

Diversity, Equity, and Inclusion- What Does that Mean for Research and My Role as a Research Administrator

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Objectives



- Identify and reflect on what diversity, equity, and inclusion means personally and professionally
- Identify why diversity, equity, and inclusion is important for the entire research enterprise

**Who am I?
What's my story?**

**Who are you?
What's your story?**



What is Diversity, Equity, and Inclusion And Why is it Important?

Acronyms within Diversity, Equity, and Inclusion



- **DEI- Diversity, Equity, and Inclusion**
- DEIB- Diversity, Equity, Inclusion, and Belonging
- DEIJ- Diversity, Equity, Inclusion, and Justice
- DEIA- Diversity, Equity, Inclusion, and Access

Diversity, Equity, and Inclusion (DEI)



- Three core values
- Supports, promotes, but also policies and practices for fair treatment and engagement
- Marginalized, underrepresented or discriminated due to identity, background, etc

Diversity



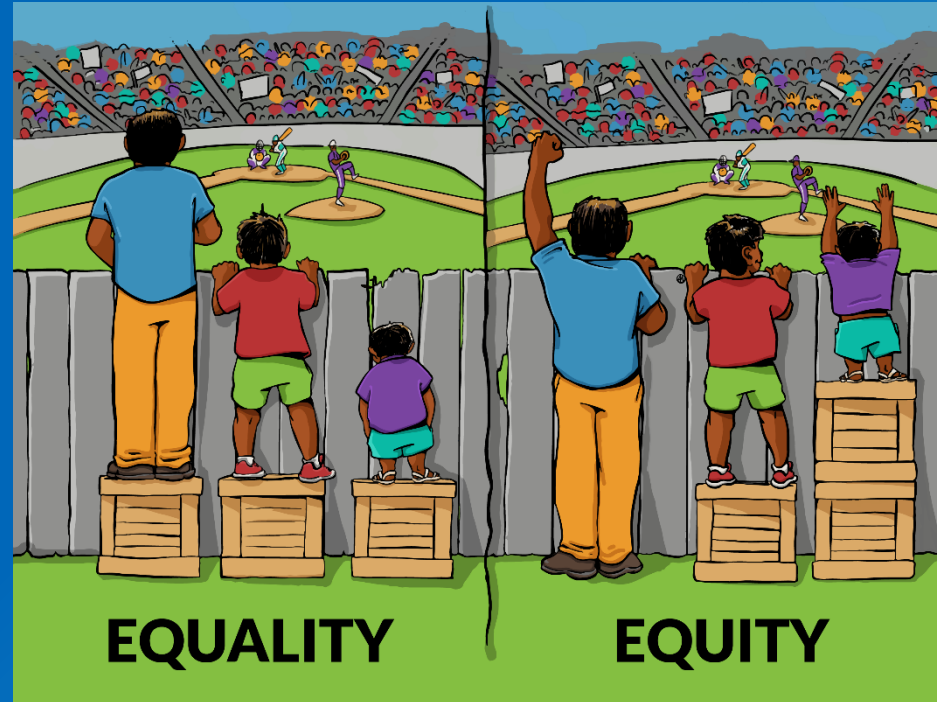
- Has roots in 1960's civil rights movement and beginning as of result of anti-discrimination legislation
- Different identities such as race, gender, ethnicity, age, physical ability, sexual orientation, religious beliefs , etc

Equity



- Fair treatment related to support, access, opportunity and advancement
- Identify and eliminate barriers that prevent full participation of individuals and groups

EQUITY \neq EQUALITY



Source: Interaction Institute for Social Change | Artist: Angus Maguire
Link: interactioninstitute.org and madewithangus.com

Is there an issue and/or further dialogue for the picture above?
Is there an alternative way to represent equity vs equality?

