The Blueprint: Paradigm Project Updates

At a Glance…

- The Paradigm Project's recently published paper, Advancing Diversity, Equity, and Inclusion in the Health Services and Policy Research Workforce, provides recommendations to the field of HSR to increase workforce diversity.

- **In other news:**
  - A free, virtual AcademyHealth workshop on July 20 is designed to prepare and encourage researchers to build on their current skills in all areas of health services research and apply established and innovative methods and techniques to reduce structural racism and bias in their work. Register here.

  - Training modules on dissemination and implementation, provided by the Training Institute for Dissemination and Implementation Research in Cancer (TIDIRC) and featuring two members of the Paradigm Project Learning Community, are now available to the public. Access them here.

  - Monica Peek urges the field of health services research to better understand the impact of race on health.

  - Algorithms used in hospitals nationwide are rife with bias, "affecting decisions for millions and millions of people, and nobody is catching it," said emergency medicine physician and Paradigm Project Learning Community member Ziad Obermeyer.

  - Black faculty members' push for diversification at Penn State is a "part of a broader racial reckoning in higher education."

  - A study by Dr. Esther Mc Sween-Cadieux explores the effectiveness of infographics for health-related knowledge translation.

  - A paper by Joanna Sleigh analyzes the role of visualizations in engaging the public.

- Olavo Amaral questions the reliance on peer review by the scientific community and argues that we should build a trustmark for research works that goes beyond whether they have been "peer-reviewed."

- This year's Peer Review Week theme is Identity in Peer Review. The event will aim to highlight the role of personal and social identity in peer review and ways the scholarly community can foster more diverse, equitable, and inclusive peer review practices (September 20-24).

- Judy Luther describes how "the combination of technology and economics feels as though waves of change have reshaped [the publishing] industry" in *The Scholarly Kitchen*.

- Peek "behind the scenes" at the people who connect science and decision-makers in *The Conversation*.

Latest Paradigm Project Updates

In a new Paradigm Project Horizon Scan, Advancing Diversity, Equity, and Inclusion in the Health Services and Policy Research Workforce, Drs. Ángela Gutiérrez and Krystle Palma Cobian explore four strategies to increase workforce diversity:

- Systemic efforts to enhance career development and training, recruitment and retention of diverse researchers

- Cluster hiring to increase retention, enhance socialization, and reduce isolation

- Career mentorship; and

- Equitable community-based participatory research partnerships.

Applying lessons from case studies, the authors provide four recommendations to increase workforce diversity in health services research:

1. Implement multi-pronged strategies that target barriers to entry into the field for a diverse set of applicants at the individual, community, state, and federal levels.

2. Focus hiring strategies at all levels—not just entry-level positions.

3. Raise awareness of the health services and policy research field to a younger, more diverse generation of students.

4. Track progress toward DEI goals.