B8: Exploring and Enhancing Diversity Within Our Compliance Committees

Eric Allen, HRP Consulting Group
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Disclosure: Eric Allen

I have no relevant personal/professional/financial relationship(s) with respect to this educational activity
Learning Objective

Describe unconscious bias and stereotype threats, and articulate the implications this has on learning and/or supporting career development.
Important Person List
Unconscious Bias

- Social stereotypes about certain groups of people that individuals form outside their unconscious awareness. Unconscious bias happens outside of our control. It occurs automatically and is triggered by our brain making a quick judgment.
Stereotype Threats

- Refers to the risk of confirming negative stereotypes about an individual’s racial, ethnic, gender, or cultural group.
Bias is simply a “THOUGHT”
Bias is simply a “THOUGHT”

- Unaddressed becomes a stereotype
- If stereotypes are unaddressed, they become a prejudice
- If prejudices are unaddressed, they become discrimination
  - Which can lead to future negative outcomes
The term was coined by the researchers Claude Steele and Joshua Aronson, who performed experiments that showed that black college students performed worse on standardized tests than their white peers when they were reminded, before taking the tests, that their racial group tends to do poorly on such exams. When their race was not emphasized, however, black students performed similarly to their white peers.
If there were two Asian guys standing next to each other what would you think?

They are together.

Two people occupying the same space.
Recruitment Bias

- Conformity bias
- Beauty bias
- Affinity bias
- Halo effect
- Horns effect
- Similarity bias
- Contrast effect
- Conformation bias
Conformity Bias

- Group consensus
  - (peer pressure)
Beauty Bias

- Physical appearance = success
  - 60% of CEOs in the US are over 6 foot, only 15% of the total population is over 6 foot tall. And while 36% of US CEOs are over 6.2 feet, only 4% of the US population is over 6.2 feet tall.
Affinity Bias

- Personal connection
Halo Effect

- Allowing a single great attribute overshadow further thinking
Horns Effect

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Similarity Bias

- Finding comfort in people like you
Contrast Effect

- Comparing interviewees against each other vs. the job criteria
Conformation Bias

- Making a decision and looking for immediate justification or support for decision
Reducing Unconscious Bias

- Deliberately slow down when making decisions
- Reconsider reasons for decisions
- Question cultural stereotypes
- Monitor each other for unconscious bias
- Your thoughts?
Important People Reflection
Questions?
Resources

• Social Talent https://www.socialtalent.com/blog/recruitment/9-types-of-bias
• Education reform https://www.edglossary.org/stereotype-threat/
• Scott Horton https://youtu.be/i_52T8ufdZM
• Unconscious Bias Exercise from Diversity Consultant Scott Horton https://www.youtube.com/watch?v=i_52T8ufdZM
• Kelly Deane Wells Fargo
Exploring and Enhancing Diversity Within Our Compliance Committees

Allen, Ferraro, Garrick
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Disclosure: Owen Garrick, MD

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Learning Objectives

1. The briefly long history of diversity
2. Ideas around how to (finally) move the needle
3. Get a little uncomfortable
Owen Garrick, MD MBA

Bridge Clinical Research
PRIMR Board
Former – SACHRP
Former – Quorum Review
Husband
Dad
Diversity Challenges Are Not New News

“Patients Are Waiting”

Dr. Paul Janssen

Published in final edited form as:

Pharmacogenetics: Implications of Race and Ethnicity on Defining Genetic Profiles for Personalized Medicine

Victor E. Ortega, MD and Deborah A. Meyers, PhD

1Center for Genomics and Personalized Medicine, Wake Forest School of Medicine, Winston-Salem, NC
Increasing Importance in Understanding Clinical Outcomes Across Race/Ethnicities as U.S. Demographics Shift

**PROJECTED RACIAL MAKE-UP OF US POPULATION 2060**

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
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<tbody>
<tr>
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<td>-9%</td>
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<td>Black</td>
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</tr>
<tr>
<td>Asian</td>
<td>+3.9%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>+3.7%</td>
</tr>
</tbody>
</table>

- White: 60%
- Hispanic: 17%
- Black: 13%
- Asian: 6%
- Multiracial: 3%

Source: https://www.census.gov/quickfacts/fact/table/US/PST045216

PRIMOR
PUBLIC RESPONSIBILITY IN MEDICINE AND RESEARCH
Increasing Importance in Understanding Clinical Outcomes Across Race/Ethnicities as U.S. Demographics Shift

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Demographics in Clinical Trials Across Industry Do Not Reflect Real World Population

Disparities in Clinical Research
Percent of population

Source: US Census Bureau, NIH, Tufts CSDD 2014 <csdd.tufts.edu>
Real Issues

1. Diverse populations have been around forever
   ▪ “Ethnic Minorities” since the founding of the US
   ▪ From a global perspective, the point is a bit odd
   ▪ Sexual orientation references in the Old Testament
   ▪ Men and Women since the beginning of time

