



## Greetings from the JRP!

Welcome to the inaugural issue of the JRP Newsletter. With this newsletter, we plan to keep you informed on tools and resources that you can use to make your research more equitable, inclusive, and accessible.

We know there are practical barriers to doing equitable research. Research teams often have limited resources and time, and so the "easier" route sometimes feels like the only option. But the "easier" choice may make our research exclusionary, unfair, or inaccessible to communities we care about.

This newsletter is our way of reminding you that we are here, doing the hard thing alongside you. We are here to support you whenever you encounter a barrier to choosing the more equitable route. Thank you for being here with us!

~Jingsan, Rachel, & Adina  
Leads of the Joint Research Practices Working Group of CHIBE & PAIR



*A few members of our JRP team at CHIBE-PAIR Roybal Retreat, October 2023 (left to right):  
Standing - Dorothy Sheu, Lizzie Bair, Emily Blaum, Jingsan Zhu  
Seated - Shira Blady, Adina Lieberman, Emma Britez Ferrante, Rachel Kohn*

## Who are we?

The Joint Research Practices Working Group (JRP) is a partnership between the [Center for Health Incentives and Behavioral Economics](#) (CHIBE) and [the Palliative and Advanced Illness Research Center](#) (PAIR) at Penn Medicine. This group was chartered in 2021 to build upon the work of an earlier CHIBE-PAIR initiative, known as the **Committee on Anti-Racism and Social Change** (CASC). We thank CASC for setting the stage for our team to develop and disseminate guidelines for the conduct of inclusive and equitable research.

Since inception, **the JRP has developed seven resource guides** (and counting) which are publicly available on the [CHIBE](#) and [PAIR](#) websites. To share these guides, our team has hosted numerous workshops, presented two posters, published a manuscript, and connected with more than 100 members of the Penn community!

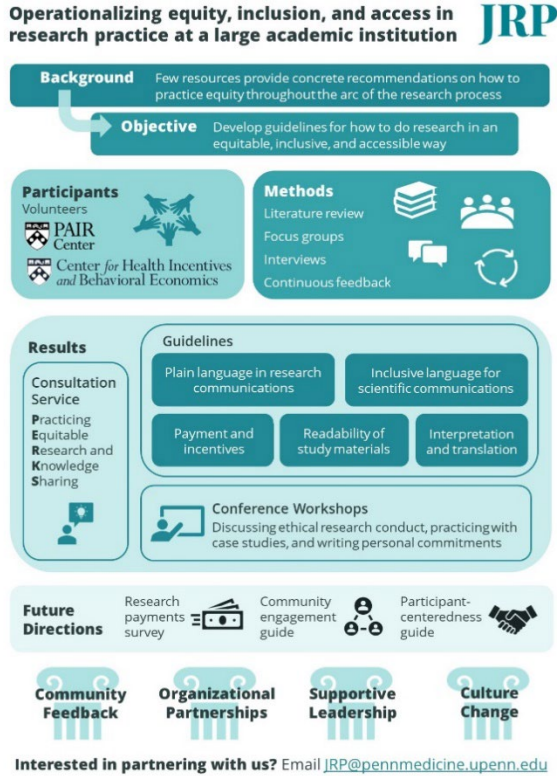
Learning from and with our colleagues is a core tenant of our work. You may remember sharing your expertise with our team in Zoom meetings or attending an interactive workshop over the past two years. Many of you participated in our breakout sessions at the 2023 CHIBE-PAIR Roybal Retreat, which culminated in [70+ personal commitments](#) made by attendees to incorporate a new, more equitable practice into their research! We are excited to continue the conversation with this email newsletter.



*Dr. Alison Buttenheim, Scientific Director of CHIBE, admiring the "I commit to..." poster boards with personal commitments at CHIBE-PAIR Roybal Retreat, October 2023*

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# What's new?



The JRP's first manuscript was recently published in the **Journal of General Internal Medicine**. The manuscript is open access online: [Britez Ferrante E, Blady S, Sheu D, et al.](#)

Medical researchers often do not have clear guides for how to make their work fair and inclusive of all people. In this manuscript, we present five guides with recommendations on how to practice equity throughout the arc of the research process. **These guides are available online through [CHIBE](#) and [PAIR](#).**

Best practices change and require community feedback, partnerships across groups, supportive leadership, and culture change. These guides are the beginning of a larger conversation about doing medical research in a way that is fair, inclusive, and accessible to all people.

*Visual abstract of JRP manuscript.  
Click the thumbnail to open the PDF version.*

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## Check it out: Rachel Kohn for LDI VOICES



The graphic features the Penn LDI logo (Leonard Davis Institute of Health Economics) and the VOICES logo (From Health Services Research). It includes a circular portrait of Rachel Kohn, MD, MSCE, Assistant Professor at the Perelman School of Medicine. The main text reads: "Adding Diversity to Your Research: A New System" and "A Penn Team's Guidelines and Best Practices Overview".

Rachel Kohn, JRP Co-Lead, was recently featured in a video for the LDI VOICES series to discuss the work of the JRP.

When asked for her biggest takeaways, Rachel told LDI: *"As a busy clinician myself, I think we are all trying to glean the main takeaways from research and doing our best to interpret groundbreaking research so that we can apply it clinically into our practice. But the goals of diversity and justice really require us to slow down and reflect about some of the operational decisions that were made and what their downstream effects might be on health equity."*

[Watch the video](#)

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## Introducing Dr. Courtney Boen

In January, the JRP hosted [Dr. Courtney Boen](#) for an internal mutual learning session. Dr. Boen is an Assistant Professor of Sociology at Penn and an LDI Senior Fellow. Our session focused on Dr. Boen's research in **measuring and modeling structural racism**. We discussed what health equity researchers can miss by focusing solely on disparities—differential health risks between groups—and ignoring overall high levels of health risk. Learn more by exploring Dr. Boen's [publications](#).



## Need assistance? Request a PERKS Call!

We're dedicated to supporting research teams in **real-time** to conduct studies that are inclusive and accessible, from initial study design through dissemination of results.

This is why we offer **PERKS Calls: Practicing Equitable Research and Knowledge Sharing**. We use PERKS Calls to address your questions, help you overcome barriers, implement strategies that keep equity at the forefront of your research, and connect you to relevant people and resources.

We've tackled issues including interpretation and translation for language access, compensating research participants, writing in plain language, demographic data collection, sharing findings with stakeholders, and so much more.

### What are people saying about the JRP?

Tamar Klaiman, Director of Qualitative Methods at CHIBE and PAIR, met with JRP member Adina Lieberman to discuss disseminating study results to research participants with serious illness and their families.



*"Adina was incredibly helpful and positive. She helped us think through who we should reach out to (living patients only), and how (snail mail). She also helped us navigate the IRB and served as a liaison with them.*

*I really appreciated Adina's positivity. I was expecting something like, 'sorry, we can't do this,' but instead, she was incredibly supportive and helpful. We sent the letters out last week to participants!"*

~Tamar Klaiman

Schedule a call **today** and let us help you advance your equitable research goals!

[Request a PERKS Call](#)

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## Calling all faculty, staff, and trainees

Have you...

- **Learned lessons** about equitable research practices from your work?
- Created or discovered **a helpful resource** that could benefit others in promoting fairness in their research?
- Recently **published or presented** on an issue related to research equity & inclusion?

[Tell us about it](#) to be featured in our next newsletter!