

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.

DLP PLAN

- 1 Work Plan**
Create a sustainable work plan to guide activities for the R&E EID Committee.
- 2 Evaluation Plan**
Develop a plan to measure the impact of the R&E EID Workgroup and assess EID needs in the department.
- 3 Peer Review**
Organize a peer review team that will review proposals, manuscripts and research communications from a health equity lens.
- 4 Research Guidance**
Educate the department about health equity and health disparities research best practices.

***Alignment**
Incorporate EID initiatives into the departmental strategic plan

THE DEPARTMENT OF RESEARCH & EVALUATION

- 5 research divisions
- 1250+ active protocols including 400+ active clinical trials
- 250 medical facilities
- ~400 research and support staff
- 250+ physician researchers
- 475+ original research papers published
- 40+ research scientists

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

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 opportunities, 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

- Satisfaction Questionnaires
- Key Informant Interviews
- Pre- and Post- Event Surveys
- Project Inventory
- Goal Tracking
- Gap Analyses

COLLABORATION

ALIGN EID EFFORTS

- REGIONAL EID TEAM
- COMMUNITY PARTNERS
- EID TEAMS & SUBJECT MATTER EXPERTS
- KPSC LEADERS
- R&E EID WORKGROUP
- KPSC SCIENTISTS

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.