

About Ripple Effect®

Ripple Effect provides professional consulting and staff augmentation services for federal agencies with a special focus on health, scientific research, and health care. We build organizational capacity, not dependence, by creating the structure, processes, and skills needed for long-term mission success.

Our DEIA Commitment

Ripple Effect exemplifies DEIA values in our daily work, and we will bring this same perspective to our clients. Read more about our company commitments [here](#). In the last year, we have highlighted our commitment to make lasting change in the following areas:

- Learning
- Partnering
- Employee Experience
- Leadership

Company Summary

- Established in 2003
- Woman-Owned Small Business (WOSB)
- Under \$16.5M size standard
- DCAA-compliant accounting system
- DUNS 139133230 / CAGE No. 3N5J3

Award Wins & Recognition

- 2020 & 2019 Best and Brightest Company to Work for in the Nation®
- 2019 AMEX Business Excellence Awards- Woman Contractor of the Year
- 2019 *Inc.* 5000 List - #2160 overall, #128 in D.C. Metro Region
- 2018 *Washington Business Journal* Fastest Growing Companies - #41 overall

Contract Vehicles

- GSA MAS # GS-10F-0365T > 541611 and other SINS
- OASIS Small Business Pool 1 First-Tier Sub # 47QRAD20D1019
- NIH BPA # HSN263200800077B
- NIAAA #75N94020F00270
- Eligible for WOSB sole-source awards

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)

Advancing Equity in Federal Programs and Policies

The current administration has put forward a policy that the Federal Government should advance equity for all through a systematic approach of analyzing Federal policies, programs, and practices and embedding fairness in decision-making processes to dismantle equity barriers. Accessibility, the “A” in DEIA, is a foundation on which the federal workforce must build diversity, equity and inclusion for people with disabilities. Without accessibility, we cannot truly achieve the others. Ripple Effect has been a leader in this area stands ready to answer the call! Below we summarize our capabilities and experience in addressing equality for our clients.



Developing New Policies and Practices

Developing and implementing new policies and practices to dismantle barriers and improve equity in Federal programs.

- Public Comment Analysis
- Policy Research
- Policy Dev. and Implementation
- Manuals, Training, and Coaching
- Feasibility Studies
- Communications Planning, Execution
- SOP Development
- Business Requirements Analysis
- Funding Opportunity Development
- Updating OMB Forms and Guides
- Pilot Programs
- Materials Development

Engaging Underserved Communities

Engaging members of underserved communities potentially impacted by Federal policies, programs, and practices to inform next steps.

- Town Hall Meetings
- Public Comment Analysis
- Community Outreach
- Needs Assessments
- Inclusive and Culturally Informed Stakeholder Communications

Supporting Agency Working Groups and Initiatives

Establishing internal and trans-agency working groups and initiatives to comply with recent executive orders and coordinate efforts.

- Strategic Planning
- Workgroup and Committee Support
- Meeting Planning and Coordination
- Meeting Facilitation
- Project Management
- Communications Planning

Driving Equity through Data

Gathering data to inform decision-making and assessing how current data impedes efforts to measure and advance equity.

- Workforce and Portfolio Analyses
- Data Collection and Analyses
- Literature Reviews and Env. Scans
- Economic Workforce Data Analysis
- Program and Policy Evaluation
- KPI and Metrics Development
- Logic Models and Frameworks
- Focus Groups and Interviews

For More Information

Jessica Escobedo

Director of Program

Mgmt. and Policy

626.354.1102

jescobedo@rippleeffect.com

Jennifer Pohlhaus

Chief Operating Officer

240.678.4515

jpohlhaus@rippleeffect.com

www.rippleeffect.com

Our Core Clients

- Department of Defense (DoD)
 - > Army, Air Force, Navy
- National Science Foundation (NSF)
- Centers for Medicare & Medicaid Services (CMS)
- Department of Health and Human Services (HHS)
 - > Office of Human Research Protections (OHRP)
 - > Office of Disease Prevention and Health Promotion (ODPHP)
 - > Agency for Toxic Substances and Disease Registry (ATSDR)
- Patient-Centered Outcomes Research Institute
- National Institutes of Health (NIH)
 - > NCI, NIEHS, NIGMS, NINR, NIA, NIAAA, NHGRI, NIAID, NHLBI, NICHD, OD

Our Staff

- Over 180 Employees
- 79% Specialize in Sciences or Public Health Policy
- 77% Master's Degree or Higher
- 67% support Scientific Research, Grants Execution, and Policy/Management
- 35% PhD, MD, or JD credentials

*When actions disappear
behind words,
inequality survives.*

Our commitment is to action!



GETTING SUPPORT WHEN YOU NEED IT

We regularly engage subcontractors and consultants to support our clients. As an experienced prime contractor, we quickly onboard new consultants and protect our clients' interests through appropriate oversight and easy-to-understand contractual agreements. Our DEIA consultants have expertise in the following areas:

- Health Disparities and Social Determinants of Health
- STEM Workforce Diversity
- DEIA Workforce Practices and Policies
- Race, Gender and Social Justice
- Community-Based Health Disparities Research

CASE STUDIES

Diversity Strategic Planning with the NHGRI

Ripple Effect supported [NHGRI](#) in the creation of a strategic plan to increase the diversity of the genomics workforce. Our expertise in biomedical research workforce diversity supported a comprehensive literature review of relevant publications over the last two decades and development of a subsequent report to guide the strategic plan. Ripple Effect provided logistical support for 13 virtual interviews and focus groups with leaders in industry and academia, wrote a key themes and recommendations report, developed a tagline for the strategic plan, and provided graphics support as needed. The Director of NHGRI said that this strategic plan will "increase the number of individuals from diverse backgrounds, including underrepresented groups, who have the necessary training to pursue careers in genomics."

Biomedical Workforce Analysis and Modeling with the NIH

Ripple Effect performed econometric labor market studies on the biomedical workforce using American Community Survey data from the Census Bureau and NIH IMPAC II grant data. Working closely with NIH we calculated the representation ratios of various demographic groups at each educational and career stage along the pathway to becoming an independent investigator within the NIH-funded pool of investigators, as compared to the relevant labor workforce. Ripple Effect also analyzed the representation ratios by sex/gender, race/ethnicity, and citizenship.

Driving Equity Through Data with NIDDK

Ripple Effect conducted a study for the NIDDK Office of Minority Health Research Coordination to evaluate the Short-term Research Experience for Underrepresented Persons (STEP-UP) program, a summer research program that engages high school and college students from disadvantaged backgrounds or underrepresented groups in biomedical research. We conducted interviews with NIDDK program staff and staff at the academic centers implementing the program, as well as a survey of all past program participants on their educational achievements and career trajectories. We found that participants reported improvements in science skills, which were associated with increased science identity and pursuit of advanced science degrees.

Diversity Strategic Planning & Mission Support

Ripple Effect supported several projects for NIH's Workforce Diversity Officer:

- A two-part analysis to better understand the impediments and solutions to increasing diversity in the physician-scientist workforce that included an environmental analysis and a best practices research study.
- Analysis of public comment on how to retain underrepresented minorities, persons with disabilities, and persons from disadvantaged backgrounds to identify new issues that emerged from the public comments.
- Exploratory study of the Medical Scientist Training Program, in which we examined defined outcomes for the participants and stratified the outcomes based on diversity characteristics such as race, ethnicity, and sex/gender.

Science and Healthcare Policy Consulting Consortium (SHPCC)

Ripple Effect established the SHPCC to create a path for federal agencies to access high-quality, credentialed, and niche science and health policy experts—by using our resources to bring together and build a community of independent science, science policy, and health policy consultants.