

NIH Clinical Center Workforce Demographics

Clinical Center Research Hospital Board
National Institutes of Health (NIH)

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Executive Officer, NIH Clinical Center
Friday, July 23, 2021

Agenda

- ▶ Background
- ▶ The NIH and Office of Equity, Diversity, and Inclusion (EDI) Partnership(s)
- ▶ Workforce Demographics
 - Race/Ethnicity
 - Sex
 - Disability
- ▶ CC Diversity, Equity, and Inclusion (DEI) Efforts
- ▶ How Do We Compare
- ▶ Discussion/Questions

Background

Clinical Center Federal Staff

- ~2,000 (CC) vs. ~5,800 (all ICs) employees in Building 10
 - ~All of NIH (~18,500)
- ▶ CC (NIH) actively reviews and assesses Federal Workforce Demographics
 - Race, Sex, Disability
 - Metrics (Quarterly/Annually)
 - Hiring Practices
 - Initiatives
- ▶ Federal Employee Viewpoint Survey (FEVS)
 - One question: My supervisor is committed to a workforce representative of all segments of society.
 - CC - 81% positive, increase of 9% since 2019 survey
- ▶ Training/Awareness
 - Onboarding/New Employee Orientation – CC staff, but also anyone working in Building 10
 - Annual and periodic training requirements
 - One of the 4 Clinical Center Core Competencies (currently reviewing language)
 - Diversity Appreciation/Cultural Competency
 - Spiritual Care – Patients from all over world (faith, culture, language, race, etc.)

Background

Civilian Labor Force (CLF)

- NIH uses the definition (and dataset) capturing the Department of Labor's Bureau of Labor Statistics (BLS) definition, which includes government and non-government employees regardless of citizen status (but not prisoners or active duty Armed Forces members).

▶ Comparators

- The American Hospital Association (AHA) does not track workforce demographics.

▶ Federal Government/Executive Orders

- June 25, 2021
 - Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
 - <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/>
 - <https://federalnewsnetwork.com/workforce/2021/06/biden-creates-sweeping-diversity-and-inclusion-initiative-through-new-executive-order/>
- Management Directive 715 (MD-715) is the policy guidance that the Equal Employment Opportunity Commission (EEOC) provides to federal agencies, including the Department of State, for use in establishing and maintaining effective programs of equal employment opportunity.

The NIH and EDI Partnerships

▶ NIH

- UNITE
 - CC

- Daryl Holder, MHSA, MS, PMP, FACHE, Health Management Advisor/Special Assistant to the Chief Operating Officer
 - “N” Committee
- Bernard Harper, Chief, Materials Management and Environmental Services Department (TBD)
 - “I” Committee

▶ NIH EDI

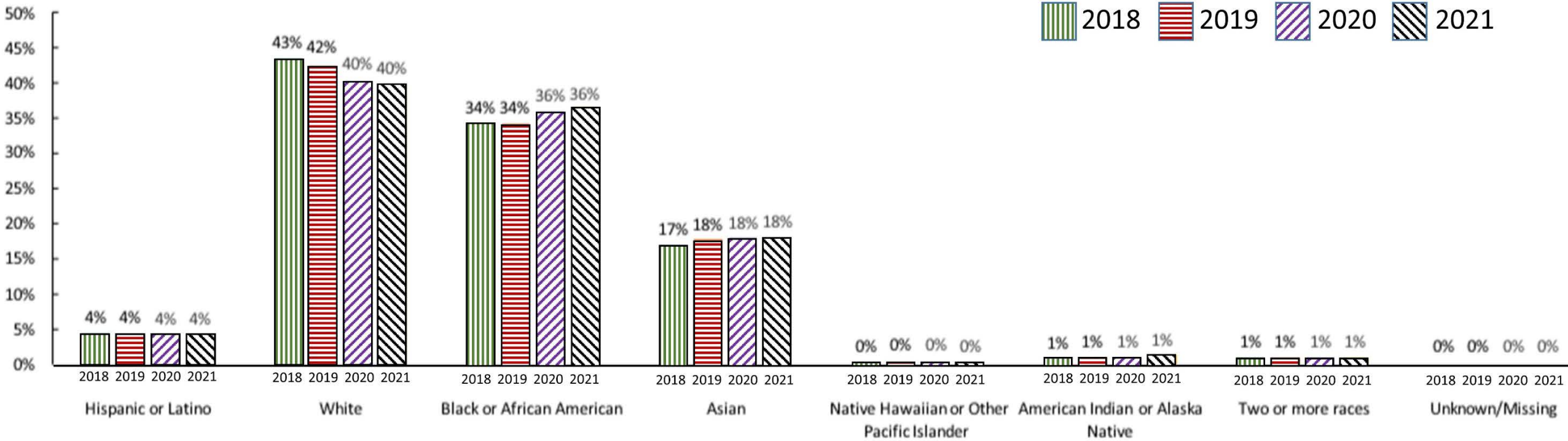
- Training
- Resources
- EEO
- Reasonable Accommodations
- Employee Relations

