STREAMLINING EQUITY, INCLUSION, AND DIVERSITY EFFORTS FOR THE DEPARTMENT OF RESEARCH & EVALUATION

The Department of Research & Evaluation conducts high-quality, innovative translational research that benefits the health of its members and the communities from which they come. We are uniquely positioned to make an impact on health equity and health disparities through our research portfolio and established relationships with stakeholders.

The goal of the DLP project is to develop an Equity, Inclusion & Diversity Workgroup for R&E that aims to enhance R&E's awareness and attention to EID issues, and foster appropriate responses in our research and workplace culture.



Work Plan

Create a sustainable work plan to quide activities for the R&E EID Committee.

Incorporate EID initiatives into the departmental

Evaluation Plan Develop a plan to measure the impact of the R&E EID Workgroup and assess EID needs in the department.

Research Guidance

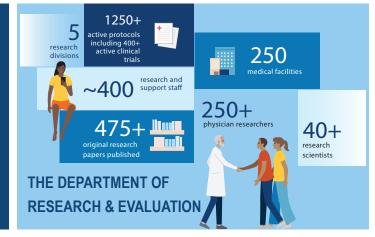
Peer Review

Organize a peer review team that will review proposals, manuscripts and research communications from a health equity lens.

Alignment

strategic plan

Educate the department about health equity and health disparities research best practices.



KNOWLEDGE SHARING

The R&E EID workgroup executed multiple EID knowledge sharing events, including:

- -Webinars
- -Journal Club
- -Listen & Learn Sessions
- -Research Seminars
- -"Celebrating Diversity" Events



COLLABORATION

SHAREPOINT SITE

The R&E EID Workgroup launched a Sharepoint site that is available to all KP Southern California employees. The website includes information about EID events, funding opportunitties, and a collection of relevant research articles and guidance.



PEER REVIEW

We organized a volunteer-based group to review research proposals, manuscripts, and patient-facing communications from a health equity lens. The peer review team is available to all R&E employees and regional research teams.



EVALUATING OUR EFFORTS





SCIENTISTS R&E EID WORKGROUP

SUSTAINABILITY



Strategically plan objectives and activities and update the workplan annually



Use continuous improvement methods to evaluate efforts and improve outcomes



Disseminate the work of our department and EID Workgroup locally and externally



Build and sustain partnerships with KP professionals and community partners.



Align long-term goals for the workgroup with department goals and regional strategies.

Kaiser Permanente Research

