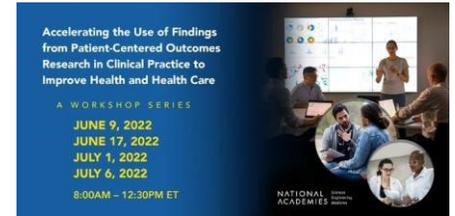


Accelerating the Use of Findings from Patient-Centered Outcomes Research in Clinical Practice to Improve Health and Health Care

A Workshop Series



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Wednesday, JULY 6, 2022

8:00–8:15am

Welcome and Workshop Overview

Lauren Hughes, Planning Committee Chair, University of Colorado

Sponsor Remarks from AHRQ

8:15–9:45am

Session 1 Effective Communication Tools

Moderator: Cara Nikolajski, University of Pittsburgh Medical Center

Speakers:

- Manisha Sharma, Centivox Media Group & Community Health Group
- Monica Ponder, Howard University
- Dawn Hunter, Network for Public Health

Panel Discussion

9:45–10:00am

Break

10:00–11:35am

Session 2 Informing Evidence Based Policy Making

Moderator: Lauren Hughes, University of Colorado

Speakers:

- Renuka Tipirneni, University of Michigan (Pre-recorded presentation)
- Lilia Cervantes, University of Colorado
- Jonathan Purtle, NYU

Panel Discussion / Q & A

11:35am

Recap and Adjourn

Lauren Hughes, Planning Committee Chair, University of Colorado

Notes for Virtual Attendees

The livestream of the webcast for Workshop #4 is available at:

: [Accelerating the Use of Findings from Patient Centered Outcomes Research in Clinical Practice to Improve Health and Health Care Workshop 4 | National Academies](#)

- We welcome your involvement in the workshop. Please use the chatbox on our website (located below the livestream) to ask questions, and please include your name and affiliation.
- This workshop is being webcast and recorded. The webcast and presentation files will be archived on the project webpage.
- Interested in receiving updates from the National Academies of Sciences, Engineering, and Medicine's Health and Medicine Division? Sign up at: <https://nationalacademies.us8.list-manage.com/subscribe?u=ab74d126b7d2db12591de5c2c&id=211686812e>

Accelerating the Use of Findings from Patient-Centered Outcomes Research in Clinical Practice to Improve Health and Health Care: A Workshop Series

Planning Committee Roster

Lauren S. Hughes

Associate Professor of Family Medicine
State Policy Director of the Farley
Health Policy Center
University of Colorado

Jen F. Brown

Co-Founder and Co-Director
Alliance for Research in Chicagoland
Communities (ARCC)
Northwestern University

Megan D. Douglas

Assistant Professor
Department of Community Health and
Preventive Medicine
Director of Research and Policy
National Center for Primary Care
Morehouse School of Medicine

Catherine L. Kothari

Associate Professor and Population
Health Scientist
Division of Epidemiology and
Biostatistics
Homer Stryker School of Medicine
Western Michigan University
Senior Epidemiologist
Cradle-Kalamazoo

Meghan B. Lane-Fall

Vice Chair of Inclusion, Diversity, and
Equity
David E. Longnecker Associate
Professor of Anesthesiology and
Critical Care
University of Pennsylvania
Founding Co-Director
Penn Center for Perioperative
Outcomes Research and
Transformation
Vice President
Anesthesia Patient Safety Foundation

Cara E. Nikolajski

Director of Research Design and
Implementation
UPMC Center for High-Value Health
Care

Brian Rivers

Professor and Director
Cancer Health Equity Institute
Morehouse School of Medicine

