Advancing Equity and Access Within and Through Research
Today’s Agenda

1. Shared language
2. Why does this matter
3. Guiding Principles
What is equity?

The condition we will achieve when personal characteristics outside our control (e.g., our race, ethnicity, gender, sexual orientation, ability status, religion, age, class) no longer predict how we fare.

What is racial equity?

Racial equity is both an **outcome** and a **process**.

**Outcome**: race or ethnic identity no longer predicts the course of a person’s life

**Process**: those most impacted by structural racial inequity are involved in the creation and implementation of policies and practices that impact their lives.
Some headlines...

“Data show that Black, Hispanic, and AIAN people are at increased risk of hospitalization due to COVID-19”

“Multiple analyses of available federal, state, and local data show that people of color are experiencing a disproportionate burden of COVID-19 cases and deaths.”

It is important to connect data to context now.
Some headlines...

“Data show that Black, Hispanic, and AIAN people are at increased risk of hospitalization due to COVID-19.”

“Multiple analyses of available federal, state, and local data show that people of color are experiencing a disproportionate burden of COVID-19 cases and deaths.”

Why Racism, Not Race, Is a Risk Factor for Dying of COVID-19

It is important to connect data to context now.
What is a racial equity perspective?

Thinking through people of color’s experiences with unequal power differentials and access to opportunity, considering institutional racism.
What is equity in research?

- Documenting disparities
- Identifying underlying causes
- Proposing solutions
- Bringing community voice to forefront
A guide to incorporating a racial and ethnic equity perspective throughout the research process
By Jenita Parekh, Shantai Peckoo, and Kristine Andrews

Five principles for integrating racial and ethnic equity into research
By Jenita Parekh, Shantai Peckoo, and Kristine Andrews
https://www.childtrends.org/publications/five-guiding-principles-for-integrating-racial-and-ethnic-equity-in-research
• Every research project is unique.

• You are the expert!

• You + application of principles = concrete/novel ways to integrate racial equity
Guiding Principles

1. Examine our own backgrounds and biases.
2. Commit to digging deeper into the data.
3. Recognize that the research process itself impacts people and communities; researchers play a role in ensuring that their research benefits communities.
4. Engage communities as partners in research and credit them for their contribution.
5. Guard against the implied or explicit assumption that white is the normative, standard, or default position.
Principle 1: Examine our own background and biases

- We are not neutral
- Bias affects what you do and how you do it
- Ongoing internal examination and education

Example: your bias might affect what research questions you prioritize or what data collection methods you use; have active discussions with project teams
Principle 2: Dig deeper into the data

- Move beyond documenting disparities and contextualize

Principle 3: Your work has an impact

- Dark history of research and communities of color
- To be ethical, research must be reciprocal
- Example: Asking what do communities want in return for contributing to research?
Principle 4: Engage the community as partners

- Conduct research with communities
- Early engagement is ideal
- Balance power

Example: Defining the research priorities and questions together
Principle 5: Don’t assume white is the norm

- Often apply positive values to cultural norms associated with whiteness

Example: Move language from closing gaps to better outcomes for all
## Stages of the Research Process

<table>
<thead>
<tr>
<th>Stage</th>
<th>Question</th>
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<tbody>
<tr>
<td><strong>Landscape</strong></td>
<td>Who has power? What power differentials exist within the community you are working in?</td>
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<tr>
<td><strong>Design</strong></td>
<td>What measures do you have that examine root causes?</td>
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<tr>
<td><strong>Data Collection</strong></td>
<td>How does the community like to share/give information?</td>
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<tr>
<td><strong>Data Analysis</strong></td>
<td>How do community stakeholders interpret the data and how does this differ or align with researchers’ interpretation?</td>
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<tr>
<td><strong>Dissemination</strong></td>
<td>Where do community stakeholders want to see this data go? What are their next steps?</td>
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Thank you!

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