Tue 6/1/2021 1:44 PM
CC-OD Office of Workforce Management and Development - Notices
INFO: Upcoming EDI Training – June Courses Are Now Available!

CC & NIH Workforce Demographics

Race/Ethnicity

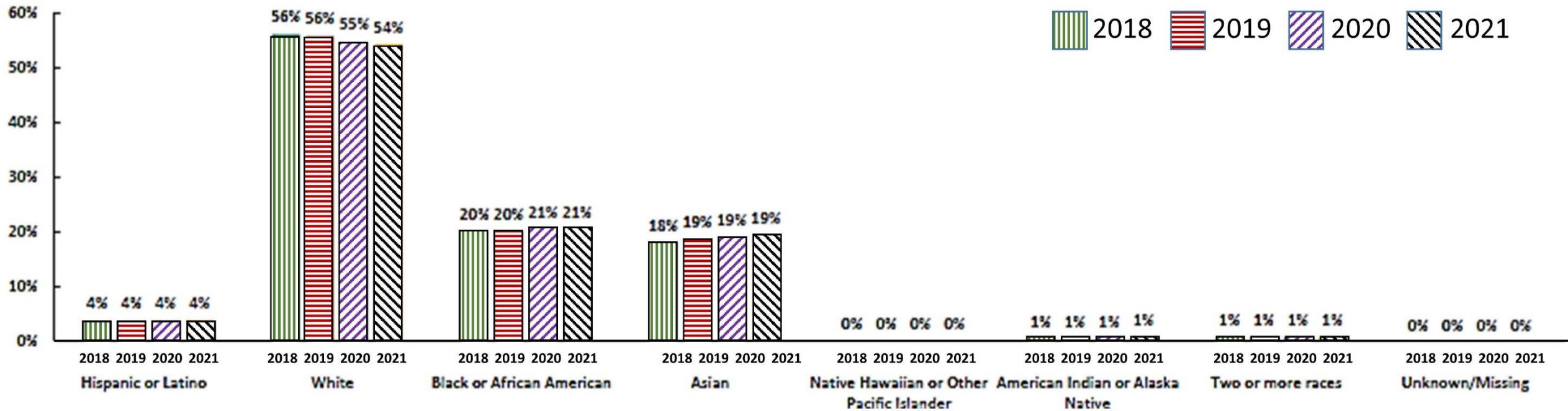
Clinical Center



CC & NIH Workforce Demographics

Race/Ethnicity

NIH



Workforce Demographics

Race/Ethnicity by Series, Compared to CLF

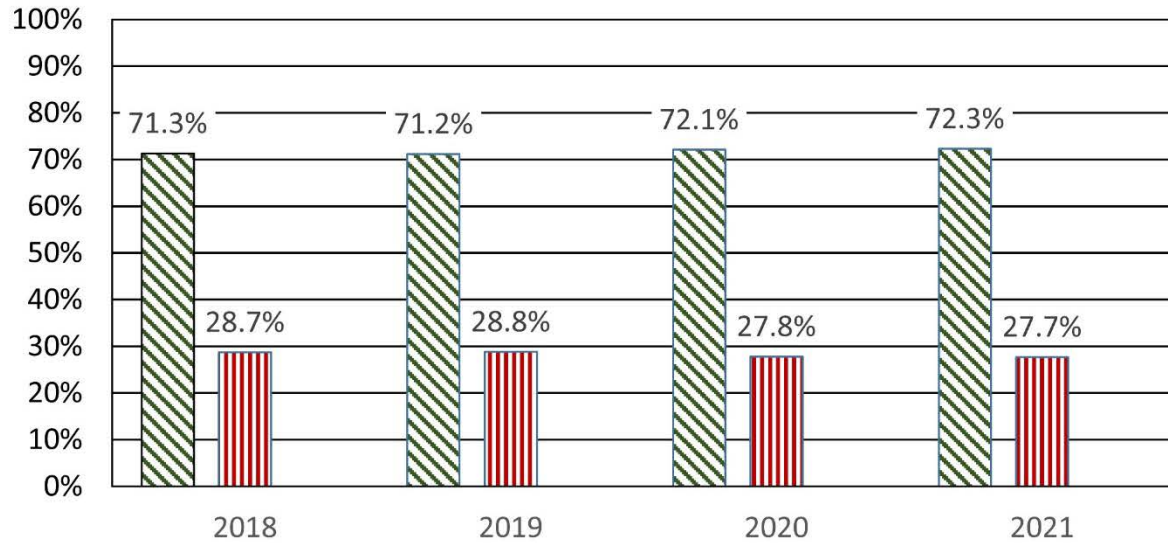
Occupation	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races
2021 CC Data	3.5%	41.8%	34.2%	18.5%	0.2%	1.1%	0.8%
<i>CLF Benchmark</i>	<i>10.0%</i>	<i>72.4%</i>	<i>12.0%</i>	<i>3.9%</i>	<i>0.1%</i>	<i>1.1%</i>	<i>0.5%</i>
610 - Nursing	2.8%	41.1%	39.1%	14.8%	0.3%	1.3%	0.5%
