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Marie Bernard, MD

Director

National Institute of General Medical Sciences

National Institutes of Health

Bethesda, MD 20892

The American Society for Biochemistry and Molecular Biology (ASBMB) is an international nonprofit

organization that represents more than 12,000 students, researchers, educators

and the ASBMB strongly advocates for strengthening the science, technology,

and mathematics (STEM) workforce, supporting sustainable funding for the American

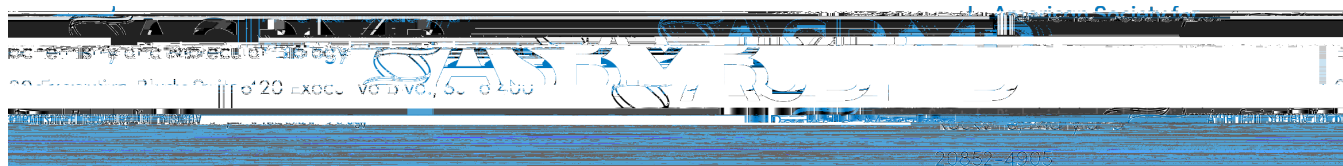
STEM workforce, ensuring diversity, equity and inclusion in STEM.

The Department of Health requested feedback

on its “Framework for the NIH-wide Strategic Plan for Diversity, Equity, Inclusion and Accessibility.” The framework for the NIH research

This framework is too generic and fails to state specific target outcomes for each objective. In addition, there is no clear action plan for NIH to follow to incorporate DEAI into its programs. The ASBMB would like to see the following in the next iteration of the framework:

- Clearly defined



and [table-building](#) tools allow investigators and policy experts to export data for use in studies and reports.

The NIH must ensure victims of harassment have opportunities to continue their scientific careers

The ASBMB recommends that the NIH modify its grant applications, fellowship applications and any other relevant programs to allow individuals to explain any discrepancies in their careers due to harassment. The NIH has made significant strides in addressing and mitigating harassment in STEM throughout its extramural research programs and by ensuring that the NIH has clear reporting paths. The ASBMB applauds the NIH for being a leader in this area. To continue this effort, the NIH should ensure that scientists whose careers have been affected by harassment have opportunities to continue their scientific research.