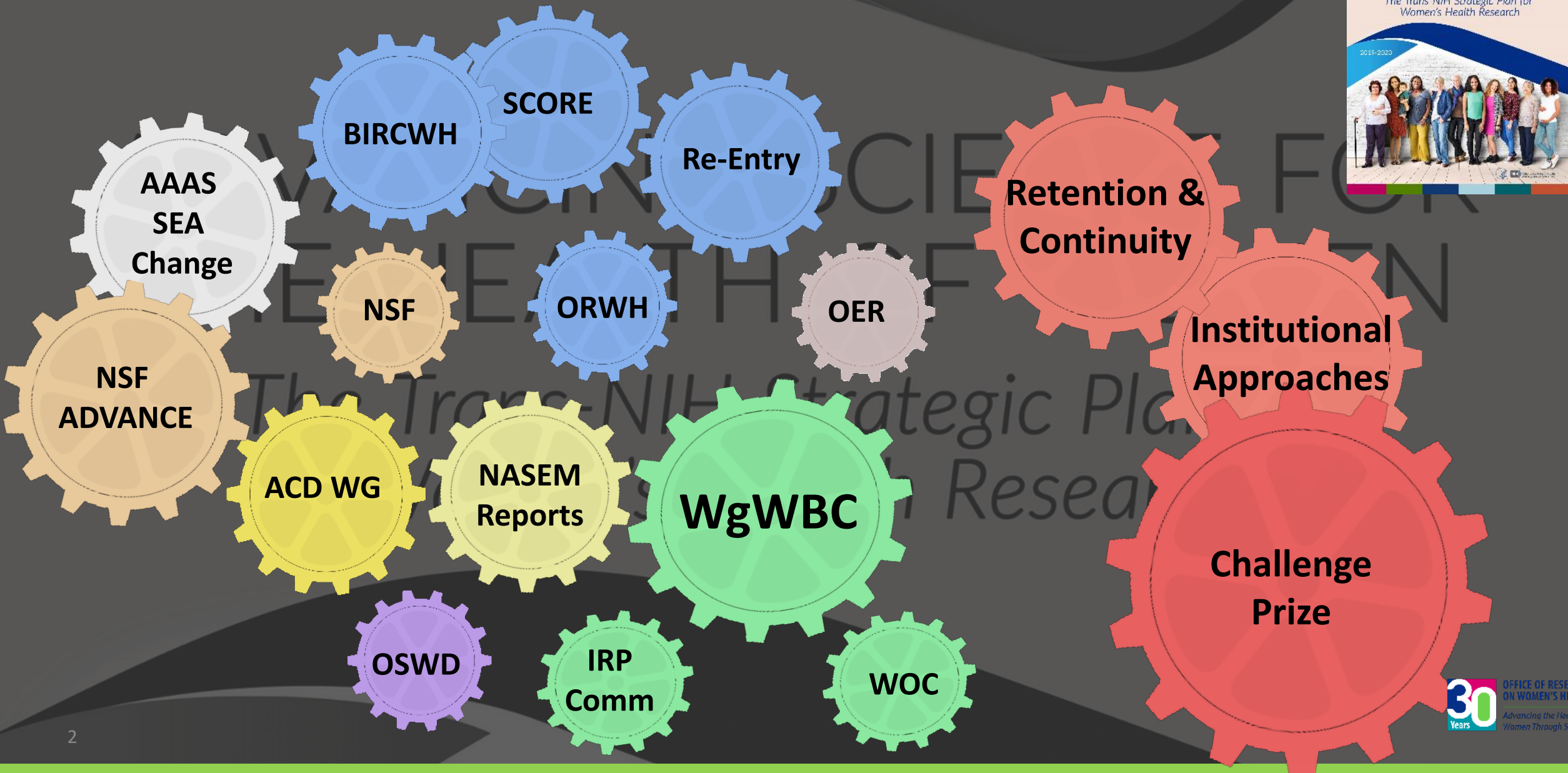
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 **National Institutes of Health**
Office of Research on Women's Health