<i>CLF Benchmark</i>	<i>4.5%</i>	<i>78.1%</i>	<i>9.7%</i>	<i>6.4%</i>	<i>0.1%</i>	<i>0.8%</i>	<i>0.4%</i>
644 - Clinical Lab Science	2.5%	34.8%	29.2%	32.3%	0.0%	0.6%	0.6%
<i>CLF Benchmark</i>	<i>8.2%</i>	<i>66.2%</i>	<i>14.2%</i>	<i>9.9%</i>	<i>0.1%</i>	<i>0.8%</i>	<i>0.6%</i>
602 - Physician	3.1%	64.9%	5.3%	24.4%	0.0%	1.5%	0.8%
<i>CLF Benchmark</i>	<i>5.3%</i>	<i>72.5%</i>	<i>4.8%</i>	<i>16.3%</i>	<i>0.0%</i>	<i>0.4%</i>	<i>0.6%</i>
2210 - IT Management	5.2%	41.7%	26.0%	26.0%	0.0%	0.0%	1.0%
<i>CLF Benchmark</i>	<i>7.6%</i>	<i>73.1%</i>	<i>11.1%</i>	<i>6.7%</i>	<i>0.2%</i>	<i>0.8%</i>	<i>0.6%</i>
301 - Misc Administration & Program	11.1%	24.7%	54.3%	6.2%	0.0%	0.0%	3.7%
<i>CLF Benchmark</i>	<i>8.7%</i>	<i>70.9%</i>	<i>12.5%</i>	<i>6.2%</i>	<i>0.1%</i>	<i>1.0%</i>	<i>0.6%</i>

