NCIPC Overview of Diversity, Equity, Belonging, Inclusion, and Accessibility (DEBIA) Update

Derrick W. Gervin, PhD, MSW
NCIPC Acting Deputy Director

NCIPC Board of Scientific Counselors Meeting
April 11, 2022
Where We’ve Been

Long-standing commitment to DEI across NCIPC, including extramural efforts and activities led by Committee on Diversity (COD) and other workgroups

Prior to Summer 2020

Established DEI Workgroup to provide insight, leadership, and support to DEBIA Assessment

Fall 2020

Conducted DEBIA Climate Assessment and data analysis, led by Path Forward Consulting, and guided by Center leadership and DEI Workgroup

Spring 2021

Established two new detail positions, Health Equity Officer and DEBIA Advisor, and COD Strategy Subcommittee to develop a DEBIA strategy

Fall 2021

The DEBIA strategic plan is completed and being prepared for Center-wide roll-out and implementation

Winter 2021
In Spring 2021, NCIPC undertook an assessment to provide quantitative and qualitative insights for strengthening the organization’s culture of diversity, equity, belonging, inclusion, and accessibility.

- Center leadership reinitiated efforts to enhance DEBIA efforts amidst a critical nationwide movement related to racial and social justice.

- Path Forward Consulting conducted a 3-month assessment to identify strengths, challenges, and areas of opportunity.

- 362 NCIPC FTEs participated in the assessment, via a 79-question survey, focus groups, and/or interviews.
DEBIA Strategy Development

In response to assessment findings, NCIPC leadership committed to immediate action, including the development of new leadership roles and the creation of the Center’s first DEBIA strategy.

New Leadership Roles

- NCIPC stood up two new detail positions: **Health Equity Officer** and **DEBIA Advisor**
- The Committee on Diversity (COD) established a **Strategy Sub-committee**
- These groups collaborated to **build on earlier work from the COD and other workgroups** and apply DEBIA assessment findings to develop a strategic plan

DEBIA Strategy

- The plan includes a **vision** and **mission** statement, five **guiding principles**, and **glossary of terms**
- Three priority areas are identified: **Workforce, Workplace, and Work**
- Each priority area includes strategic **goals and objectives** that form a tactical roadmap for NCIPC’s DEBIA efforts
Where We Are and What’s Ahead

Where We Are Now

+ The **DEBIA Strategic Plan is finalized** and being prepared for Center-wide distribution
+ The DEBIA Council and new Health Equity Workgroup will lead the **implementation of the strategic plan and communication** related to DEBIA/Health Equity efforts

Where We’re Going

+ Center leadership is working to fill two **permanent Center-level** positions and three **Division-level Health Equity Officer** positions
+ **Staff-led DEBIA work groups** will remain engaged to guide DEBIA strategy implementation