Conceptual overview of Careers landscape



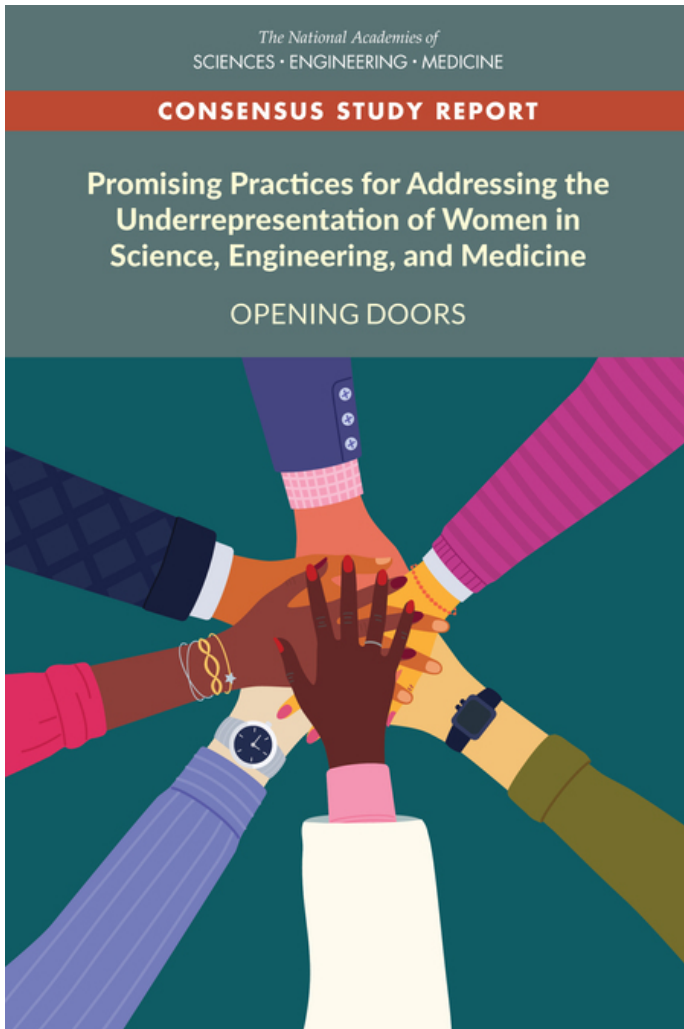
Challenge Prize to recognize institutions using transformative approaches

Prize to Enhance Faculty Gender Diversity



- One of the 4 concepts developed out of the Working Group on WBC
- Portfolio of 4 concepts complements policy changes & other NIH programs to enhance participation of UR populations including women
- Goal: to recognize transformative structures, systems, projects and processes that have enhanced gender diversity within an institution

Responsive to the NASEM consensus study report



Recommendation 8: Federal agencies and private foundations should work collaboratively to **recognize and celebrate** colleges and universities that are working to improve gender equity.

*“... could **promote culture change** yielding broader recognition that fostering an inclusive scientific, engineering, and medical enterprise **is a broadly shared responsibility.**”*

<https://www.nap.edu/catalog/25585/promising-practices-for-addressing-the-underrepresentation-of-women-in-science-engineering-and-medicine>

Responsive to NIH ACD WG on Changing the Culture to End Sexual Harassment recommendation



Recommendation 4.2b: NIH should provide formal awards and recognition for institutions that excel in this area

“...NIH can create an incentive to motivate improvement by publicly spotlighting success.”

Final report:

https://acd.od.nih.gov/documents/presentations/12122019ChangingCulture_Report.pdf

Feedback from the Scientific Community on RFI NOT-OD-19-141



“Institutions advancing gender equity and diversity should be recognized publicly and given the opportunity to use their designation in materials for recruitment”

“My own institution...would love to be able to demonstrate they had overcome...deficiencies by being recognized by the NIH”