2. How do we best serve the interests of research subjects

3. Not sure if enough has changed or quickly enough
How to Make Broader/Faster Change

Two Approaches

1. Chief Diversity Officer/Diversity Committee

2. Being in Charge
   (Note – Getting the job is an entirely different workshop)
Moving the Needle!

1. Hiring responsibility
2. Decision making authority
3. Budget authority
4. Content Expertise
“I Don’t Want that Job”

1. IRB Administrator
2. IRB Chair
3. Institutional Official
4. Chief Compliance Officer
Why I May Not Want that Job

1. Extra Headache
2. Exposure/Career Risk
3. Trepidation
We Need You to Want that Job
PRIMR Board Member

1. 4-6 in-person meetings per year
2. Treasurer in 2019
   - Monthly Executive Committee Calls
   - Chair Finance Committee
   - Review Monthly Financials
   - Annual Audit/Tax Return
   - Review Performance of Investment Portfolio
3. Strategic planning/identifying resources for PRIMR
4. The pay violates minimum wage standards
1. Work closely with Board Chair/Executive Director
2. Suggest speakers for AER, IACUC etc
3. Nominate board members
4. Identify committee members
Questions?
Thank You
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SOFT SKILLS
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Tonya Ferraro
Burlington, Vermont

Population: 626,855
White: 95.2%
Asian: 1.4%

Numbers tell an interesting story…
Learning Objectives

The B-Side
A (very) Brief History

How has diversity been defined?

Inclusion & Equity
The B-Side

1932-1972

1978
93rd Congress: Demographics

1970s: Population

- **88% White**
- **12%**

<table>
<thead>
<tr>
<th></th>
<th>Sen</th>
<th>Rep</th>
<th>Del</th>
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<tbody>
<tr>
<td>Women</td>
<td>0</td>
<td>14</td>
<td>0</td>
</tr>
<tr>
<td>Black</td>
<td>1</td>
<td>15</td>
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</tr>
<tr>
<td>Hispanic</td>
<td>0</td>
<td>6</td>
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</tr>
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<td>1</td>
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439 there were
All Americans have been touched by and have profited from the products of biomedical research. And yet the burden of developing these products is not equally shared...

In our society that risk is taken most often by the poor, the minority groups, and the institutionalized.

Often they are not even aware of these risks.

Senator Edward Kennedy
Systematic Information

However, there was little current, systematic information about IRBs when the Commission began its consideration of their performance.

The Commission therefore undertook a substantial effort to develop information about the performance of IRBs, the research they review, and the strengths and weaknesses of this mechanism.

What did they find, hmmm?

<table>
<thead>
<tr>
<th>61 IRBs</th>
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<tbody>
<tr>
<td>~ 50% Racial/Ethnic minorities</td>
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<tr>
<td>88% Women</td>
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A diversity in attitudes and concerns is associated with the diversity of membership on IRBs.
How has diversity been defined?

Demographic
- Gender
- Race
- Sexual orientation

Experiential
- Experiences
- Affinities
- Abilities

Cognitive
- Approaches
- Ways of thinking
Historical solutions

Classified identities we have. Numbers we have found.

Surveys
Statistics
Trainings
Policies
How do we change the game?

Diversity

Numbers

Inclusion & Equity

Impact
45 CFR 46.107

Removal of pregnant women
Addition of...
- Impaired decision making-capacity
- Economically disadvantaged
- Educationally disadvantaged

Enough we have done, hmm?

Questions we must ask...

- Impaired decision making-capacity
- Economically disadvantaged
<table>
<thead>
<tr>
<th>Diversity</th>
<th>Inclusion &amp; Equity</th>
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<tbody>
<tr>
<td>Are there initiatives to promote diversity in our committees, workplaces, and/or groups?</td>
<td>Have we created disparities with our policies and/or practices?</td>
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</tbody>
</table>
Numbers → Impact

Diversity

How do we find more diverse candidates?

Inclusion & Equity

Who is interested in being a part of our committees/groups? And do they have access?
Numbers → Impact

Diversity

Is the goal of our committee, workplace, and/or group to increase the number of x? (x = minoritized group)

Inclusion & Equity

What conditions have been created that maintain a group majority?
Numbers → Impact

Diversity

Is our committee, workplace, and/or group celebrating the increases in numbers of minoritized groups?

Inclusion & Equity

Are we celebrating how our outreach has attracted a diverse group?
Numbers ➔ Impact

Diversity

How do we increase diversity and points of view when IRB members / IRB professionals interact?

Inclusion & Equity

Whose ideas are being heard?
Self Assessment

Been reflective, have you?

- How do you define diversity?
- What words do you use to describe power, privilege, and oppression?
- If something “works” is that evidence based or is that your judgement?

Move from empathetic to action we must…
Resources

Racial Equity Tools: www.racialequitytools.com

Association of University Centers on Disability (AUCD): http://www.implementdiversity.tools/

Society for Human Resource Management: https://www.shrm.org/ResourcesAndTools/hr-topics/Pages/diversity-and-inclusion.aspx
MAY IMPACT
BE WITH YOU

Thank you!
Works Cited

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Images

University of Vermont. “Aerial Photo of The University of Vermont Medical Center.” https://www.uvmhealth.org/medcenter/pages/about-uvm-medical-center/newsroom/media-relations/image-downloads.aspx

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