NCI's commitment to DEIA and anti-harassment
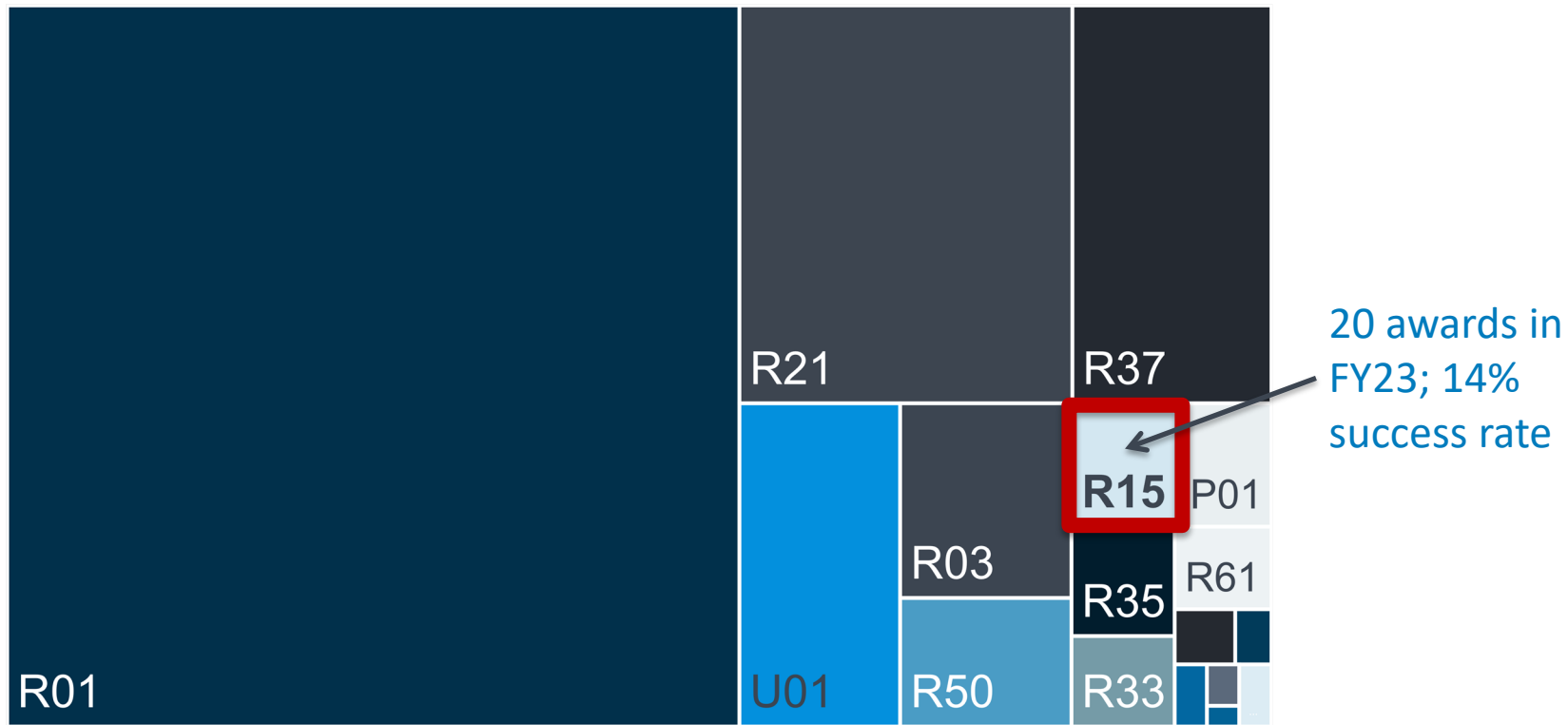
Dr. Shannon Hughes

