



National Institutes of Health
Turning Discovery Into Health



Hispanic Employment Program

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HEO TOWN HALL, JANUARY 30, 2014

NIH OFFICE OF EQUITY DIVERSITY AND INCLUSION

NATIONAL INSTITUTES OF HEALTH

DEPARTMENT OF HEALTH AND HUMAN SERVICES

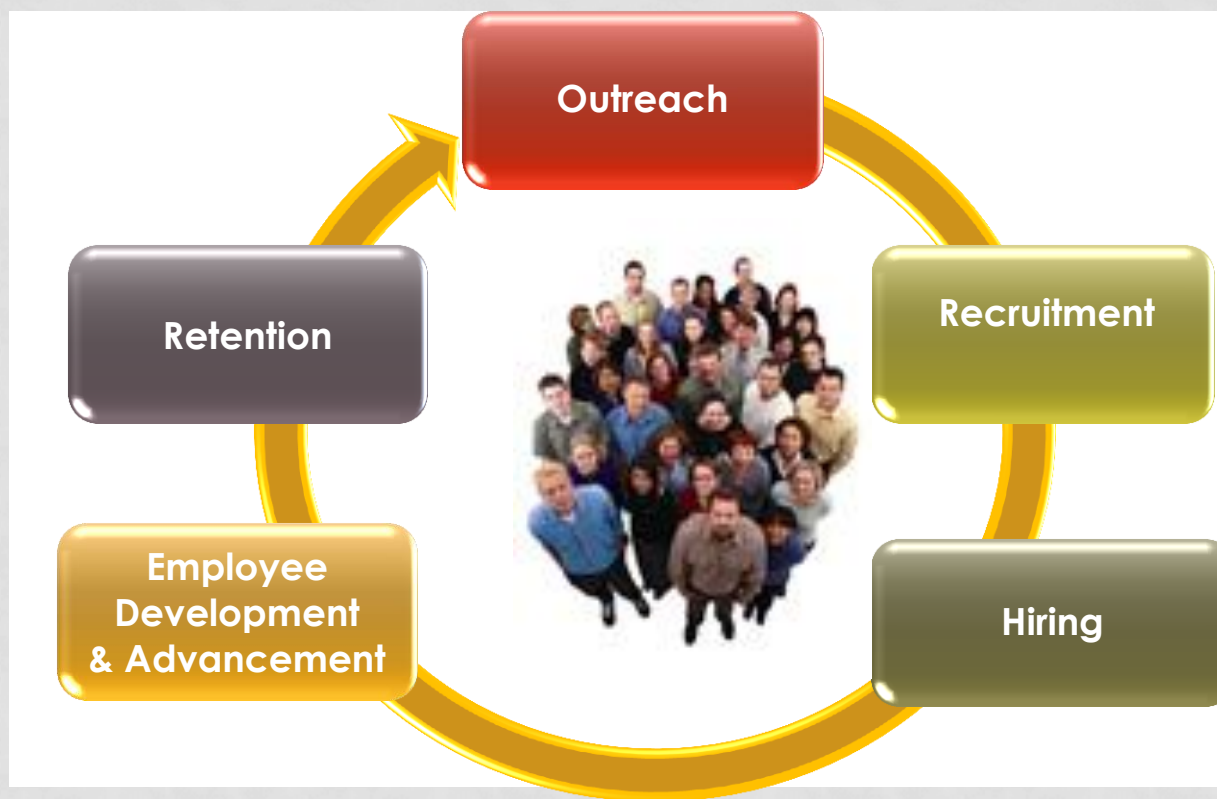
The NIH's mission is to seek fundamental knowledge about the nature and behavior of living systems and the application of that knowledge to enhance health, lengthen life, and reduce illness and disability



HISPANIC EMPLOYMENT PROGRAM GOALS

- Help build a diverse, high-performing workforce that is reflective of all segments of society, including Hispanics in all occupations at the NIH
- Cultivate a work environment that is inclusive of Hispanics, as evidenced by increased retention, career development, and advancement of Hispanics in the NIH workforce, in keeping with merit principles
- Facilitate culturally competent relationships at the NIH through effective leadership and accountability

HISPANIC EMPLOYMENT PROGRAM KEY COMPONENTS



Effectively Impacting the Employment Cycle.

HISPANIC EMPLOYMENT PROGRAM

ON-GOING ACTIVITIES AND BEST PRACTICES

- Partnership with Human Resources to develop and implement targeted strategies of diversity outreach and recruitment
- Partnership with internal stakeholders in the support of effective Diversity and Inclusion programs and activities internships, volunteer opportunities, training, mentoring/networking
- One-on-one coaching with prospective training and employment applicants

HISPANIC EMPLOYMENT PROGRAM

ON-GOING ACTIVITIES AND BEST PRACTICES

- Partnerships with affinity groups and national Hispanic professional organizations, e.g. SACNAS, HACU, HSHPS, NHMA, SACNAS, NAHH, NAHFE
- Year-round outreach and career development activities to address equal employment barriers
- Activities to improve cultural awareness and cultural competence

FACTORS THAT CONTRIBUTE TO IMPROVED RECRUITMENT OF HISPANICS

- **A systematic approach** impacting the full employment lifecycle
- Top down inspiration
- Common-cause spirit
- The use emerging technologies and social media to enhance two-way communications between the hiring agency and the candidate

FACTORS THAT CONTRIBUTE TO LOW NUMBER OF HISPANIC RECRUITED/RETAINED

- Lack of concrete, Government-wide initiatives for meeting the challenge
- Scarcity of resources to take a comprehensive top-down action
- Not taking advantage of outside partners with experience in the game (HACU, LULAC, IMAGE, HSHPS, NHMA...)
- Talent competition and “Geo-Demographic Barriers”

SUMMARY RECOMMENDATIONS

- Adopt a “big-picture” diversity strategy and frame it in the context of the complete employment lifecycle
- Implement targeted systematic interventions, avoid piece-meal efforts
- Support Government-wide initiatives – e.g. initiatives suggested by the intra-Government Hispanic Council on Federal Employment (HCFE)

STAY IN TOUCH!

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