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RE: Draft NIH Chief Officer for Scientific Workforce Diversity Strategic Plan for FYs 2022-2026

The American Society for Biochemistry and Molecular Biology is an international nonprofit scientific and educational organization that represents more than 12,000 students, researchers, educators and industry professionals. The ASBMB strongly advocates for strengthening the science, technology, engineering and mathematics (STEM) workforce, supporting sustainable funding for the American research enterprise, and ensuring diversity, equity and inclusion in STEM.

The ASBMB applauds the efforts led by the National Institutes of Health’s chief officer for scientific workforce diversity. Evidence-based approaches to address inequity and disparity are necessary to ensure that the biomedical research enterprise is an equitable and inclusive environment. The ASBMB has five recommendations to expand the efforts laid out in the strategic plan draft for fiscal years 2022–2026.

Recommendation 1: Expand efforts to prevent and mitigate gender harassment in NIH’s intramural research program

The NIH conducted the NIH Workplace Climate and Harassment Survey (NIH WCHS) in 2019. The survey results indicate that gender harassment is a significant problem in the NIH intramural research program. The NIH is committed to addressing this issue and ensuring a safe and equitable work environment for all employees.

The NIH has made [some progress](#) in funding research at MSIs, including the Building Infrastructure Leading to Diversity program, the National Research Mentoring Network, and the Coordination and Evaluation Center. However, the NIH must further expand these opportunities. [Expanding funding opportunities](#) and amplifying the voices of researchers at MSIs are both vital to increasing diversity and equity in the STEM workforce.

Recommendation 3: Track, report and publish grants awarded to m