Deputy Director, Division of Cancer Biology, NCI
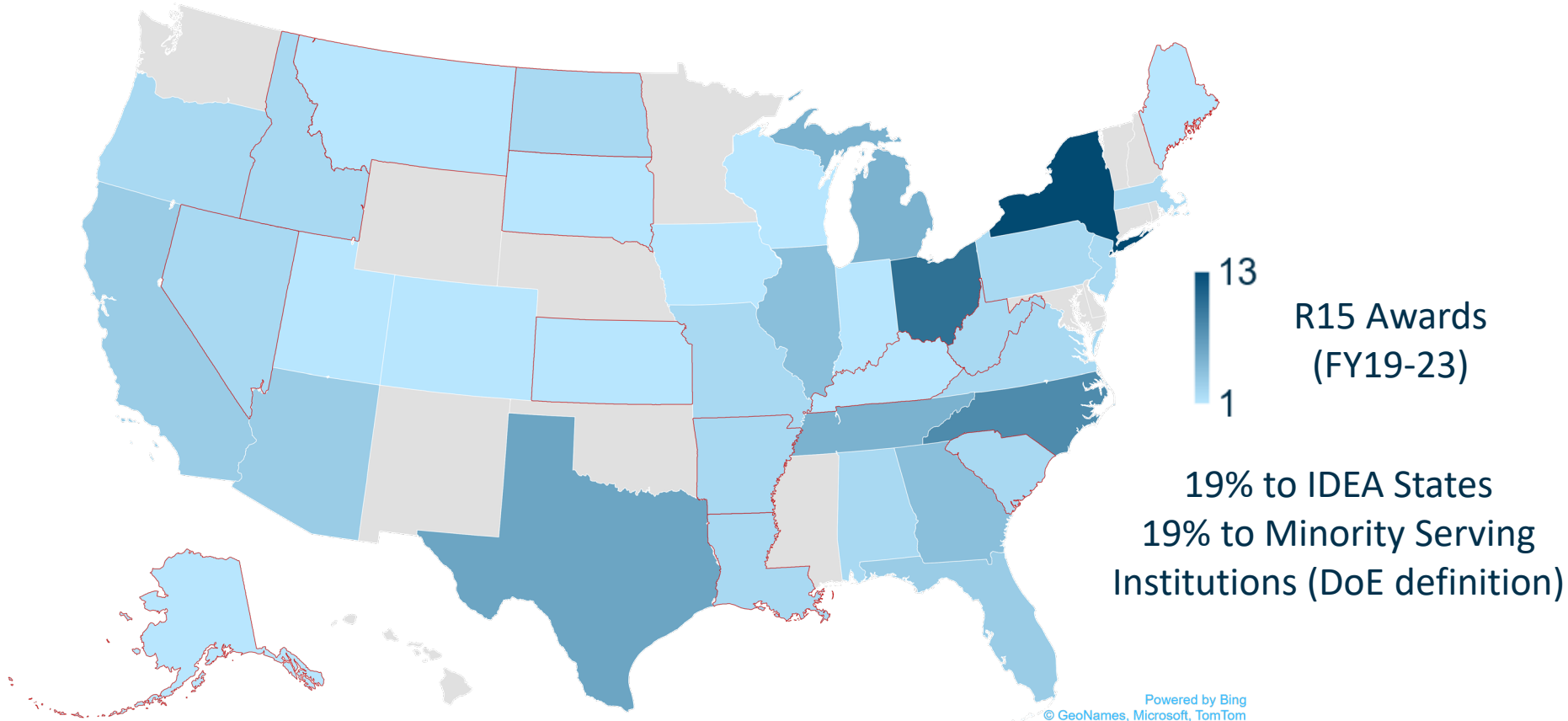
NIH ⟩ NATIONAL CANCER INSTITUTE