RFI responses reflect mix of institutions and organizations

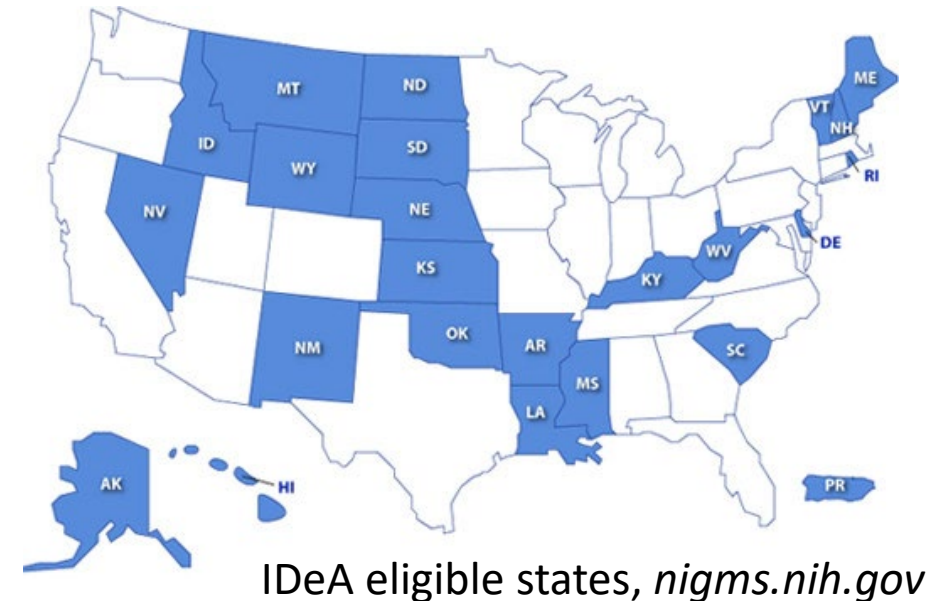
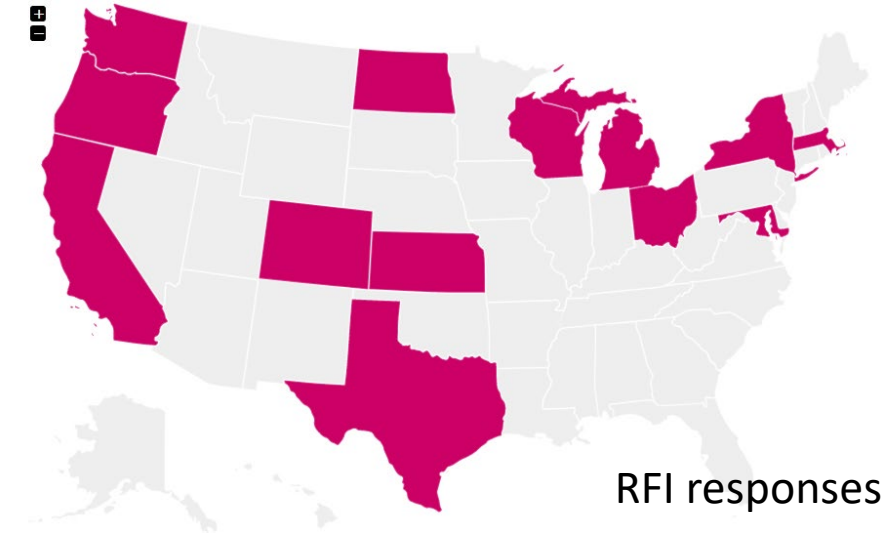
- 31 responses total
 - 3 Institutional responses
 - 2 Societal responses
 - 1 Industry/consulting response: CBS consulting group
 - 25 responses from individuals:
 - 2 Government (NIH FIC & NHLBI); 1 Uncategorized; 22 Academia
- Of the 22 individual responses from academia
 - 2 ACRWH Members
 - 7 Causal Factors & Intervention PIs



RFI responses reflect a mix of institutions and organizations

Institutions Represented

- Boston U and Boston U SPH
- CUNY
- Harvard SPH
- MD Anderson
- MIT
- Michigan State
- North Dakota State U
- Ohio State
- Oregon Health & Science
- Oregon State
- Pacific Northwest Lab
- Rice U
- U of Colorado-Boulder
- U of Colorado SOM
- U of Kansas
- U of Maryland SOM
- U Michigan
- U of Washington
- U of Wisconsin-Madison
- UC Davis
- UCLA
- UCSF



RFI responses fall into 5 broad categories



Structure in place for sustainability, and processes to allow continued innovation & progress



Allow for smaller/lower resourced institutions



Wide range of metrics, appropriate for the institutional context



Importance of acknowledgement for institutions



Dissemination of interventions & approaches

How will this program be structured?

