A Roadmap for Advancing Scholarship in the study of Racism and Equity in Healthcare

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"Research to advance an agenda to dismantle racism and its negative effects must invest in studies that delineate how to overcome societal inertia, increase empathy for stigmatized racial/ethnic populations, build political will and identify optimal communication strategies to raise public and stakeholder awareness of the societal benefits of racial equity agenda (Williams, et al 2019)."

Background

There is a large body of literature describing disparities in outcomes and the importance of SDOH—less focus has been on evidence-based interventions that directly address and ameliorate or eliminate racism in health care.

Objectives

- Develop a road map to increase scientific study in the area of antiracism in health care.
- Short term: Increase the number of investigators applying for and receiving funding (e.g. NIH, Foundation, Philanthropy)
- Long term: Penn Medicine will be the leading academic medical center recognized for advancing the scientific study of antiracism in health care and implementation of scalable programs to eliminate racism in healthcare

Approach

Increase Awareness
- Increase visibility through multiple modalities (e.g. website, targeted emails, texting program) of existing didactics, symposia focused on studying and eliminating racism in health care
- Develop and support new didactic offerings and symposia focused on studying and eliminating racism in health care

Foster Collaboration
- Increase visibility of interdisciplinary science, researchers, organizations (e.g. Institutes/Centers/Programs/Labs conducting research focused on studying racism in health care to enhance collaboration opportunities. Successful grant applications will benefit from including a broad group of scholars and organizations with a depth of research in this area.

Support the Pipeline of Researchers Committed to this Area of Study
- Increase the pipeline of junior and mid-career level investigators focused on studying and eliminating racism in health care (e.g. Presidential Professorship, POWER cluster)

Increase the likelihood of Successful Grant Submissions
- Support new pilot grant programs or expand existing pilot grant programs to focus on the study of racism in health care to support investigators to generate preliminary data for larger grants.
- Increase visibility of funding opportunities and RFAs directed at advancing the science of antiracism in health care.
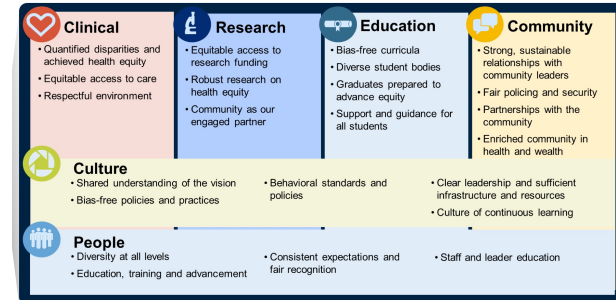
Develop and Disseminate a Toolkit
- Synthesize and make accessible: grant sections (pilot data and programs, organizations, collaborators, data sources), grant writers, training resources

Bolster Existing Research Programs
- Provide long-term financial support for programs committed to Science+ Action for addressing racism (e.g. ACT, Bold Solutions, Penn Slavery Project, LDI, Urban Health Lab, Penn Program on Race, Science, and Society)

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Alignment with Penn Med OID, ACT

Metrics

- #Hosted didactics
- #New investigators (junior, mid-career)
- #Pilot programs posted
- #Grants submitted
- #Grants received
- $ Funding received

Next Steps

- Full integration with ACT
- Identify the optimal tracking mechanism and process for information dissemination
- Integration with POWER cluster hires

Collaborators

Office of Inclusion and Diversity, Leonard Davis Institute of Behavioral Economics, Office of the Executive Vice Dean and Chief Scientific Officer, Penn School of Medicine