

UAB THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM.

HEERSINK SCHOOL OF MEDICINE

Developing Health Disparities Researchers

Research Centers Collaborative Network Workshop:
Aging, Race, and Health Disparities

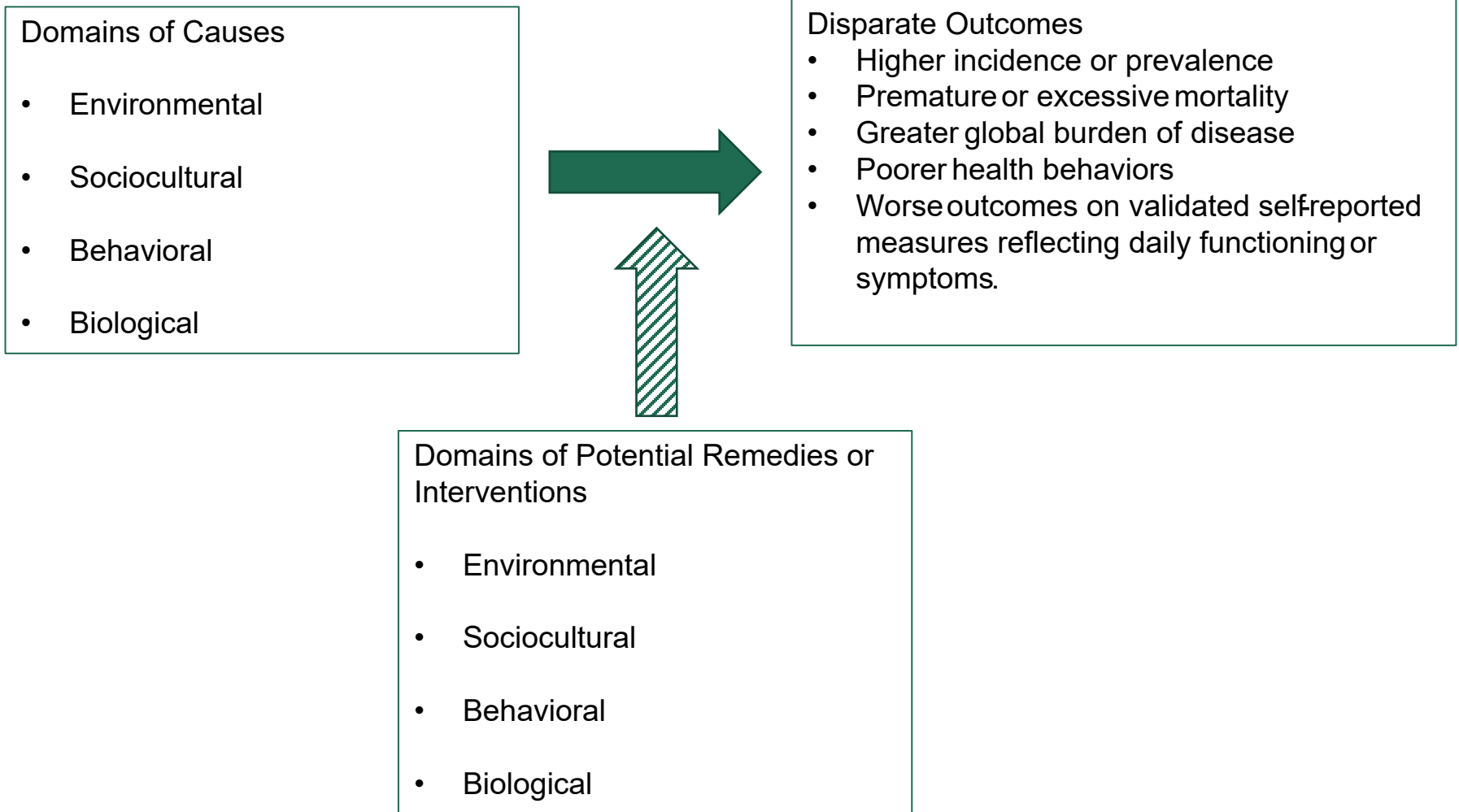
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What is the Goal?



Who is going to achieve the goal?



Health Disparities-Solving Superpowers

- Masters of multiple data collection methodologies, both quantitative and qualitative
- Able to untangle complex, multifactorial causation in a single logistic regression model

Alas We are all mere mortals and have to pursue the career development of health disparities researchers in less extraordinary, but still creative ways

[Meet South Africa's Superhero scientists Cosmic Dawn, Bones and Nitro The Mail & Guardian \(mg.co.za\)](https://www.theguardian.com/science/2016/sep/22/meet-south-africas-superhero-scientists-cosmic-dawn-bones-and-nitro)

Identifying Interested Young Scientists - Everywhere

Multifactorial Problems Require Multidisciplinary Solutions

Medicine

Nutrition Science

Behavior Science

Nursing

Bioethics

Epidemiology

Medical Sociology

Biostatistics

Economics

Rigor of the Science of Health Disparities

- Exposure to prevailing frameworks and conceptual models
- Defined tenets of community-based participatory research
- Familiarity with the lexicon of health disparities
- Life course perspective
 - Timing and impact of potential causative factors
 - Timing and intensity of potential outcomes

Packaging and Polishing

- The Deep South Resource Center for Minority Aging Research (RCMAR)
- Funded by NIA (5P30AG031054)
- 4-site consortium
 - UAB
 - Morehouse School of Medicine
 - Tuskegee University
 - University of Alabama

1-year pilot awards

Grantwriting workshops

Manuscript-writing retreats

Statistical consultations

National opportunities for presentations and project feedback

Fix the Researcher System

- Make elimination of health disparities an institutional goal
 - Quality of care metrics
 - Involve community partners
- Implement evidence-based disparities interventions (or test promising approaches) in patient care

Funding and Institutional Resources

- Established community partnerships
- Funded recruitment core for minoritized populations
 - Conduct recruitment using tailored approaches for population subgroups
 - Incubator for novel recruitment techniques to advance the science of recruitment
- Methodological expertise
- Thorough and reliable data collection in health systems
 - Patient characteristics - Race, ethnicity, sexual orientation, gender identity, etc
 - Social determinants

Diversifying the Workforce

UAB/Tuskegee Faculty Institutional Recruitment for Sustainable Transformation
(UAB/TU FIRST) Partnership (NIH U54)



- Cluster-based hiring
- Non-mentoring logistical support
- Career advocacy
- Bi-directional partnership with minority-serving institutions

FIRST
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SCIENTISTS

<https://sites.uab.edu/benjamin-carver-first/> - 1U54CA267746-01

What's Next?

- Establishment of best practices for health disparities career development
- Institutional partnerships and sharing
- Funding for the infrastructure for health disparities research
- Shared accountability for addressing health disparities

Acknowledgments

- Funding
 - Deep South Resource Center for Minority Aging Research (RCMAR) - 5P30 AG031054
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Thank you!