

## HEALTH EQUITY & SOCIAL JUSTICE – SEPTEMBER 2022



This has been a rather busy summer with much work focused on a variety of diversity, equity, and inclusion activities. In August, we hosted Dr. Kara Ayers for our Grand Rounds. Dr. Ayers discussed **advancing research through the inclusion** of people with intellectual and developmental disabilities. Her talk highlighted the significance and relevance of being inclusive in our research. In fact, Dr. Ayers reminded us that accessibility is important for inclusion (consider DEIA) and provided concrete ways to make our research more accessible so that we can be more inclusive. Her recorded talk will be available on our website soon. Please take the time to also see Dr. Ayers' [Ted Talk](#).

One of our goals has been to increase the proportion of speakers who are female and proportion of speakers who are underrepresented in medicine and science. To that end, the CCTST has worked on being very intentional in who we invite to our various speaker series, and we now collect data on diversity dimensions of the speakers. In reviewing the impact of this work, the CCTST has increased the percentage of female speakers from 17% in 2021 to 64% in 2022. We also saw an increase in the percentage of URM speakers, from 13% to 29%. Although we are excited to see that being intentional about speakers has enhanced the speaker diversity, we will not relax our strategies and will maintain being thoughtful in our approach to speaker invitations.

We completed the CTSA DEI Survey, which was hosted by the CTSA Program Steering Committee and the CTSA DEI Task Force. This is the first in a series of surveys that will assess our CTSA hubs for diversity, inclusion, and accessibility (with the first focused on diversity). We will share these results with our greater CCTST community. In the meantime, we will be developing a DEI dashboard that will allow our community to see our progress across our own DEI work. To that end, please review the external webpages of [CCHMC](#) and [UC](#). Our CCTST leadership has been influential in the institutional work, and we hope to continue to align our work with that of the institutions.