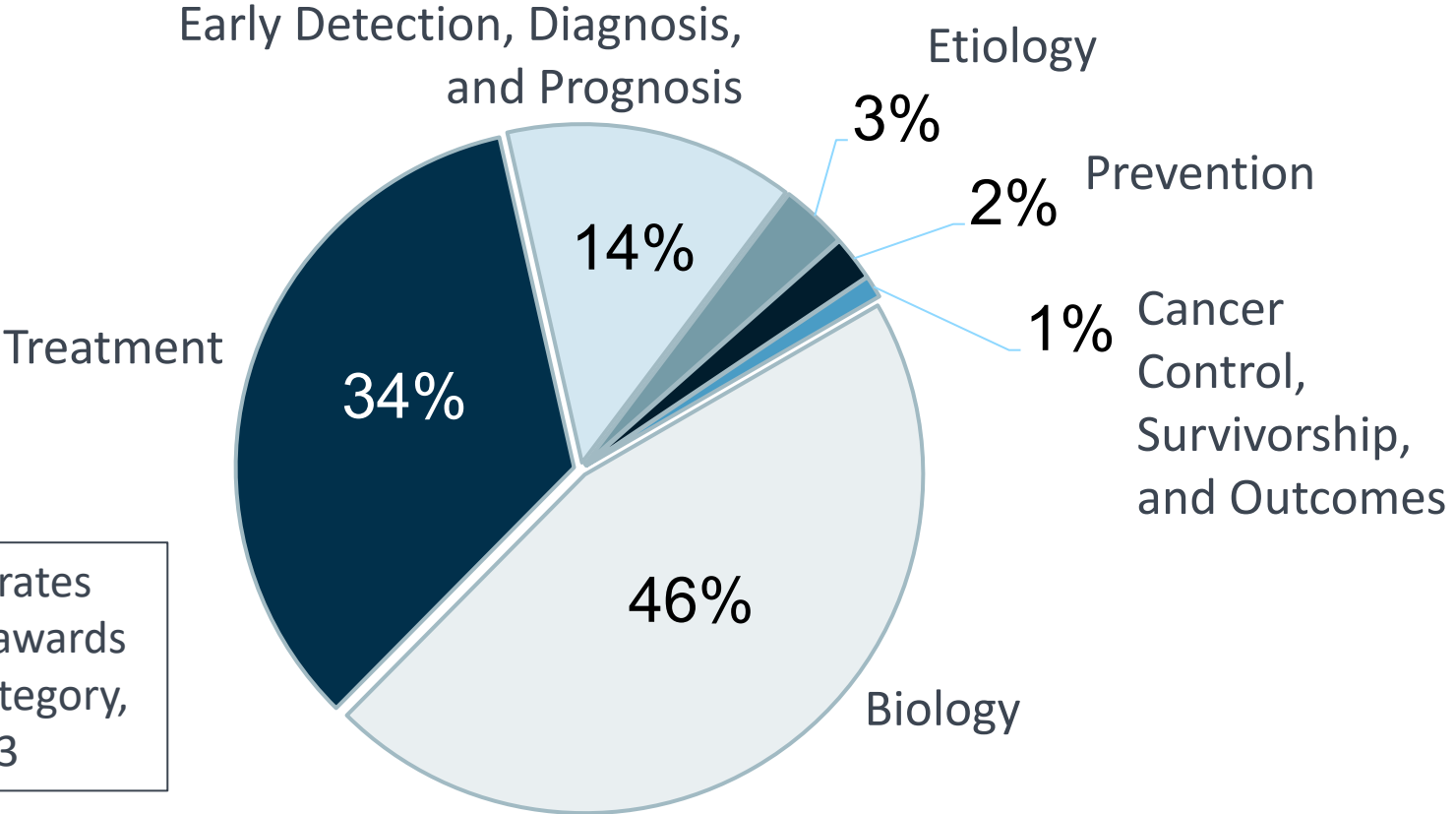# The success of the National Cancer Plan depends on including everyone in cancer research

National
Cancer Plan

An underutilized opportunity to build capacity in cancer research: NIH Research Enhancement Award (R15)

20 awards in FY23; 14% success rate

NCI R15 awardees are located across all regions of the U.S.

