NCIPC Diversity, Equity and Inclusion (DEI) Workgroup Update

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Chair, NCIPC Diversity, Equity, Inclusion Workgroup

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

## PHASE I: DISCOVERY

<table>
<thead>
<tr>
<th>SEPTEMBER</th>
<th>OCTOBER</th>
<th>NOV/DEC</th>
<th>JANUARY</th>
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<tbody>
<tr>
<td>• Launched DEI Workgroup</td>
<td>• Discussed and planned in response to changing priorities</td>
<td>• Aligned with BSC discussion</td>
<td>• Engaged thought leaders</td>
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<td>• Identified key areas of focus and potential projects</td>
<td>• Developed draft DEI workplan</td>
<td>• Developed subgroups: Environmental Scan and Science &amp; Research</td>
<td>• Developed values and definitions</td>
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<td>• Developed domains</td>
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<td>• Planned for February BSC</td>
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Other NCIPC Accomplishments

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

Thank you!

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?