Sarah H. Scholle

Vice President, Research and Analysis
National Committee for Quality
Assurance

Planning Committee Biographical Information



Lauren S. Hughes, M.D., M.P.H., M.Sc., FAAFP, (Chair) is an Associate Professor of Family Medicine and the State Policy Director of the Farley Health Policy Center, both at the University of Colorado. Her research interests include rural health, primary care and public health alignment, and new payment and delivery models. Dr. Hughes previously served as Deputy Secretary for Health Innovation in the Pennsylvania Department of Health, where she launched the Pennsylvania Rural Health Model, a new payment and delivery model that transitions rural hospitals to multi-payer global budgets. Dr. Hughes is chair-elect of the American Board of Family Medicine and serves on the Rural Health Redesign Center Organization and the American Medical Student Association Foundation Boards of Directors. In 2018, she was named a Presidential Leadership Scholar by Presidents Clinton and Bush, and in 2021, she was named to the National Academy of Medicine Board on Health Care Services.

Dr. Hughes earned her MD from the University of Iowa, her MPH in health policy from The George Washington University, and her master's in health and health care research from the University of Michigan as part of the Robert Wood Johnson Foundation Clinical Scholars Program. She is currently pursuing a master's degree in health care delivery science from Dartmouth College.



Jen F. Brown, M.P.H., is the Co-Founder & Co-Director of the Alliance for Research in Chicagoland Communities (ARCC) at Northwestern University. She is passionate about ARCC's work to grow and support authentic community-academic research partnerships that honor, are driven by, and share power with communities to improve health and equity. Jen has over two decades of experience building and supporting community, patient, and stakeholder engagement in research at project, institutional, and multi-institutional levels through infrastructure development, partnership brokering, capacity-building, seed grants, and advocacy. She is on faculty at Northwestern's Feinberg School of Medicine Department of Preventive Medicine and the Center for Native American & Indigenous Research. She has previously served on the Board of Directors for Community-Campus Partnerships for Health, Chicago Women's Health Center, and Aradia Women's Health Center. Jen currently serves on the Patient Engagement Advisory Panel for the Patient-Centered Outcomes Research Institute, National Patient Advocate Foundation Advocacy Collaborative, Chicago Consortium for Community Engagement, Partnership for Healthy Chicago, Associate Editor of the Progress in Community Health Partnerships journal, 2020 inductee into the Gold Humanism Honor Society, and was a Chicago United for Equity 2019 Racial Justice Fellow.

Jen currently serves on the Patient Engagement Advisory Panel for the Patient-Centered Outcomes Research Institute, National Patient Advocate Foundation Advocacy Collaborative, Chicago Consortium for Community Engagement, Partnership for Healthy Chicago, Associate Editor of the Progress in Community Health Partnerships journal, 2020 inductee into the Gold Humanism Honor Society, and was a Chicago United for Equity 2019 Racial Justice Fellow.



Megan Daugherty Douglas, J.D., is an Assistant Professor in the Department of Community Health and Preventive Medicine and the Director of Research & Policy in the National Center for Primary Care at Morehouse School of Medicine. She is a licensed attorney, and her research focuses on studying how laws and other policies improve population health and advance health equity. Professor Douglas has research and policy expertise related to primary care, behavioral health, developmental disabilities, digital health tools, and structural racism. Her research has been published in the *American Journal of Public Health*, *Psychiatric Services*, *Medical Care*, and the *Journal of Health Care for the Poor and Underserved*. She serves on the Advisory Board for the Health Law Partnership

(HELP) and the Community Advisory Council for the Center for Leadership in Disability at Georgia State University. Professor Douglas received her B.S. in biology from Virginia Tech, her J.D. from Georgia State University, and was the first attorney to complete the Health Policy Leadership Fellowship program in the Satcher Health Leadership Institute at Morehouse School of Medicine.