Equity vs Equality



EQUITY	EQUALITY
<ul style="list-style-type: none">• Fairness• Treating each individual based off of their specific needs, different circumstances	<ul style="list-style-type: none">• Equal• Treating and giving everyone the same

Inclusion



- Different groups and individuals belong, are heard, respected and feel valued
- Diversity in practice

Evolution of Diversity, Equity, and Inclusion



- Diversity, Equity, and Inclusion (DEI) is **NOT** new
 - Originally started and focused solely on diversity and then diversity and inclusion (D&I)
- Has evolved and continues to do so
- A number of pivotal historical moments and events

Diversity, Equity, and Inclusion Timeline

Signing of Executive Order 10925



- Signed on March 6, 1961 by President John F. Kennedy
- Established affirmative action requirements for government contractors
 - Hiring and employment practices are free of racial bias

Equal Pay Act of 1963



- Signed on June 10, 1963 by President John F. Kennedy
- Amendment to the Fair Labor Standards Act of 1938
- Protect against wage discrimination based on sex; equal pay for equal work

Civil Rights Act of 1964



- Signed on July 2, 1964 by President Lyndon Johnson
- Discrimination based on race, color, religion, sex, and national origin is prohibited
- Title VII of the Civil Rights Act of 1964 led to establishment of the President's Committee on Equal Employment Opportunity (later known as the Equal Employment Opportunity Commission)

Age Discrimination in Employment Act of 1967



- Signed by President Lyndon Johnson
- Prohibits employment discrimination against persons 40 yrs. of age or older

Equal Employment Opportunity Act of 1972



- Signed on March 24, 1972 by President Richard Nixon
- EEOC has authority to sue for discrimination

The Rehabilitation Act of 1973



- Precedes the Americans with Disabilities Act of 1990
- Protecting the rights of people with disabilities in higher education, private industries, and the government

Americans with Disabilities Act of 1990



- Unlawful to discriminate in employment against a qualified individual with a disability

Intersectionality



- Coined by Professor Kimberle Crenshaw in 1989
- Individuals can have multiple identities, belong to a number of groups
- Multi-layered ways in which individuals can be marginalized and discriminated against
- Outcomes and impact lives

Justice within Diversity, Equity, and Inclusion



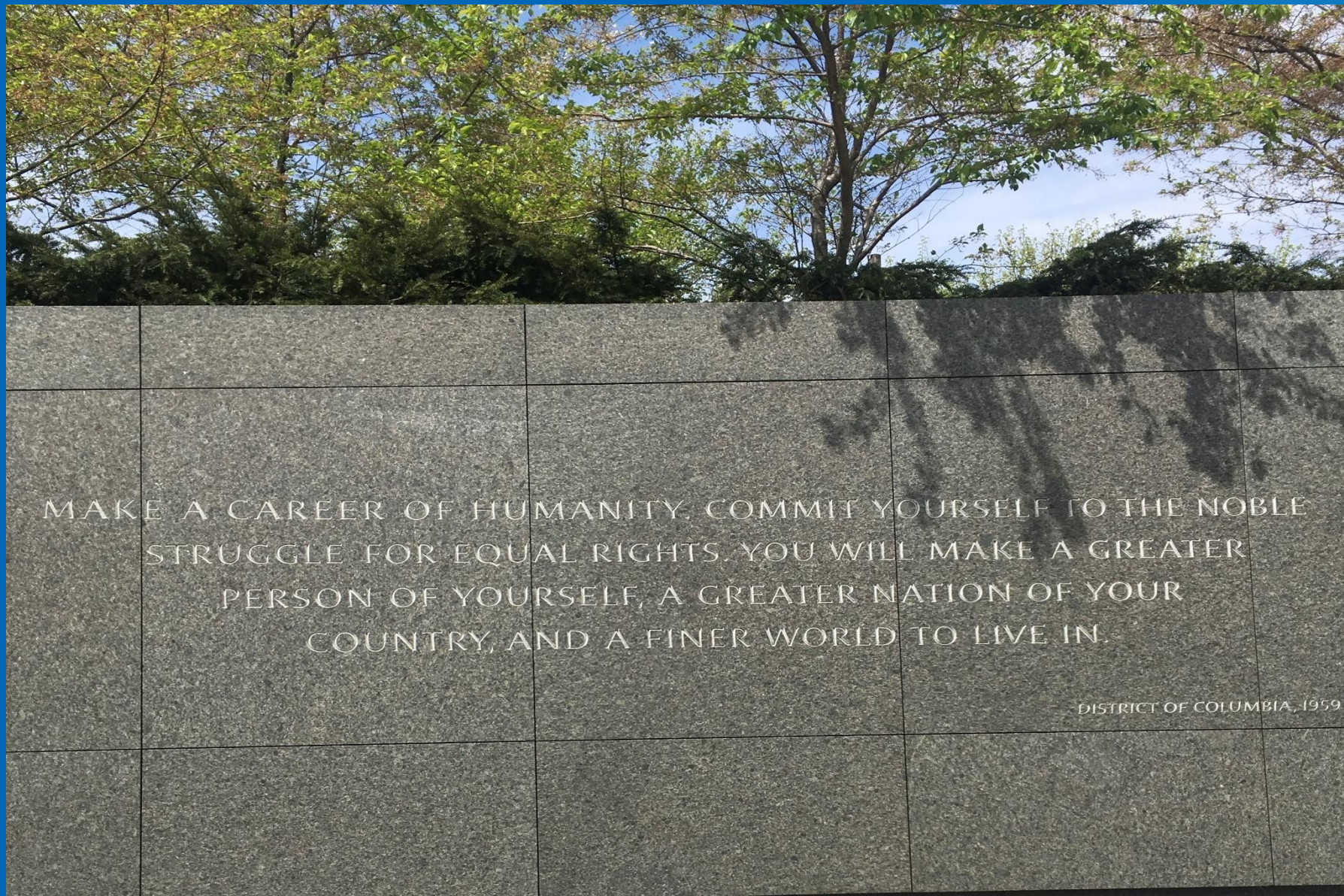
- Justice framework of DEI
 - Questioning and sharing of power regardless of identity
 - Centering people, groups and their voices
 - Access, Resources, Safety, Visibility and Self determination
- History and lived experience of individuals
- Systemic injustices and barriers
 - Name and examine both historical and current
 - Commitment to dismantling