Data includes full-time equivalent federal employees only (Comm Corps are excluded). Data as of 3/27/21.
CLF = Civilian Labor Force

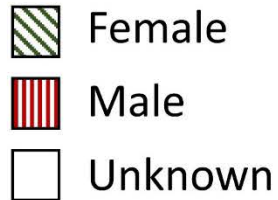
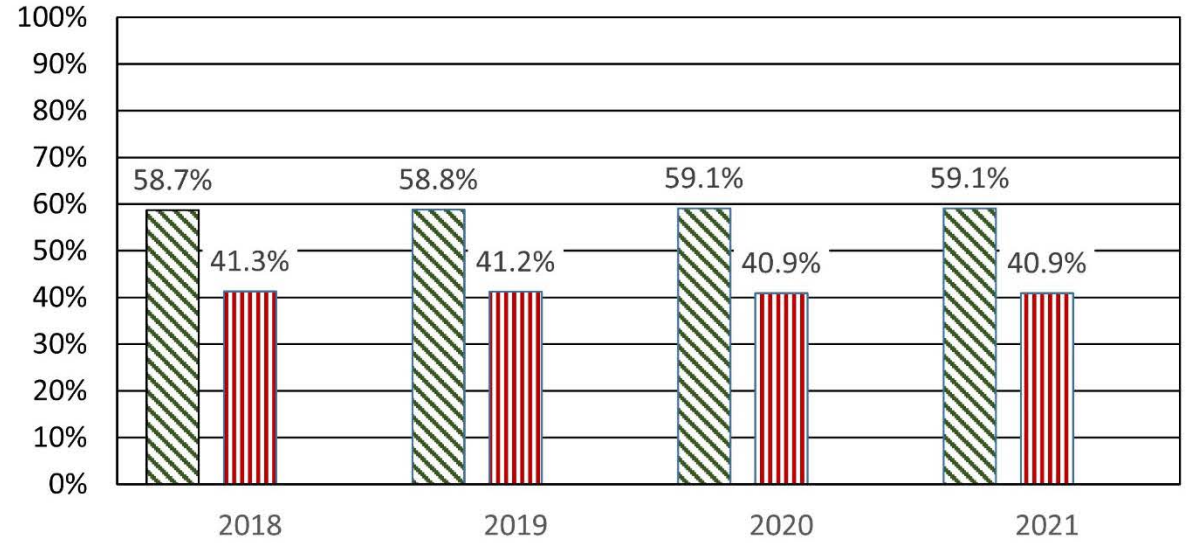
CC & NIH Workforce Demographics

Sex

CC



NIH



Percent	Female	Male
CLF Benchmarks by Sex	48.1%	51.9%



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CC & NIH Workforce Demographics