R15 Awards
(FY19-23)

13
1

19% to IDEA States
19% to Minority Serving
Institutions (DoE definition)

Powered by Bing
© GeoNames, Microsoft, TomTom

NIH NATIONAL CANCER INSTITUTE

FY19-23 data from NIH Reporter; Red outline indicates IDEA State

4

NCI R15 awardees conduct research across the cancer continuum

Early Detection, Diagnosis, and Prognosis

Etiology
3%

Prevention
2%

1% Cancer Control, Survivorship, and Outcomes

Treatment
34%

14%

46%

Biology

Plot illustrates the % of awards in CSO category, FY18-FY23

More information on CSO categories https://www.icrpartnership.org/cso

NCI Division of Cancer Biology R15 awardees address a wide range of cancer research topics and challenges

AREA (47 awards)

REAP (12 awards)

NIH NATIONAL CANCER INSTITUTE
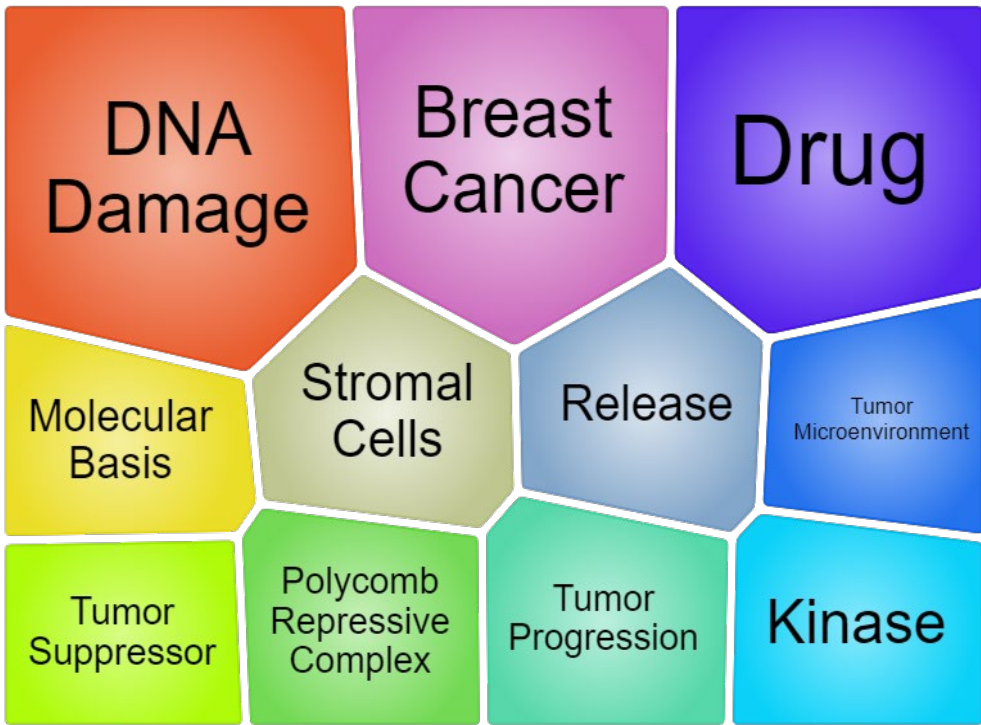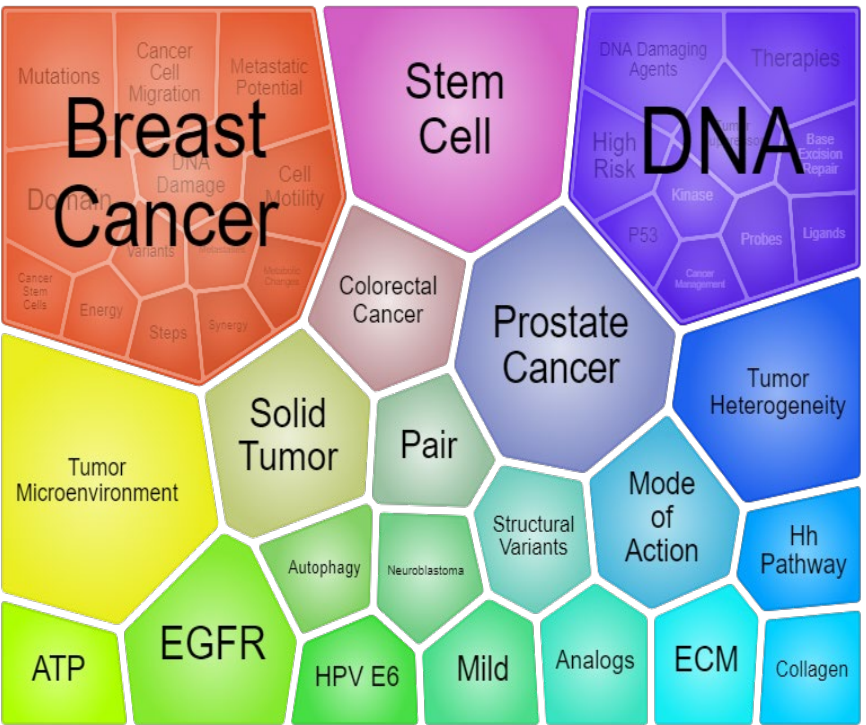
The NIH UNITE Initiative