Anti-Racism and Diversity, Equity, and Inclusion



- The two are not the same
- Anti-racism work centers race equity
- About cultural and systematic change

What does Diversity, Equity, and Inclusion mean to YOU?



Quote from Dr. Martin Luther King, Jr.

**Diversity, Equity, and Inclusion
starts with each and every one
of us!**

What Does that Even Mean?



- Emphasis on starts with, but does not end
- Individual and Collective
- Institutional and Systemic

What Does that Even Mean?



- Self awareness
- Being intentional
- Challenging perceptions, beliefs, attitudes, actions
- Be open
- Willingness to get and be uncomfortable
- The everyday choices, interactions and occurrences
- To not put the onus and work solely on marginalized individuals and communities
- Don't talk about it, but be about it
 - Move beyond performative and checkboxes, but concrete actions and solutions
 - Lead by example, inspire, amplify and empower

What does Diversity, Equity, and Inclusion Mean for Research?



- Important for DEI to be embedded in an organization and every operational function
- Research is discovery, innovation and impact
 - Essential to have diverse voices, perspectives, experiences and leadership
- Research can drive new breakthroughs in clinical care, in turn affects health outcomes
 - Bench to Bedside
- Research is homogenous, overly representative of White and male both as professionals and research participants (i.e. clinical research and clinical trials)

Tuskegee Syphilis Project



- 1932-1972
- Sponsored by the US Department of Health, Education and welfare, in which they promised free medical care to hundreds of Black men in Tuskegee, Alabama
 - Researchers didn't inform study participants that this was an experiment
 - Treatment was withheld. Even though and when penicillin was an effective form of treatment, it was available in 1950's
- Created the National Research Act of 1974
 - Guidelines for human research protections and formalized the Institutional Review Board process

Henrietta Lacks

- In 1951, was being treated for cervical cancer at John Hopkins University in which doctors removed cells from her tumor without her knowledge or consent
- Cells are the 1st immortal cell line, HeLa
- HeLa cells are used in research all over the world, scientific breakthroughs
 - Have and are contributing to the development of drugs for number of ailments
 - Remained a secret until 1970s
- 2013 the NIH granted the family control of how data on the HeLa cell genome would be used
- Most recently, the Lacks family settled a lawsuit against biotechnology company

What does Diversity, Equity, and Inclusion Mean for Research?