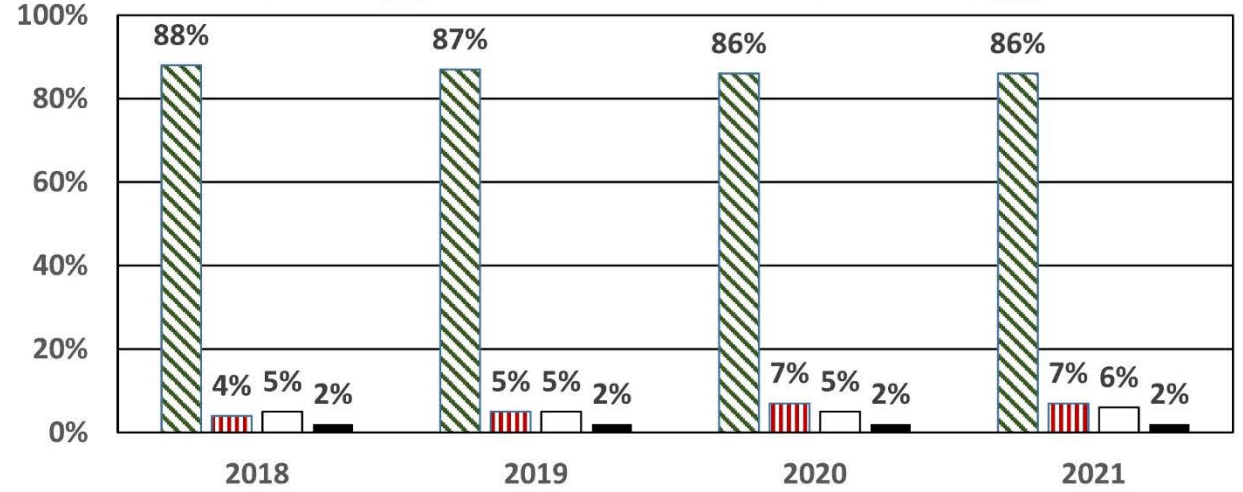
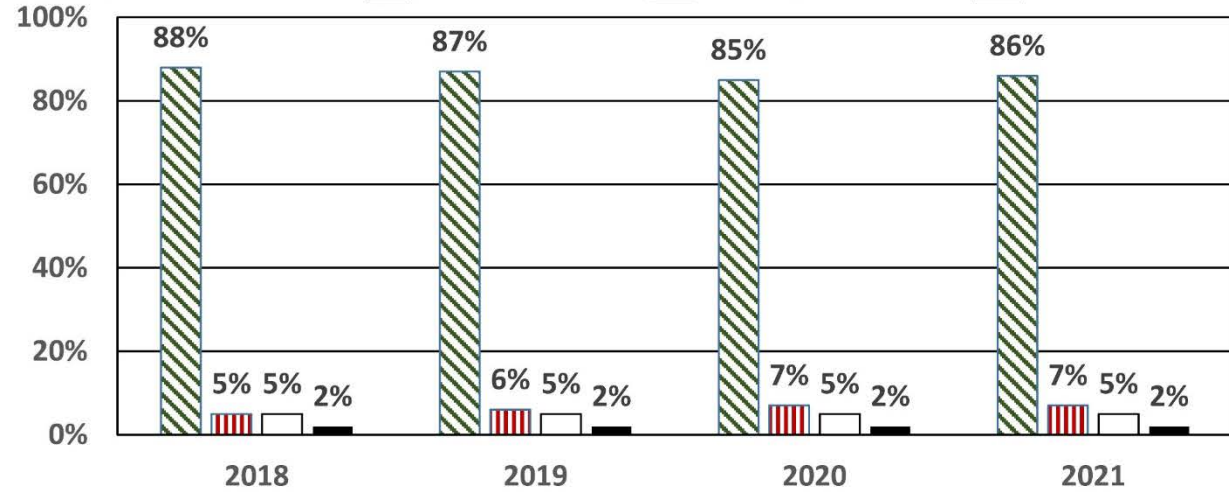
Disability

CC

NIH

No Disability
 Not Identified
 Non-Targeted Disability
 Targeted Disability

No Disability
 Not Identified
 Non-Targeted Disability
 Targeted Disability



Percent	Targeted	Reportable
EEOC Disaability Benchmarks	2.0%	12.0%

Data includes full-time equivalent federal employees only (Comm Corps are excluded). Data as of 3/27/21.

Clinical Center DEI Efforts

- Closely aligned with NIH and UNITE, but some more “local” CC efforts
- Ila Flannigan, MHSA, FACHE, Deputy Executive Officer
 - Weekly CC DEI Workgroup and Committee Planning Group
 - CC DEI Climate Assessment (All-employee Survey)
 - August 2021 (*still tentative based on survey vendor*)
 - CC DEI Video & Program Kickoff Target Date
 - September 2021 (*still tentative based on video vendor*)
 - Formal CC DEI Committee Implementation Target
 - Q1 FY22



How Do We Compare

- Others like institutions/hospitals
- AHA, MHA, advisory board, magnet, etc.
- NIH, HHS, other federal agencies

Discussion/Questions