

NIH Efforts on Changing the Culture of Science to Maximize Talent and End Harassment

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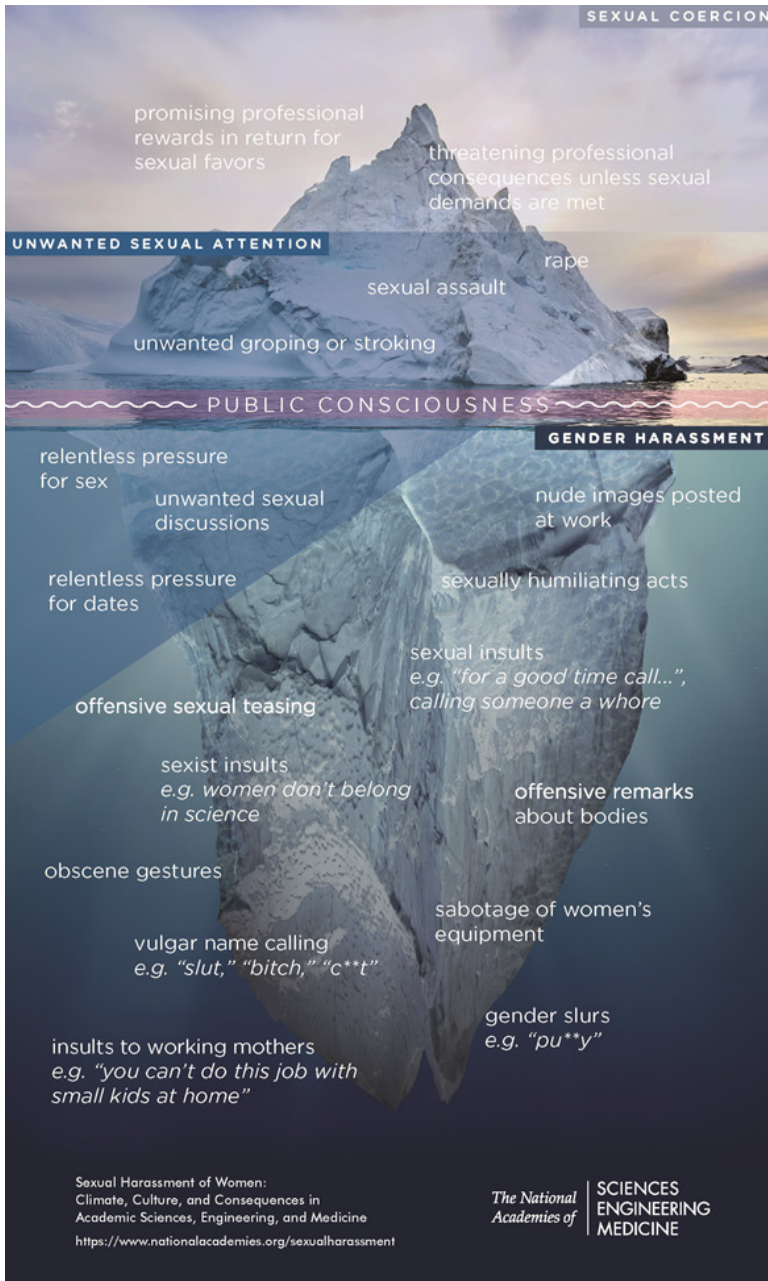
The National Academies of
SCIENCES • ENGINEERING • MEDICINE

CONSENSUS STUDY REPORT

Sexual Harassment of Women

Climate, Culture, and
Consequences in
**Academic Sciences, Engineering,
and Medicine**

The NASEM report
fundamentally changed
the conversation in a
way long overdue...



Bottom line: it is time for change

Sexual harassment is morally indefensible, unacceptable, and presents a major obstacle that is keeping women from achieving their rightful place in science

We can do better. We must do better.

NIH Internal Anti-Harassment Actions



OVERSIGHT

NIH Anti-Harassment Steering Committee



POLICIES

Anti-Harassment Manual Chapter & Relationship Policy Statement



TOOLS & RESOURCES

Hotline, Webform, Training, Education, and Additional Resources



PROGRAM

NIH Civil Program Expansion Updates



TIMELINE & COMMUNICATIONS

Anti-Harassment Program Launch Timeline and Campaign

NIH Anti-Harassment Actions

Demonstrating Transparency and Accountability

- February 28th 2019 – Director’s Statement
- Emailed all NIH-funded institutions for assistance combating sexual harassment
- ICs are required to develop independent anti-harassment plans
- NIH co-chairs the NSTC Subcommittee on Safe and Inclusive Research Environments
- Established mechanisms to report concerns about NIH-funded institutions
 - Email: GranteeHarassment@od.nih.gov
 - Anonymous Webform (case sensitive): <https://public.era.nih.gov/shape/public/notificationForm.era>

Internal Actions

- 2018-2019: 200+ allegations
 - Formal and informal disciplinary actions
 - Training sessions about the anti-harassment program

External Actions

- 2018-2019: Reviewed 100+ incidents/inquiries (50+ institutions)
 - PI replacement/removal from grants, peer review
 - Institutional disciplinary actions

NSTC Joint Committee on Research Environments (JCORE)

Subcommittee on Safe & Inclusive Research Environments (SIRE)