Catherine L. Kothari, Ph.D., is an Associate Professor and population health scientist, Division of Epidemiology and Biostatistics, Western Michigan University Homer Stryker MD School of Medicine. She is the senior epidemiologist for Cradle-Kalamazoo. She has co-led strategic analysis and implementation for Cradle-Kalamazoo (county-wide initiative to address disparities) in collaboration with 25+ member agencies. She has built Cradle-Data-Backbone pillars: 1) Community Voice Panel, 2) Home Visitation Care Coordination Registry, 3) Fetal Infant Mortality Review (FIMR), 4) Community Data System Platform, and 5) Process Improvement (six-sigma tools). At the national level she has served the National Center for Child Fatality Review and Prevention (Steering Committee member, co-leading national Health Equity Learning Collaborative, contributed to national guidance documents). At the state level, she initiated a statewide

effort for translating local FIMR-team findings into policy recommendations. As a researcher, she is on the National Community Advisory Boards for PCORI-funded “Project ROSE” & NICHD Center grant-funded TRANSFORM. As a graduate student she was awarded the All-University Graduate Research Award, and the American Public Health Association-Mental Health Section’s Student Paper Award (2014). Since completing her Interdisciplinary Health Sciences doctoral program, she has completed professional trainings in epidemiology, mixed methods, community based participatory research, social network analysis and multiple anti-racism workshops.



Meghan Brooks Lane-Fall, M.D., M.S.H.P., FCCM, is the Vice Chair of Inclusion, Diversity, and Equity and the David E. Longnecker Associate Professor of Anesthesiology and Critical Care at the University of Pennsylvania with a secondary appointment in Biostatistics, Epidemiology, and Informatics. Dr. Lane-Fall is the founding Co-Director of the Penn Center for Perioperative Outcomes Research and Transformation and is Vice President of the Anesthesia Patient Safety Foundation. She is a physician-scientist committed to the provision of safe, effective patient care. Her innovative research combines implementation science with human factors engineering to facilitate the uptake and sustained use of evidence-based practices. She has a particular interest in learning health systems science and in patient-

centered outcomes and has methodological expertise in the use of qualitative and mixed methods approaches to scientific inquiry. She is a Fellow of the American College of Critical Care Medicine, a member of the Board of Directors of the Foundation for Anesthesia Education and Research, and is a member of the NASEM New Voices program (2021-2023 cohort).



Cara E. Nikolajski, Ph.D., M.P.H., is the Director of Research Design and Implementation at the UPMC Center for High-Value Health Care, a nonprofit research organization embedded in the UPMC Insurance Services Division. The Center engages members/patients, clinicians, payers, and other health care stakeholders from across UPMC's integrated healthcare delivery and financing system, along with researchers from academic institutions, community organizations, and policy makers, to design and implement initiatives that provide innovative solutions to U.S. health care challenges. In her role, Dr. Nikolajski leads the scientific development and implementation of PCORI-funded comparative effectiveness research studies focusing on diverse topics including the management of multiple chronic conditions, behavioral and

physical healthcare integration, and specialty medical homes. She is actively involved in supporting the scaling of important PCORI findings to improve outcomes for other vulnerable populations within the UPMC Insurance Services Division and beyond. For example, she led efforts to obtain funding to use the Institute for Healthcare Improvement's learning collaborative model to disseminate behavioral health homes across multiple care delivery settings, including opioid treatment providers and youth behavioral health residential treatment facilities. In addition, she manages an extensive portfolio of work focusing on addressing disparities and promoting equity in maternal and child health. She has over a decade of qualitative and mixed-methods research experience which she applies in the context of clinical trials, program evaluation, and quality improvement initiatives. She utilizes this skillset to train and support Center fellows and UPMC Insurance Services Division stakeholders, employees, and members in the conduct of health services research. She is a graduate from the Department of Behavioral and Community

Health Sciences doctoral program at the University of Pittsburgh's Graduate School of Public Health where she continues to lecture on the conduct of qualitative research methods and educate on health services system-level, patient-centered research.