Recognition

- 10 winners
- Up to 10 honorable mentions
- Promotion of winning institutions

Award

- \$50K compensation for winners
- Could be applied towards diversity programs or compensate for data collection expenses

Outcomes

- National Forum for Dissemination
- Toolkit for institutions to adapt approaches & interventions by their context & characteristics

Launch of Challenge is just around the corner

Timeline is approximate

Launch – Challenge opens

Challenge winners are selected and checks are disbursed

Apr
2020

Jun
2020

Apr
2021

May
2021

Fall
2021

Dissemination & promotion
Challenge.gov

Challenge application window closes

National forum to announce winners & disseminate successful strategies

Questions to consider & next steps



What information would you like communicated during and at the conclusion of the challenge?



Toolkit is intended to be an interactive platform whereby institutions can find customized approaches for their unique environments. What kind of metrics must be included?



What are other ways to promote institutions and their successful initiatives & interventions in substantively enhancing gender diversity and creating inclusive environments?

Institutional Approaches Initiative Update

Lynn Morin, M.A.

Health Scientist Administrator

April 21, 2020 – 50th Meeting of ACRWH



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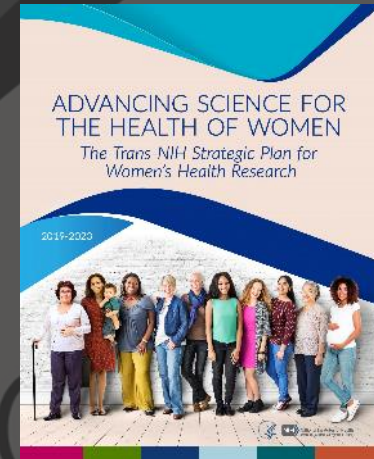
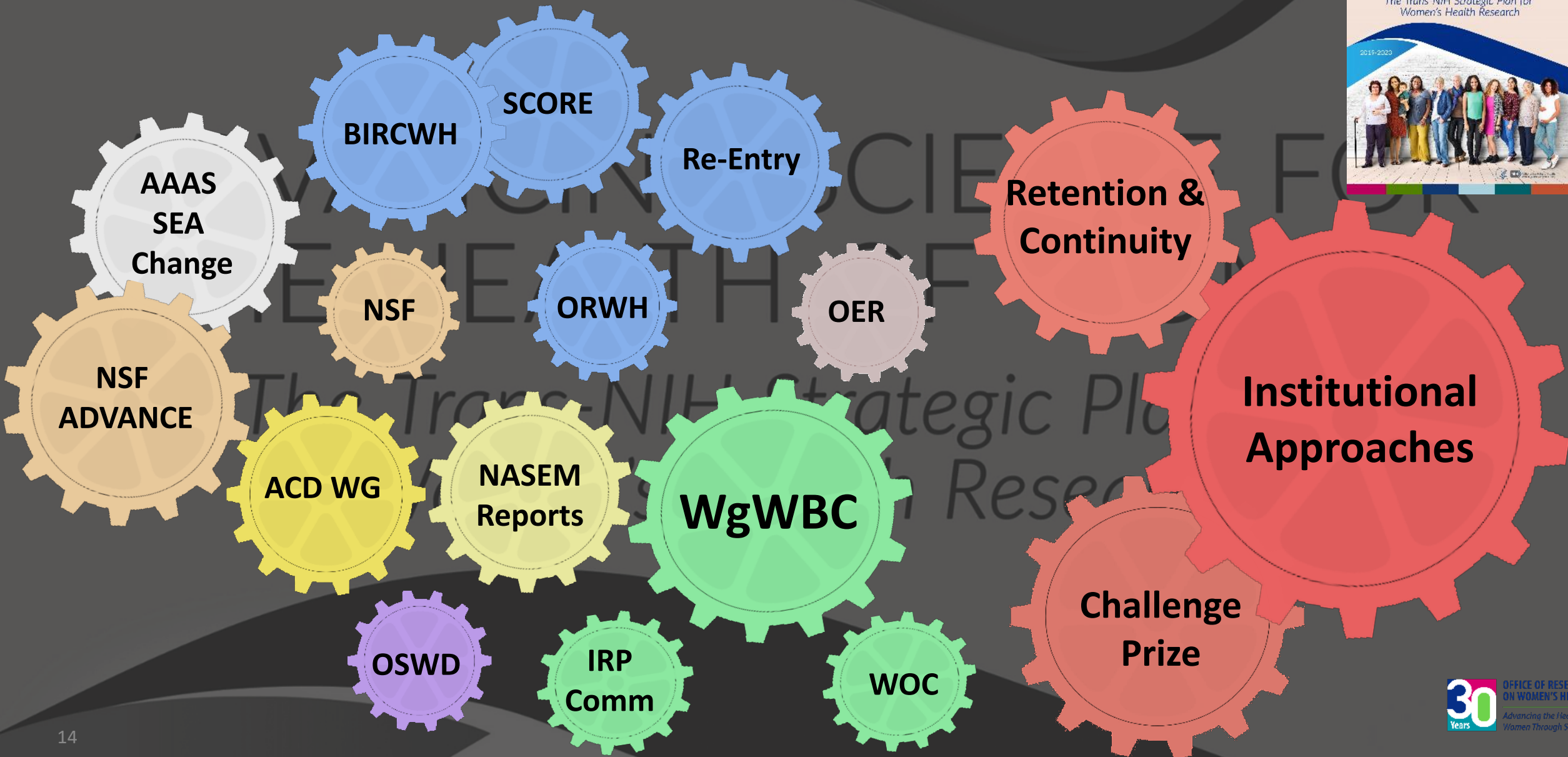
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Conceptual overview of Careers landscape



