

4/1/22 Submitted in response to NIH request for comments: Submission form:  
<https://rfi.grants.nih.gov/?s=61e9a09a971100006d005012>

*Objective 1: Implement Organizational Practices to Center and Prioritize DEIA in the Workforce*

Our comments relate to establishing additional primary objectives:

**Urgency, Accountability, Reach:** While the NIH is making a concerted effort to incorporate values, both structurally and culturally, of diversity, equity, inclusion, and accessibility, it is necessary to commit to:

- Working faster
- Implementing concrete accountability measures
- Collaborating with global partners to foster workforce DEIA around the world, and particularly in low and middle-income countries (LMICs)

We believe that each of these objectives merits their own section in the framework and the subsequent strategic plan.

***Working Faster:*** As a leading force in the domestic and global research ecosystem, NIH should set the standard for not just working steadily, but working aggressively and rapidly, to affect change in the composition of the research workforce such that it reflects the diverse demographics of the US.

Doing so is not just the right strategy, it is a pragmatic imperative. If we don't align our workforce with the composition of our population, workforce shortages across the R&D ecosystem are inevitable. Our nation and global community need to build out R&D capability to address existential threats, and critical to that need is achieving workforce DEIA.

The Institutes should break new ground, launch new strategies, and act with urgency, and these commitments should be clearly stated in the strategic plan framework and in the plan itself as an innovation and acceleration objective.

***Collaborating Globally:*** Objective 2 includes partnerships and engagements, but we believe there should be a distinct objective for global collaboration. Global workforce DEIA serves the public good and the national interest. Again, US and global security hinge on a robust research workforce that extends far beyond our borders. Partnering with LMICs to build capacity is, in and of itself, a DEIA strategy, and the Institute's intention to do so should be clearly stated in the DEIA framework. Not only should the Fogarty Center be resourced to build out its critical work, but every institute and center should foster global workforce DEIA collaborations.

***Emphasizing Accountability:*** We recognize that accountability is referenced in objective 2, but firmly believe it should stand as a separate objective. Part of gaining buy-in and truly influencing change across the ecosystem is to prioritize the establishment of accountability measures. The DEIA framework should include language that establishes NIH's intention to set ambitious and quantifiable objectives, establish milestones, adhere to strict timelines, and create meaningful outcome measures.