Brian Rivers, Ph.D., M.P.H., is a Professor and Director of the Cancer Health Equity Institute at Morehouse School of Medicine (MSM). Dr. Rivers is nationally and internationally recognized as a leader in health disparities research and a retired member of the National Institutes of Health (NIH) National Advisory Council on Minority Health and Health Disparities (NACMHD). Dr. Rivers is an active member in the American Association for Cancer Research (AACR) community and serves in several leadership capacities. Dr. Rivers is a behavioral scientist with a broad background in dissemination and implementation science and public health, with specific training and expertise in methodologies commonly used to addressing health disparities. Dr. Rivers' research portfolio has endeavored to expand the application of population-based intervention science to understand how to

address cancer health disparities in clinical and community-based settings, utilizing multi-level/multi-domain/multi-sectoral approaches, such as medical mobile apps and/or Community Health Workers/Patient Navigators. Dr. Rivers has and is leading several large randomized controlled trials, funded by Patient Centered Outcomes Research Institute (PCORI) and NIH National Institute on Minority Health and Health Disparities (NIMHD) (R01), to evaluate and characterize the impact of multi-level, digital health interventions, targeting African American men diagnosed with prostate cancer. Dr. Rivers is lead Multiple-Principal Investigator (MPI) for the NIH National Cancer Institute (NCI) funded Partnerships to Advance Cancer Health Equity (PACHE) U54 Cancer Research Partnership between MSM, Tuskegee University, and the University of Alabama-Birmingham O'Neil Comprehensive Cancer Center (UAB OCCC). Dr. Rivers is the Director of the Integrating Special Populations Core of the NIH National Center for Advancing Translational Sciences (NCATS) funded Georgia Clinical and Translational Science Alliance. Dr. Rivers serves as MPI of the Faculty Institutional Recruitment for Sustainable Transformation Coordination and Evaluation Center (FIRST CEC). Lastly, Dr. Rivers is the Principal Investigator of two American Cancer Society new initiatives, Diversity in Cancer Research Institutional Development Program and Cancer Health Equity Research Centers. Dr. Rivers has presented his novel and innovative research findings in diverse settings including the First Congress on Oncology Clinical Trials (Lagos, Nigeria); Movember International Prostate Cancer Consortium (Queensland, Australia); The Atlantic Magazine, The People vs Cancer; South by Southwest (SXSW) conferences; and the National Press Foundation.



Sarah H. Scholle, Dr.PH., M.P.H., is the Vice President, Research and Analysis, at the National Committee for Quality Assurance. Dr. Scholle is an expert in health services and quality measurement in multiple settings and has a demonstrated record of moving innovative concepts into implementation through NCQA's programs and Healthcare Effectiveness Data and Information Set (HEDIS). Dr Scholle's expertise ranges from equity and person-centered care to delivery system improvement. Her work on equity has addressed disparities in care, methods for summarizing and incentivizing health equity, and approaches for improving data. She has conducted numerous projects to advance the use of patient-reported outcomes in clinical care and quality measurement, including a novel approach to personalized goal setting.

She has also led activities in measurement related to care coordination, patient-centered care and the patient-centered medical home (PCMH) and contributed to the development and implementation of surveys.

**Accelerating the Use of Findings from Patient-Centered Outcomes Research in Clinical
Practice to Improve Health and Health Care: A Workshop Series**

Speakers Roster

Lilia Cervantes, M.D.

Associate Professor
Department of Medicine
University of Colorado

Dawn Hunter J.D., M.P.H.

Director
Southeastern Region
Network for Public Health Law

Monica Ponder, Ph.D., M.S.P.H.

Assistant Professor
Health Communication and Culture
Cathy Hughes School of Communication
Howard University

Jonathan Purtle, D.R.P.H, MSc

Associate Professor
Health Policy and Management
Director
Policy Research
Global Center for Implementation
New York University
University of Pittsburgh

Manisha Sharma, M.D., FAAP

Senior Medical Director
Community Health Group
Co-Founder and Chief Strategy Officer
CentiVox Media Group
Co-Founder
Civic Health Alliance

Renuka Tipirneni M.D., MSc

Assistant Professor
Department of Internal Medicine
Divisions of Internal Medicine and
Hospital Medicine
Institute for Healthcare Policy and Innovation
University of Michigan