Systemic and sustainable changes required at multiple levels to achieve gender diversity

Barriers to Career Advancement

Pathways to Leadership

Compensation Equity

Career Flexibility and Work-Life Integration

Mentoring, Coaching and Sponsorship

Advocating for Change and Stakeholder Engagement

- More and regular collection of data on the areas where barriers exist
- Increasing the number and engagement of women in academic leadership positions
- Equity in hiring, promotion and career development opportunities

Institutional Approaches Initiative aimed at retention and promotion to achieve gender diversity



Objective: Provide support institutional development of broad multi-pronged, trans-institutional sustainable strategies



Overarching goal: Enhance faculty gender diversity in biomedical and behavioral disciplines.



Metrics: Improvement in policies and practices (e.g. hiring, advancement, retention) and extent of gender diversity

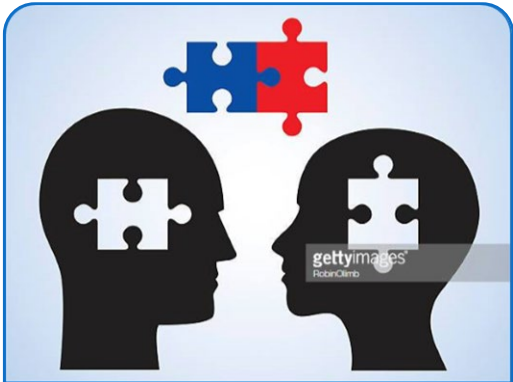


Project Period: 2 phase award for a total of up to 5 years

ICOs challenged ORWH to think big!