- **NIH Co-Chairs the SIRE Subcommittee of NSTC JCORE**
 - Federal coordinating body for sharing practices, challenges, and activities to combat harassment in research
 - Focuses on advancing proactive prevention of the conditions and characteristics that lead to a climate in which harassment is tolerated
 - Aims to foster an American research enterprise where researchers join, remain, and thrive

Advisory Committee to the NIH Director

Working Group on Changing the Culture to End Sexual Harassment



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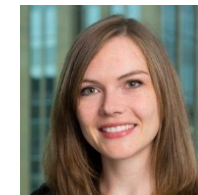
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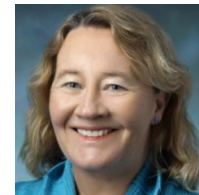
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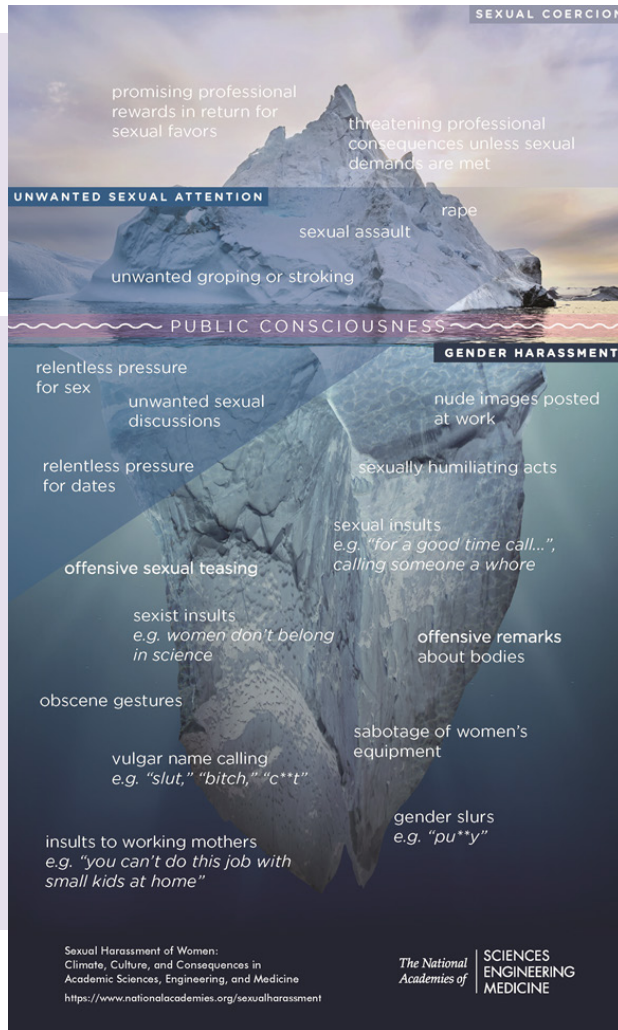


Hannah Valentine
NIH

Key Definitions



Conceptualizing the Report Recommendations



There is a sense of urgency to address the tip of the iceberg –
The Working Group included immediately actionable recs

The Working Group also made many recommendations to
change the culture long-term

Working Group Report

Recommendations Accepted by NIH Director (Dec. 2019)

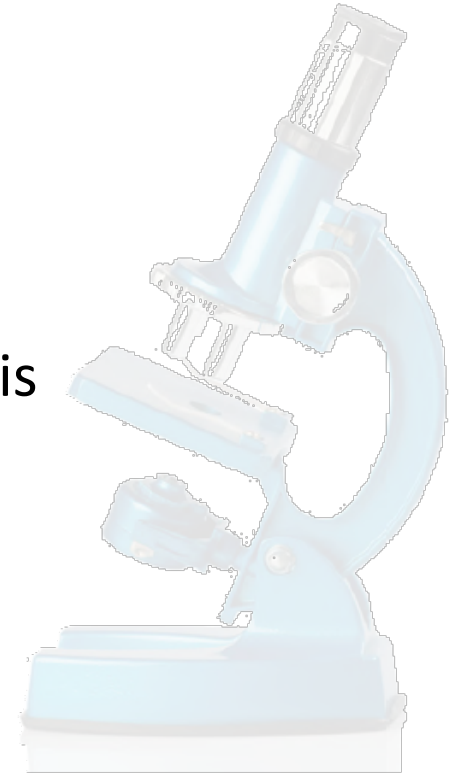
- **Recommendations Around Report Themes:**

1. Increase Transparency and Accountability in Reporting of Professional Misconduct, especially Sexual Harassment
2. Establish Mechanisms for Restorative Justice
3. Ensure Safe, Diverse, and Inclusive Research and Training Environments
4. Create System-wide Change to Ensure Safe, Diverse, and Inclusive Research Environments

What happens next?

Sparking Introspection – read the ACD report!

- Are some of the values we hold dear in the research enterprise contributing to risk factors for harassment?
 - “Meritocracy”
 - Lab as “family”
 - Apprenticeship system of training
- Are we too willing to forgive bad behavior in exchange for good science/scientific prestige?
 - Academic freedom vs. freedom of behavior
- How does the way we fund research contribute to the culture that is driving women out of science?
 - Concentrating funding
 - “Celebrity” culture of science?
 - Risk averse = maintaining the status quo
 - Root cause issues... alignment w/other ACD WG



<https://acd.od.nih.gov/documents/presentations/12122019ChangingCulture.pdf>