



Promoting an Inclusive and Equitable Community at NCI

**WORKING GROUP
CO-CHAIRS**

**Paige Green,
Division of Cancer Control and Population Sciences**

Shannon Bell, Office of Workforce Planning and Development

Satish Gopal, Center for Global Health

*NCI Equity and Inclusion Program
Working Group 3*

Purpose

1. Ensure a culture **within** NCI that is
 - Inclusive
 - Equitable
 - Supportive
 - Reflective of the diversity of the U.S. population
2. Enhance our internal recruitment, retention, recognition, and promotion of individuals from underrepresented racial and ethnic groups

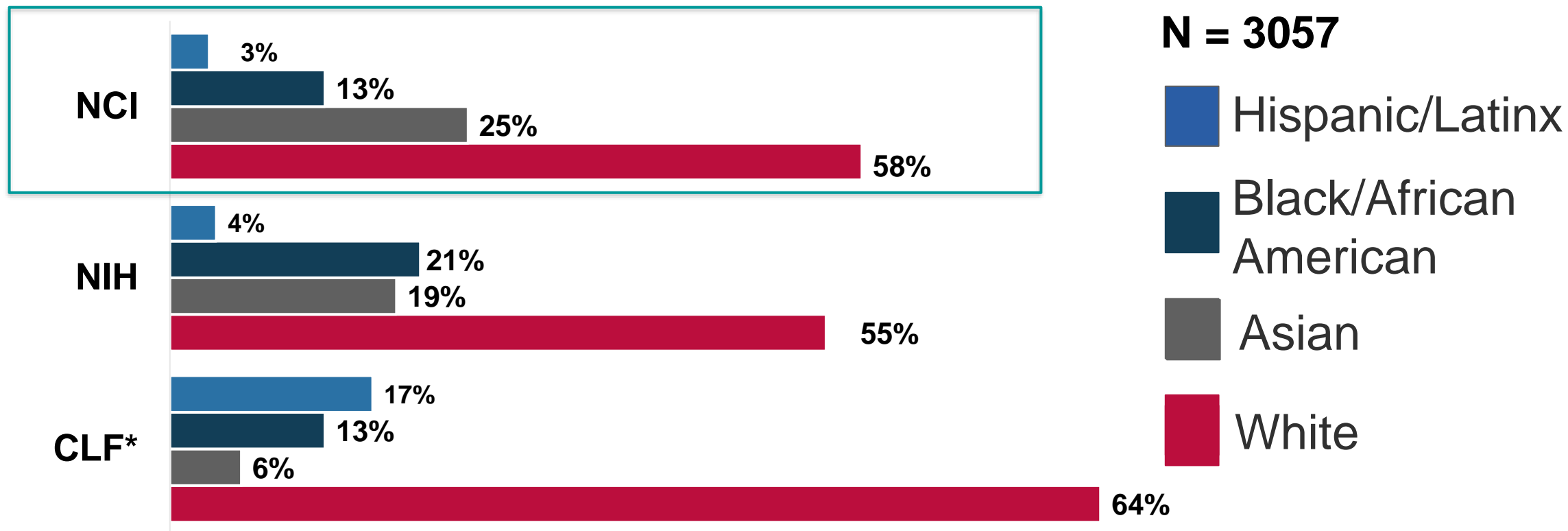
Goals

1. Assess our internal diversity, equity, and inclusion landscape
2. Engage NCI leaders, staff, and advisors
3. Identify and implement recommendations
4. Create an NCI that achieves diversity, equity, and inclusion in a transparent, accountable, and sustainable manner