U Understanding stakeholder experiences through listening and learning

N New research on health disparities/minority health/health equity

I Improving the NIH Culture and Structure for Equity, Inclusion, and Excellence

T Transparency, communication, and accountability with our internal and external stakeholders

E Extramural Research Ecosystem: Changing Policy, Culture, and Structure to Promote Workforce Diversity

nih.gov/ending-structural-racism   The NIH UNITE Initiative to Strengthen Diversity, Equity, and Inclusion: Together, We're Stronger

NIH National Institutes of Health
Turning Discovery Into Health

7

From: UNITE Presentation to the Advisory Committee to the Director (NIH), December 10, 2021

UNITE Progress Report

UNITE
PROGRESS
REPORT

2021–2022

FOCUS AREA 1 | **Elevating** health disparities and minority health research across institutes and centers

FOCUS AREA 2 | **Promoting** equity in the NIH-supported biomedical research ecosystem

FOCUS AREA 3 | **Promoting** equity in the internal NIH workforce

FOCUS AREA 4 | **Improving** the accuracy and transparency of racial and ethnic equity data

Modified from: UNITE Presentation to the Advisory Committee to the Director (NIH), December 9, 2022

Related NIH Initiatives from UNITE

NIH Research with Activities Related to Diversity (ReWARD) R01; PAR-23-122

- Recognizes efforts to promote equity, diversity, inclusion, and accessibility as important aspects of an overall research program. For investigators with no previous NIH funding.

Instrumentation Grant Program for Resource-Limited Institutions S10; PAR-12-138

- Aims to enhance research capacity and educational opportunities MSIs and under-resourced institutions.

Strengthening Research Opportunities for NIH Grants (STRONG); PAR-23-144

- Enable resource-limited institutions (<$25M) to assess their research strengths and needs to develop a plan to become more research intensive.

See also: UNITE Progress Report (pg 11) and Advisory Committee to the Director (NIH), Dec 9, 2022

Related NIH Initiatives from UNITE (cont'd)

National Institutes of Health

If there are concerns that harassment, including sexual harassment, discrimination, or other forms of inappropriate conduct that can result in a hostile work environment is affecting an NIH-funded project, we want to know about it. Notification may be done anonymously. Learn what to expect when notifying NIH.

Notify NIH

Or contact us by phone at (301) 480-6701.

If you are an institutional official handling an incident(s) of harassment involving key personnel on a specific NIH award, report using the Notify NIH button above, and see information on Institutional Reporting to learn about the reporting process.

While NIH can and will follow up on all concerns related to NIH-funded research, we do not intervene in personnel matters at other organizations.

Questions may be directed to **GranteeHarassment@od.nih.gov**.

https://grants.nih.gov/grants/policy/harassment/find-help.htm

NEED HELP

NIH Grants Virtual Assistant

Understand Staff Roles

Institute and Center (IC) Contacts

Central NIH Office Contacts

eRA Service Desk

Report a Concern

Report a Concern

Learn about different forms of misconduct & who to contact

Grant Scams **Fraud** **Research Misconduct** **Harassment** **Foreign Interference** **Peer Review Integrity Violations**

Grant Scams

Scammers try to trick you into sending them money. No legitimate federal government employee would ever call you and tell you that you qualify or have been approved for a grant for which you never applied.

HHS Tips to Recognize and Avoid Grant Scams

Who to Contact:

📞 l-800-447-8477 (HHS Fraud Hotline)

✉ support@grants.gov

Fraud

Examples of fraud, waste, and abuse that should be reported include, but are not limited to, embezzlement, misuse, or misappropriation of grant funds or property, and false statements, whether by organizations or individuals.

