



UNITE

2022 EXECUTIVE SUMMARY

Comments and Suggestions to Advance and Strengthen Racial Equity, Diversity, and Inclusion in the Biomedical Research Workforce and Advance Health Disparities and Health Equity Research



EXECUTIVE SUMMARY

In 2021, the National Institutes of Health (NIH) launched the UNITE initiative,^a an agency-wide effort committed to ending structural racism and advancing racial equity and inclusion practices to positively influence the biomedical research enterprise. As part of this initiative, the U Committee, a subcomponent of the UNITE initiative, was charged with listening and learning to understand perceptions of diversity, equity, and inclusion (DEI) issues in the biomedical research workforce. With the goal of understanding through listening and learning, the U Committee published a Request for Information (RFI)^b in March 2021 that invited respondents to provide feedback on approaches NIH can take to advance racial equity within all facets of the biomedical research workforce and expand research to eliminate or lessen health disparities and health inequities. In this report, the U Committee summarizes the comments received in response to the RFI, including five key topic areas that emerged, and six cross-cutting themes that underscore changes NIH can consider to improve DEI within NIH and across the biomedical research enterprise. This feedback represents the opinions of the RFI respondents and is summarized in this report to help inform NIH's future plans and approaches.

to the question about existing policies, procedures, and practices that perpetuate disparities and bias. There were additional suggestions related to expanding the pool of funded investigators through select pay proce-