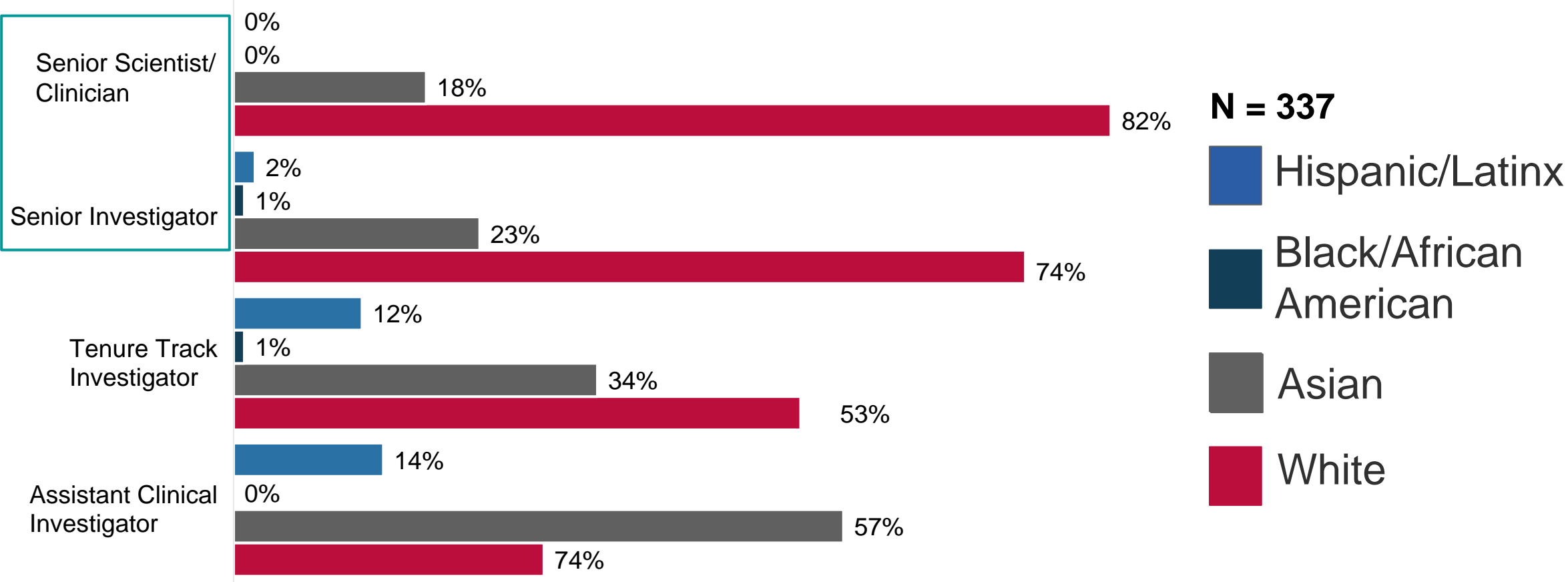
Immediate Action: Initiate an Internal Diversity, Equity, and Inclusion Landscape Analysis

1. Analyze internal workforce and workplace experience data – completed, May 2021
 - Data sources include:
 - NIH Office of Equity, Diversity, and Inclusion
 - Scientific Workforce Diversity Office
 - Federal Employee Viewpoint Survey
 - NIH Exit Survey
2. Share results with internal community and advisors - Ongoing

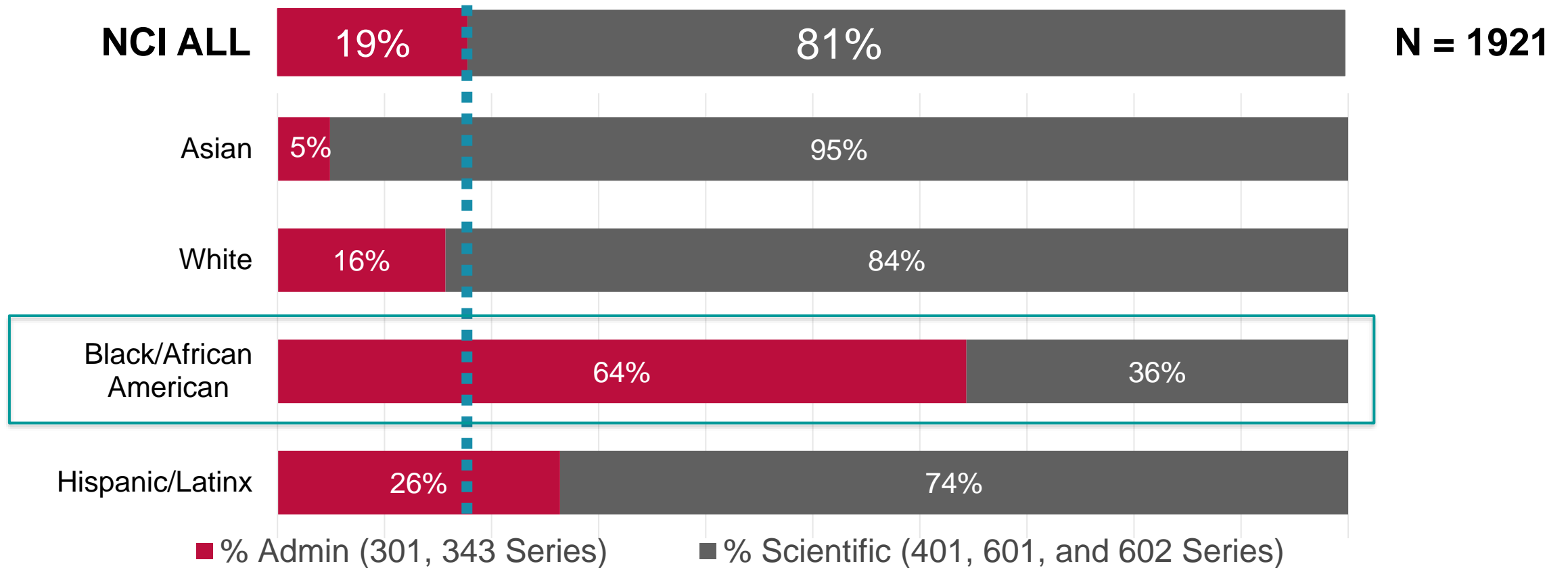
NCI Federal Employee Workforce Differs from NIH Federal Employee Workforce and Civilian Labor Force*



