NCIPC Diversity, Equity and Inclusion (DEI)
Workgroup Update

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NCIPC Board of Scientific Counselors Meeting February 16, 2021





NCIPC Diversity, Equity, and Inclusion Workgroup

MEMBERS

- + Arielle Arzu
- + Christina Mikosz
- + Danny Wade
- + Eddie L. Vail, Jr.
- + Enjoli Willis
- + Khiya Mullins
- + Melissa Mercado-Crespo
- + Minda Reed
- + Pedro Martinez

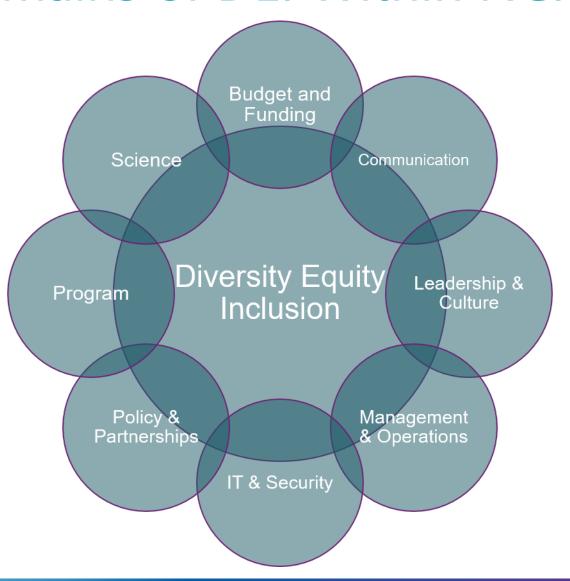
- + Rachel Kossover-Smith
- + Roxanne "Roxie" Williams
- + Sarah Roby
- + Tonia Lindley
- + Victor Cabada

PURPOSE

To strengthen NCIPC's culture of diversity, equity, belonging, and inclusion



Domains of DEI Within NCIPC



Diversity, Equity, and Inclusion Workplan

PHASE I **Discover**

Sept 2020- Jan 2021

- 1.1 Develop values and definitions
- 1.2 Incorporate BSC recommendations
- 1.3 Conduct analysis of work
- 1.4 Identify existing methods
- 1.5 Engage with agency thought leaders and ongoing efforts

PHASE II Engage

Jan 2021-Feb 2021

- 2.1 Assess relevance of existing data
- 2.2 Conduct NCIPC climate assessment

PHASE III Implement

Feb 2021 - Apr 2021

- 3.1 Combine all action plans and recommendations
- 3.2 Implement BSC action plan
- 3.3 Develop communication strategy
- 3.4 Develop sustainability and dissemination plans

Workgroup Accomplishments

SEPTEMBER OCTOBER NOV/DEC JANUARY

- Launched DEI Workgroup
- Identified key areas of focus and potential projects
- Developed domains

- Discussed and planned in response to changing priorities
- Developed draft DEI workplan

- Aligned with BSC discussion
- Developed subgroups: Environmental Scan and Science & Research
- Engaged thought leaders
- Developed values and definitions
- Planned for February BSC

PHASE I: DISCOVERY

Other NCIPC Accomplishments

- Changes to Hiring Panels
- FY 2020 Discretionary Projects
- Research NOFOs
 - Social Determinants of Health



DATA







Next Steps

- Align with Dr. Walensky's vision and goals
- Revisit broader workplan
- Focus on NCIPC staff opportunities and needs
- Develop and implement workgroup recommendations
- Support NCIPC priorities





Thank you!

The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.

Questions for Discussion

- 1. How do we engage colleagues in DEI work on a deeper level (i.e. having a personal investment)?
- 2. What are ways we can leverage similar work in the agency?
- 3. How do we create long-term, sustainable change?
- 4. Are there other BSC priorities that should be considered?