Learn More about Federal Grants Requirements, Guidelines, and Resources

Who to Contact:

🌐 See the Many Channels for Reporting Fraud

Peer Review Integrity Violations

Maintaining confidentiality throughout the peer review process is essential to allow for the candid exchange of scientific opinions and evaluations; and to protect trade secrets, commercial or financial information, and information that is privileged or confidential. Every stakeholder and participant in the NIH peer review process shares responsibility in upholding peer review integrity.

Integrity and Confidentiality in NIH Peer Review

Who to Contact:

✉ reviewpolicyofficer@od.nih.gov

Find more information in the [Open Mike](#) blogs

The NCI Equity & Inclusion Program (EIP)

The EIP Initiative is a top priority for NCI Leadership.

EIP Working Groups addressing three major areas:

1. Enhancing Research to Address Cancer Health Disparities
2. Ensuring Diversity of Thought and Background in the Cancer Research Workforce
3. Promoting an Equitable and Inclusive Community at NCI

https://www.cancer.gov/research/key-initiatives/nci-equity-inclusion-program

There is compelling evidence that increasing diversity within the research and clinical workforce results in better outcomes for patients.

"…numeric diversity alone is necessary but insufficient to produce positive team performance."

➢ Inclusive positive climate
➢ Increased opportunities
➢ Diversity across all levels
➢ Common goals & clear expectations

Chapter 7: Diverse Work Teams: Understanding the Challenges and How STEMM Professionals Can Leverage the Strengths

NATIONAL ACADEMIES Sciences Engineering Medicine

Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations

Beyond Broadening Participation

Consensus Study Report

NIH

https://nap.nationalacademies.org/read/26803

Ongoing and bolstered efforts to support the cancer research workforce

NCI Center for Cancer Health Equity

CONTINUING UMBRELLA OF RESEARCH EXPERIENCES
A program of the National Institutes of Health

There are a number of training opportunities available to support workforce diversity through the NCI CURE Program.

An underutilized mechanism supports re-entry into the research workforce – this has become even more important post-COVID 19.

Expansion of the intramural CURE program to include hard-to-reach populations. ⭐

NCI Early Investigator Advancement Program

The EIAP Aims to Facilitate the Advancement of Scientists from Diverse Backgrounds:

- Enhance professional skills;

- Guide preparation of an R01 grant application;

- Provide access to a mentoring and peer network; and

- Grow a community of emerging independent investigators from diverse backgrounds.

FY25 Cohort to Open Soon!

Contacts: LeeAnn Bailey (leeann.bailey@nih.gov), Jay Revilleza (mariajamela.revilleza@nih.gov), JoBeth McCarthy (jobeth.mccarthy-jean@nih.gov)

NCI Early Investigator Advancement Program (cont'd)

Consider volunteering as an EIAP Mentor!

Becoming a mentor of one of these young investigators may be of a significant impact on them and cancer research.

Your expertise would be invaluable for the EIAP scholars.

Your insights and tips on career development would complement the resources and activities provided by the EIAP program.

Volunteer mentor expectations:

- Meet with EIAP scholar monthly (virtually or in person, if possible);
- Attend a mentor training session; and
- Participate in conversations with EIAP program staff related to the mentoring experience

Contact: Jay Revilleza (mariajamela.revilleza@nih.gov)

July 18-19, 2024 on NIH Campus in Bethesda, MD

https://event.roseliassociates.com/nih-unite-workshop/

NCI is committed to ending structural racism in biomedical research and works together with the NIH UNITE initiative.

NIH and NCI efforts go beyond race and ethnicity to include other underserved and underrepresented groups, such as people with disability (see [recent NIH report](#) here).

NIH and NCI encourage reporting of harassment, bias in review, and research integrity. ***All incidences are investigated.***

Please don't hesitate to contact me: Shannon Hughes (shannon.hughes@nih.gov)

Exhibit 8: Imagery from *The Power of an Inclusive Workplace Recognition Project*

From: UNITE Progress Report