- Exposure to the field
- Professional Workforce
- Community Engagement
- Research Participants
- Funding

Exposure to the Field



- Importance of early exposure and hands on STEM (Science, Technology, Engineering and Math) education, as well as career paths
 - Elementary education and continue to throughout high school, college and trades
 - Maintaining a delicate balance of STEM, but also robust education that includes liberal and fine arts
- Disparities and barriers in accessing STEM education
- Representation, seeing is believing
 - Those already in the field to inspire and mentor
- Involvement and commitment by institutions and organizations

Professional Workforce



- Not simply a pipeline issue, more convoluted
- Recruitment and hiring
 - What is your existing culture and environment?
 - Does your culture and environment foster, support, champion and reflect those whom you are recruiting and/or hiring ?
- Representation isn't enough, but development, career trajectories and advancement
- Retention
- Mentorship vs sponsorship
- Culture, Policies and Structures
 - Institutional commitment and accountability

Community Engagement



- Defined by the CDC as the “process of working collaboratively with groups of people who are affiliated by geographic proximity, special interests, or similar situations with respect to issues affecting their well being.”
- Partnership and collaboration between academic institutions , health systems, individual and community organizations
- Community-based participatory research is a form of community engaged research
- Consulting, Planning, Working together and Dissemination of Information
 - Engagement in all aspects of the research process

Research Participants



- Who are we talking to and with about research?
- How are we including and engaging individuals within research?
 - Diverse populations and communities
 - Acknowledgement and understanding of historical atrocities, deeply rooted systemic and institutional oppression and current climate
 - Proposals and budgets, requirements of and reporting to sponsor
 - Our teams
 - Who, expertise, availability, adequate and ongoing training
 - Collaborators
 - Site and institutional capacity and commitment
 - Recruitment practices
 - Any barriers and if so, solutions and actions to resolve
 - Informed consent process
 - Research documents
 - Protocol
 - Consent
 - Questionnaires, surveys
 - Marketing
 - Data collection and storage, dissemination of information

Funding




- Centering of diversity, equity, and inclusion (DEI) within proposals and grants
 - Do you and your team know where to start? What is existing and already in place?
 - Who's on your team, collaborators and who are you supporting?
 - Build and develop relationships, authentic engagement
 - Opportunities for DEI
 - Reposition any work to address, center and integrate DEI
- Sponsors and funders may ask for and/or require information on institutional DEI statement and initiatives, data, personal efforts to promote DEI within work and environment
 - If doing clinical trial work, newest FDA guidance speaks to requirement of diversity action plans

What Does that Mean for My Role as a Research Administrator?



- Confronting your own biases, privileges, blind spots, interactions
 - Develop and strengthen your toolkit, skillsets
 - Facilitate and support research environment
 - What's the vision and/or mission? (short and long term)
 - Stakeholders
 - Developing, creating networks and tools
 - Awareness and connect to institutional resources, groups and external organizations
 - Strategic leader and partner
 - Advocate and be a change agent
 - Effective communication and active listening
 - Relationship building and Collaboration
 - Coach and mentor
 - Engagement
 - Having foresight
 - Keep abreast on data, trends and changes within Research and Research Administration

Wrap Up

-  DEI is not a checkbox, afterthought or added after the fact
- Get and be honest with yourself
- Advocate for others and yourself
- Constant learning and evolvment
- Actions are where the marks are made and the time is NOW
- Don't be afraid to have tough conversations, make difficult decisions or challenge the status quo. You'll find the greatest value and growth in uncomfortability
- Take essential time for rest, as well as what and those that bring you joy



Takeaways

- What are the biggest takeaways from today's presentation?

Application

- How do you plan to use this information within your personal and professional life?

Any Questions and/or Comments ?

The background is a solid blue color. On the left side, there is a large, intricate white line art pattern. This pattern consists of many overlapping, flowing, and swirling lines that create a sense of movement and depth, resembling stylized waves or organic forms. The lines are thin and white, contrasting sharply with the blue background.

Thank You

A small, yellow, wavy line graphic located directly beneath the end of the 'Thank You' text.

Contact Information



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