Innovation



Collaboration



Investment

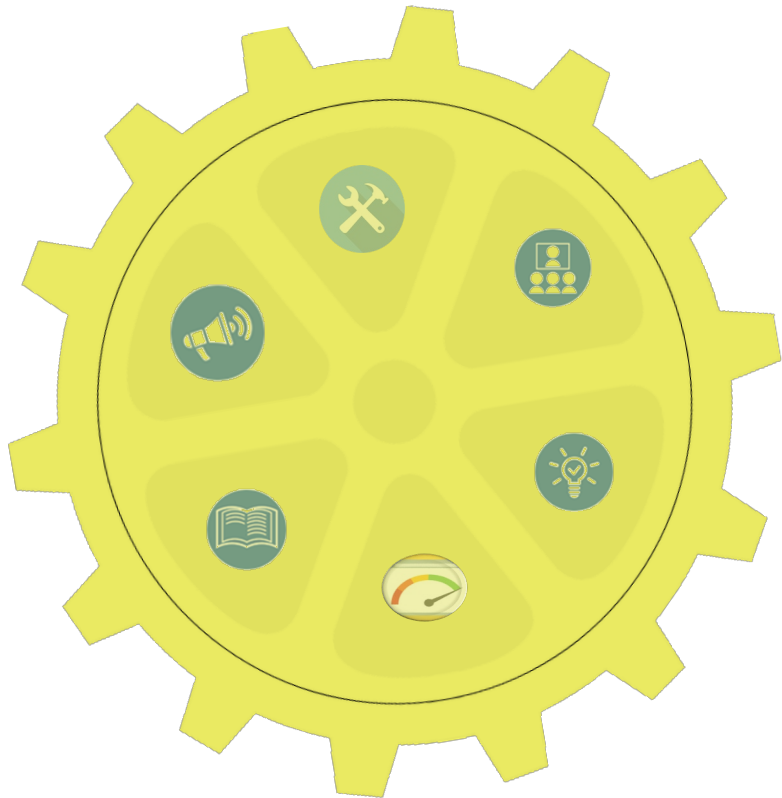


Measurement



Leveraging the data

ORWH Supported Coordinating Center



- ✓ Provide Subject Matter Experts to assist investigators and NIH
- ✓ Common data elements
- ✓ Toolkit for evidence-informed/based interventions
- ✓ Can organize meetings/workshops as relevant
- ✓ Academic community input (the Ask)



Institutional Approaches Toolkit

Interventions enhance gender diversity

Overview

Individual Approaches

Institutional Approaches

Worksheet

FAQs

Contact Us

Individual Level Approaches

Higher Effectiveness

Moderate Effectiveness

Lower Effectiveness

Too few studies to rate effectiveness

Individual Level Approaches

Individual-level strategies aim to produce changes in individual attitudes or behaviors related to the hiring, promoting and providing career development opportunities for women rather than the environments in which barriers occur.