Speakers Biographical Information

Lilia Cervantes, M.D. is the Director of Immigrant Health and an Associate Professor in the Department of Medicine at the University of Colorado Anschutz Medical Campus. Dr. Cervantes received her undergraduate degree at CU Boulder and completed her medical degree and internal medicine residency at the University of Colorado School of Medicine. Dr. Cervantes is recognized for spearheading an innovative change to a Medicaid payment rule in Colorado to give undocumented patients with kidney failure access to life-saving maintenance dialysis. The collaborative effort came after the passing of her patient and friend, Hilda, a young mother of two boys who was ineligible for routine dialysis due to her undocumented status. Her loss was life-changing for Dr. Cervantes, and she coped with the loss through commitment and action. Through strategic documentation and dissection of the enormous human and economic costs of the status quo, and through grit and persistence, Dr. Cervantes conducted research, developed a coalition of allies, and a policy remedy to save others like Hilda. The efforts have garnered national attention and partnerships, leading in turn, to efforts to enable routine dialysis for underserved patients in several other states. Following this defining experience, Dr. Cervantes' work has focused on eliminating structural racism in kidney health disparities. Dr. Cervantes conducted mixed-methods studies to understand the social challenges and perspectives of Latinx with kidney failure and in partnership with a community advisory panel, translated her findings to create community-based interventions. Dr. Cervantes has received over 15 awards for her service to her community and is a member of nine civic and community activity boards.

Dawn Hunter, J.D., M.P.H. is Director of the Southeastern Region of the Network for Public Health Law. Dawn is an experienced state health department policymaker and legislative director whose work focuses on research, analysis, implementation, and capacity building related to the use of law and policy to improve health outcomes and advance racial equity. She previously served as deputy state health official in New Mexico, where she led legislative planning and policy development, strategic planning, performance management, and public health accreditation. Currently, Dawn leads an ongoing assessment of declarations of racism as a public health crisis and related efforts to address health inequities. She also focuses on strategies to improve health outcomes through civic engagement and conducts training on equity in public health messaging. Dawn started her career in child protective services in Hillsborough County, Florida. She later transitioned into research and development as a microbiologist at the USF Center for Biological Defense before embarking on her current path. Dawn is Certified in Public Health by the National Board of Public Health Examiners. She received her A.B. in English Literature from Princeton University, her B.S. in Microbiology and her M.P.H. in Global Communicable Disease from the University of South Florida, and her J.D. from Stetson University College of Law.

Monica Ponder, PhD., MSPH is an Assistant Professor of Health Communication & Culture in the Cathy Hughes School of Communication at Howard University. Dr. Ponder's research interests are focused on organization-level health and crisis communication practice. She is the co-lead of Project REFOCUS (Racial Ethnic Framing of Community-Informed and Unifying Surveillance), an initiative that addresses social stigma related to COVID19 and racism. Dr. Ponder is also the creator of The Henrietta Hypothesis, an interdisciplinary model for crisis communication. It is a 16-construct model aptly named "*The Henrietta Hypothesis*" in honor of Henrietta Lacks' iconic healthcare case. This scholarship offers

crisis communication recommendations for public health organizations seeking to understand, reach, and engage historically marginalized and underrepresented groups during public health emergencies. As a scholar activist, Dr. Ponder has led many successful public health initiatives including advocating for the establishment of lactation rooms (pods) at Hartsfield-Jackson Atlanta International Airport – the world’s busiest airport, as well as leading plans for lactation support services for the 2017 National Women’s March (Washington, DC). As a lifelong learner and practitioner, Dr. Ponder leverages, in her teaching, her 10+ year career in health communication at the Centers for Disease Control and Prevention. Dr. Ponder views the classroom as a safe space and hopes that, through this process, students become aware of their own power as scholar activists, empowered learners, and as emerging public health change-makers. Dr. Ponder holds BS and MS degrees in Chemistry from Clark Atlanta University, a MSPH in Epidemiology from Emory University and a PhD in Communication from Georgia State University.

