# MD-715 Focus Areas for FY 2015

This paper addresses NIH’s approach to Management Directive – 715 (MD-715) Focus Areas.

## Challenge(s)

In the course of the past few months, feedback gathered from our ICs reflected a range of opportunities for improvement in our approach to MD-715. In relation to the prior Focus Areas, customer feedback reflected the following:

* Focus Areas had not been updated in six years and also did not reflect comparison to the 2010 U.S. labor statistics.
* Focus Areas did not always apply to every Institutes/Center (IC). For example, some ICs do not have any lab/branch chief positions so they were unable to report action items on the Focus Area of Asian lab/branch chiefs.
* A need that Focus Areas be customized to ICs

## Methodology and Findings

In FY 2015, we look to accomplish parity with the 2010 Civilian Labor Force (CLF). Using this benchmark, and based on lower than expected participation rates, proposed focus areas for 2015 include the recruitment and retention of Hispanics and American Indian/Alaskan Natives. An additional focus area was also included for people with disabilities and targeted disabilities, in line with Executive Order 13548—Increasing Federal Employment of Individuals with Disabilities, the Federal Government Goal set by the EEOC, and the HHS goal (2.5% of the total permanent workforce). The following were identified as Focus Areas for NIH for FY15:

* The recruitment and retention of People with Disabilities
* The recruitment and retention of Hispanics
* The recruitment and retention of American Indians/Alaska Natives

We recognized the continued need to remain dedicated to diversity of the NIH biomedical workforce. Therefore, the recruitment of Black tenured and tenure-track scientists/investigators and the recruitment of Asian/Pacific Islander Lab and Branch Chiefs will continue to be emphasized and spearheaded by the Chief Officer for Scientific Workforce Diversity (COSWD).

Biomedical areas of Focus

* + Black tenured and tenure track scientists/investigators
	+ Asian/Pacific Islander scientific lab and branch chiefs

To further clarify, efforts to eliminate barriers to equal employment opportunity will not be limited to the identified Focus Areas, rather, these efforts will continue for all groups with lower than expected participation rates. In conjunction with the agency-wide Focus Areas, each IC is encouraged to do additional barrier analysis and to customize the Focus Areas as needed, thus ensuring that the process is more inclusive of all ICs, and that each IC has an opportunity to contribute to the success of attaining a model EEO program.