Check all strategies you would like to print

 0 Print Preview Strategies

Lower costs \$

Mid-range costs \$\$

Higher costs \$\$\$

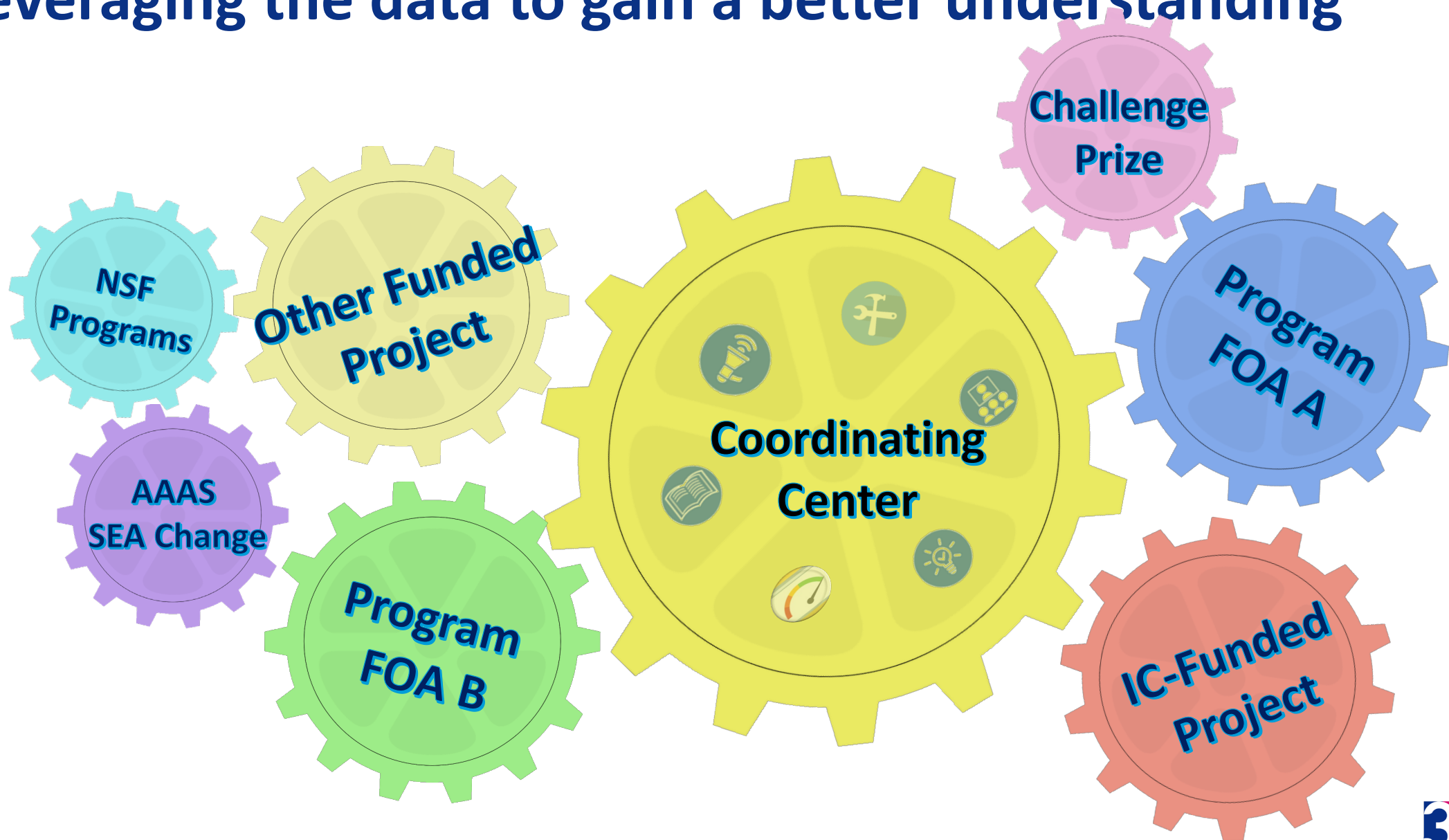
Higher effectiveness

More about the Toolkit



- ✓ Identify effective intervention strategies
- ✓ Searchable by demographics
 - School type
 - School population
 - Budget
 - Staff requirements
- ✓ Statistical data
- ✓ Dynamic

Leveraging the data to gain a better understanding



Coordinating, Housing, Reviewing, Analyzing and Disseminating Institutional Approaches Data

Achieving Gender Diversity (AGD): Coordinating Center

Objective: support the “Program FOAs” to coordinate, house, review, analyze and disseminate data obtained.

Funds Available and Anticipated Number of Awards: we anticipate making one awarded contingent upon the NIH appropriations.

Award Project Period: Coordinating Center will be awarded for 5 years

Council Action: vote for support for ORWH to work with IC to implement the Funding Opportunity Announcement (FOA).

PANEL

Institutional Change: Lessons Learned

Moderator

- Lisa Begg, Dr. P.H., RN
Senior Research Program Officer, ORWH

Panelists

- Kenneth Gibbs, Jr., Ph.D.
Program Director
Division of Training, Workforce Development, and Diversity, NIH
- Jessie A. Dearo, Ph.D.
Program Director, Organizational Change for Gender Equity in STEM
Academic Professions (ADVANCE), National Science Foundation
- Darla Thompson, Ph.D.
Project Director for Biomedicine
SEA Change, American Association for the Advancement of Science

Open Discussion

Closing Remarks

- Xenia Tigno, Ph.D. M.S.(Epi)
Associate Director for Careers, ORWH