Strikingly Low Representation of Black/African American and Hispanic/Latinx Senior Scientists

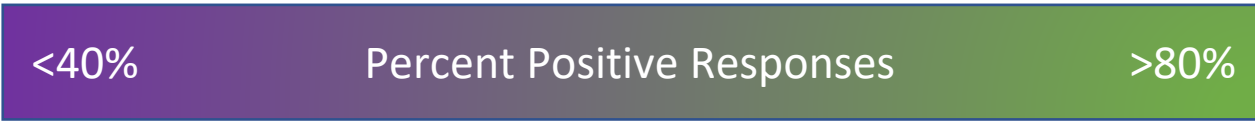


Black/African American Federal Employee Workforce Distributed Differently



Black/African American and Hispanic/Latinx Staff May Be Less Likely to Perceive NCI as Inclusive

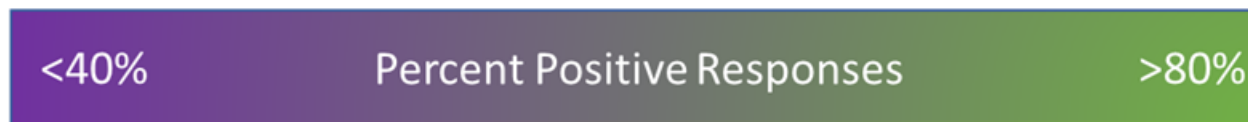
	White	Black/African American	Hispanic/Latinx (all races)
Creativity and innovation are rewarded.	65/68	63/66	61/58
Policies and programs promote diversity in the workplace.	74/77	60/65	63/80
My supervisor is committed to a workforce representative of all segments of society.	84/82	72/73	84/83
Supervisors work well with employees of different backgrounds.	84/82	71/67	78/73



Data Source: OPM FEVS Online Reporting and Analysis Tool (2019) Method: Percent rounded to nearest 1%. Hispanic may be any race; race categories exclude Hispanic origin. A third category, "all other races," is not included in this chart.

Black/African American and Hispanic/Latinx Staff Leaving NCI Report More Negative Experiences

2018-2021 NCI Exit Survey	White	Asian	Black/African American	Hispanic/Latinx (all races)
I received adequate training to perform my job efficiently and effectively.	83	80	56	60
My position made full use of my knowledge, skills and abilities.	72	85	50	50
I was given clear guidance on how to advance and excel within my organization.	60	75	28	40
I would recommend work for NIH to others.	85	94	93	*
I would recommend working for NCI to others.	74	83	60	*



NIH and NCI Commitment

“...to commit to instituting new ways to support diversity, equity, and inclusion, and identifying and dismantling any policies, and practices within our own agency that may harm our workforce and our science”

- *Francis S. Collins, M.D., Ph.D., NIH Director*

“...committed to working with Dr. Collins and leaders across NIH to end structural racism in biomedical research”

- *Ned Sharpless, M.D., NCI Director*

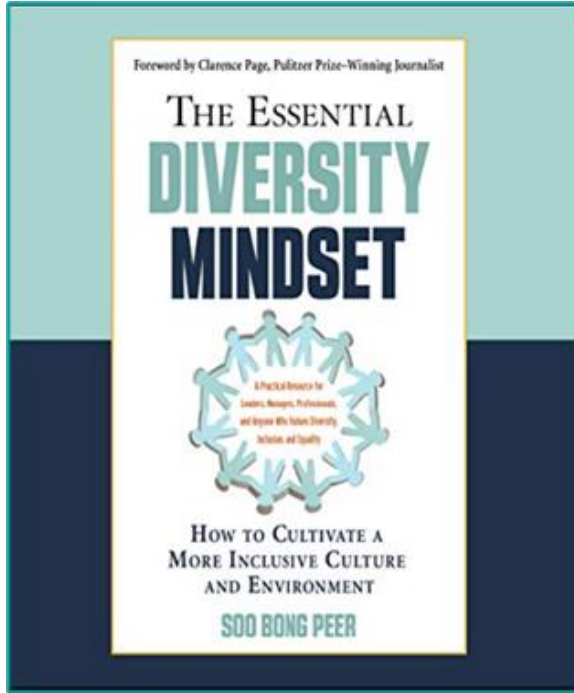
Immediate Action: Expand the Transparency of Federal Employee Viewpoint Survey Results

