Unpacking the Impact of Diversity, Equity, and Inclusion in Sponsored Programs

Rashonda Harris

Founder & CFO

Purple Sheep Consulting

Why DEI

Why is diversity, equity, and inclusion important in research?

By studying data from a diverse group of people, researchers can learn more about what makes people sick or keeps them healthy. What researchers learn could lead to better treatment and disease prevention for all of us.

The same hold true with how funding is allocated.

Why DEI

- (e) support, coordinate, and encourage agency efforts to conduct research, evaluation, and other evidence-building activities to identify leading practices, and other promising practices, for broadening participation and opportunities for advancement in Federal employment, and to assess and promote the benefits of diversity, equity, inclusion, and accessibility for Federal performance and operations and barriers to achieving these goals. Agencies should use the capabilities of their evaluation officers and chief statistical officers and requirements under the Foundations for Evidence-Based Policymaking Act of 2018, Public Law 115-435, to advance this goal.

Where does Research Administration Connect?

- NIH- One of the largest federal sponsors, has Diversity Related Funding Opportunity Announcements.
- Diversity Matters
- Underrepresented Racial and Ethnic Groups
- Individuals with Disabilities
- Individuals from Disadvantaged Backgrounds
- Women in the Biomedical Workforce

How does DEI impact Research Administration

- Research Funding: DEI considerations are increasingly integrated into research funding opportunities. Funding agencies often prioritize projects demonstrating a commitment to diversity and inclusion, encouraging research addressing societal challenges and benefiting underrepresented groups.

- Grant Proposal Review

How does DEI impact

Research Compliance

How does DEI impact

How does DEI impact

Training and Education

How does DEI impact

Collaboration and Partnerships

How can we prepare?

Establish Relationships with Federal Agencies

How to stay in the know

Stay Informed about Funding Opportunities

Collaborate with Peer Institutions

Seek Assistance from Research Offices

Strengthen Research Capabilities

Engage in Collaborative Research and Partnerships

Seek Technical Assistance and Training

Emphasize Student Success and Outcomes

Leverage Federal Programs Supporting Minority-Serving Institutions

Best Practices

Sign up	Sign up for the list serves- subscribe to your areas of interest
Subscribe	Subscribe to Professional Organizations like NCURA, SRA, and RACC- They have FREE development opportunities
Create	Create a network with sister and aspirant schools
Join	Join the RESADM listserve

Resources

- https://www.grants.gov/
- Join NSF funding list serve
- NIH Guide LISTSERV
- DOE, DEI
- NIH Underrepresented Groups
- Purple Sheep Consulting