

HEALTH EQUITY & SOCIAL JUSTICE – OCTOBER 2022



As we think and talk about DEI, we want to make sure that we are really considering the “I”, as having diversity is meaningless if we do not focus on ways to enhance inclusion.

Last month, [Dr. Kara Ayers](#) presented to the **CTSA Integration across the Lifespan Enterprise Committee** on how to advance research through the inclusion of individuals with intellectual and developmental disabilities. As she taught us what being true to inclusion meant in the world of science, she reminded us that we are often quick to list “disability” under our exclusion criteria, and often for no specific reason other than to make our study easier to conduct. She gave us a roadmap for how to make our science more inclusive, which means we simply need to shift our framework to make our research more accessible to participants with broader diversity dimensions. It is important to remember that we must make what we do accessible to the individuals we are recruiting. Simple changes in how we conduct our research can have a profound impact for those we are asking to sacrifice their own time for our work. These changes may include ensuring participants have access to public transportation (are you close to a bus stop), large easy contrast font for reading materials, paying attention to the time of day you offer research visits (mornings may be more difficult for people who need more self-care time). These are small examples of changes we all should be making in our research because accessibility for one is accessibility for all. Because the spirit of inclusivity needs to include accessibility (otherwise we are not being inclusive).

Her August Grand Rounds presentation will be up on [CTROnline](#) soon, and we encourage you to please take the time to watch her talk and review her content. Your research will ultimately be improved by leaning into being truly inclusive.