- Posted 2020 response rates for each NCI work unit with at least 10 respondents at mynci.cancer.gov – completed, May 2021
- Disseminated 2020 work unit-specific results to NCI supervisors and managers – completed, May 2021
- Post 2020 NCI-wide results by demographic characteristics at mynci.cancer.gov – to be completed, Summer 2021

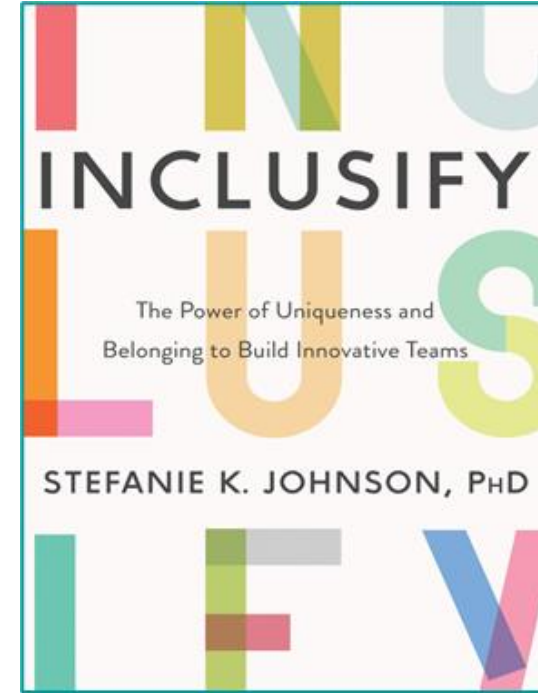
Immediate Action: Refine, Pilot, and Promote Supervisor/PI Diversity, Equity, and Inclusion Toolkit

- Refine the Supervisor/PI Diversity, Equity, Inclusion Toolkit – completed, May 2021
- Train NCI facilitators to support use of the Toolkit – to be completed, June 2021
- Pilot Toolkit with NCI supervisors, intramural principal investigators, and staff – to be completed, Summer 2021

Immediate Action: Initiate Trans-NCI Diversity, Equity, and Inclusion Speaker Series



Soo Bong Peer
June 9



Stefanie Johnson
October 26

Next Steps: Partner, Leverage, Coordinate

- Partner with NCI leaders, staff, and advisors to identify, implement, and evaluate actions for achieving transparent, accountable and sustainable change
- Leverage ongoing activities and resources of the Diversity Task Force and the Workplace Civility Committee
- Coordinate efforts and implement UNITE recommendations

Vision for an Inclusive and Equitable Community at NCI

- An NCI where all employees authentically
 1. Value diversity, equity, and inclusion as guiding principles
 2. Practice a culture that fosters diversity, equity, and inclusion
 3. Engage in the NCI mission and are respected, valued, and recognized equitably for their contributions

Promoting an Inclusive and Equitable Community at NCI

Working Group Members

Shannon Bell [†]	Office of Workforce Planning and Development
Chanelle Case Borden	Center for Cancer Training
Jim Cherry	NCI at Frederick
Gwyn Collins*	Office of Workforce Relations
Constanza Camargo	Division of Cancer Epidemiology and Genetics
Satish Gopal [†]	Center for Global Health
Paige Green [†]	Division of Cancer Control and Population Sciences
Donna Hopkins	Division of Cancer Control and Population Sciences
Sage Kim	Division of Extramural Activities
Leah Hubbard*	Division of Cancer Treatment and Diagnosis
Shannon Hughes	Division of Cancer Biology
Sadhana Jackson*	Center for Cancer Research
Sam Mbulaiteye	Division of Cancer Epidemiology and Genetics
Troy Muhammad*	Office of Workforce Planning and Development
Zola Shaw	Office of Communications and Public Liaison
Sandra Thomas	Office of Workforce Planning and Development
Mary Ann Van Duyn	Center to Reduce Cancer Health Disparities
Joy Wiszneauckas	Division of Extramural Activities

[†]Co-Chairs

*NIH UNITE Committee Member