

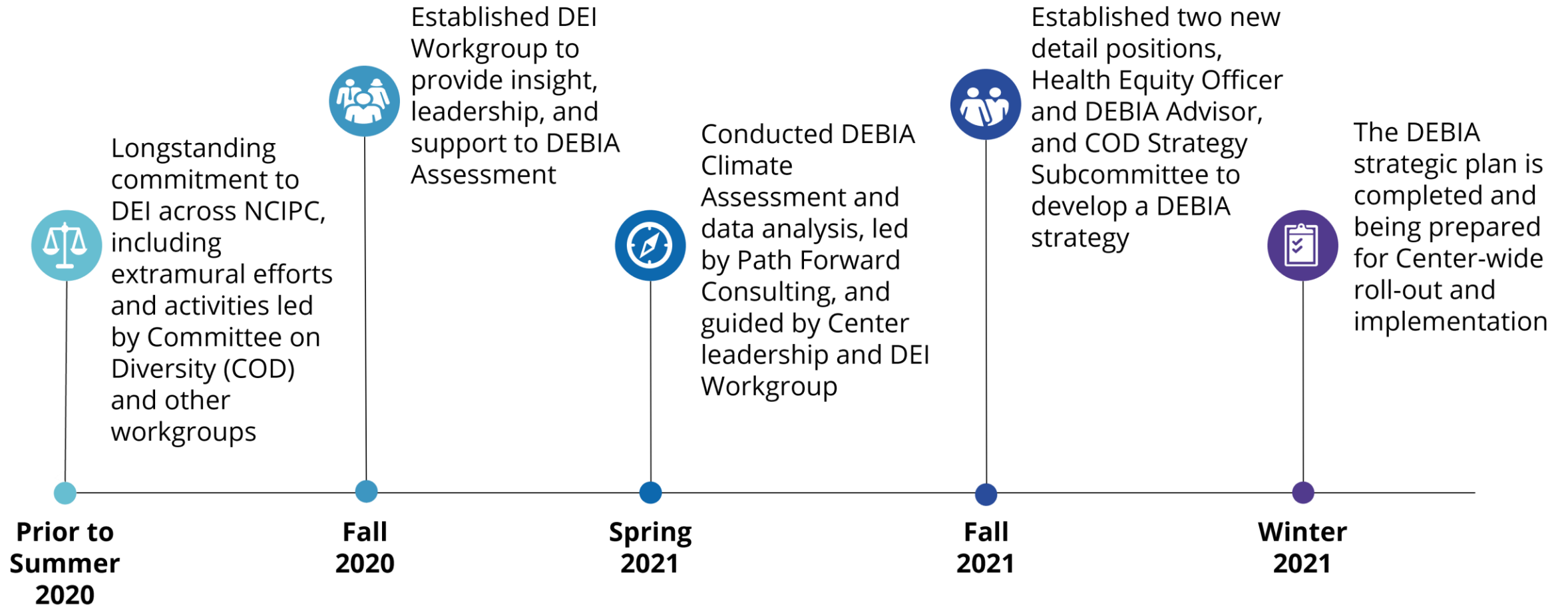
NCIPC Overview of Diversity, Equity, Belonging, Inclusion, and Accessibility (DEBIA) Update

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

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Where We've Been



DEBIA Climate Assessment

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