

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.

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 National Best & Brightest in Wellness®
- 2020 & 2019 Best and Brightest Company to Work for in the Nation®
- 2020 *Inc.* 5000 List - #3,324 overall; 2019 *Inc.* 5000 List - #2160 overall, #128 in D.C. Metro Region
- 2020 *Inc.* Private Titans List
- 2019 AMEX Business Excellence Awards Woman Contractor of the Year
- 2018 *Washington Business Journal* Fastest Growing Companies - #41 overall

Contract Vehicles

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

DIVERSITY, EQUITY, INCLUSION & BELONGING

Advancing Equity in Federal Programs and Policies

The Executive Branch has directed all federal agencies to 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. 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 & Practices

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

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

Engaging Underserved Communities

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

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

Supporting Agency Working Groups & Initiatives

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

- Strategic Planning
- Workgroup & Committee Support
- Meeting Planning & 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

Our Core Clients

- Department of Defense (DoD)
 - > Army, Air Force, Navy
- National Science Foundation (NSF)
- Centers for Medicare and Medicaid Services (CMS)
- Department of Health and Human Services (HHS)
 - > Office for Human Research Protections (OHRP)
 - > Office of Disease Prevention & Health Promotion (ODPHP)
 - > Agency for Toxic Substances & 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

For More Information

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*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 DEI consultants have expertise in the following areas:

- Health Disparities and Social Determinants of Health
- Race, Gender and Social Justice Research
- STEM Workforce Diversity
- Community-Engaged Research
- DEI Workforce Practices & Policies

Science and Healthcare Policy Consulting Consortium (SHPCC)

Ripple Effect has established 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. SHPCC includes consultants with experience in DEI practices and policies.

CASE STUDIES

Diversity Strategic Planning with NHGRI

Ripple Effect supported NHGRI in the creation of a **strategic plan** to increase the diversity of the genomics workforce. Our subject matter 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 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.