Jonathan Purtle, Dr.P.H., M.P.H. is Associate Professor of Public Health Policy & Management and Director of Policy Research at NYU’s Global Center for Implementation Science. Dr. Purtle is an implementation scientist whose research focuses on mental health policy. His work examines questions such as how research evidence can be most effectively communicated to policymakers and is used in policymaking processes, how social and political contexts affect policymaking and policy implementation, and how the implementation of policies “on the books” can be improved in practice. He is also interested in population-based approaches to mental health and how mental health can be integrated in to mainstream public health practice. Dr. Purtle’s work has been consistently funded by the National Institute of Mental Health (NIMH) and Robert Wood Johnson Foundation (RWJF). He is currently leading NIMH-funded projects focused on the implementation of policies that earmark taxes for mental health services and understanding the dynamics of research evidence in mental health policymaking and a RWJF-funded project that experimentally tests different ways of communicating evidence about child maltreatment to the public and policymakers. His research is regularly published in journals such as *Implementation Science*, *Psychiatric Services*, *The Milbank Quarterly*, and *Annual Review of Public Health*. He has been the Chair of the Policy Section of the AcademyHealth/NIH Dissemination and Implementation in Health Conference since 2017 and was awarded the 2018 Champion of Evidence-Based Interventions Award from the Association for Behavioral and Cognitive Therapies for his work on evidence use in mental health policymaking.

Manisha Sharma, M.D., FAAFP is a board certified family medicine physician, who works at the intersection of health justice and equity, patient care, health policy, system design and clinical innovation. Dr. Sharma leads and provides strategic advisory support on multiple local, state, and national initiatives geared to dismantle structural racism in medicine and end health inequities. She appears often on several major television networks, including NBC, MSNBC, CNN, CBS, and Fox News addressing topics such as health and

racial equity, health in all policy, social justice, wellness, and health. She has organized and led numerous grassroots physician campaigns through the organization Doctors for America where she served as the National Director of Leadership Cultivation. She is the Senior Medical Director of Community Health Group and a recent graduate of the California Health Care Foundation Leadership and Innovation Fellowship. She is a Co-Founder of Civic Health Alliance (a non-partisan coalition of health professionals and students, committed to helping peers and patients register to vote and vote safely), and CentiVox Media Group, a social impact firm that transforms public health communications by elevating health care providers, scientists, health and equity experts as trusted messengers.

Renuka Tipireni, M.D., M.Sc is an Assistant Professor in the Department of Internal Medicine, Divisions of General Medicine and Hospital Medicine, and serves as faculty advisor to the Policy Engagement Team at the Institute for Healthcare Policy and Innovation (IHPI) at the University of Michigan. Her research focuses on investigating the impact of health reform policies and programs on low socioeconomic status, minority, aging and other vulnerable populations, and on delivery of care in the health care safety net. Her current work includes examinations of Medicaid policy, Medicare and other health reform policy for older adults, and integration of social determinants of health into clinical practice. She has evaluated the Affordable Care Act, Michigan's Medicaid expansion, and other state and federal policies, and is a recipient of a K08 career development award from the National Institute on Aging examining the impact of coverage expansions on near retirement adults. Dr. Tipirneni is passionate about the translation of research into implementation of health policies and health care delivery, including sharing lessons learned across communities and states.

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Accelerating the Use of Findings from Patient-Centered Outcomes Research in Clinical Practice to Improve Health and Health Care: A Workshop Series

Statement of Task:

A planning committee of the National Academies of Sciences, Engineering, and Medicine (the National Academies) will plan and host a series of four public workshops to explore potential ways for the Agency for Healthcare Research and Quality (AHRQ) to accelerate the use of patient-centered outcomes research (PCOR) findings in clinical practice to improve health and health care. The workshops will feature invited presentations and discussions examining topics in 4 main categories:

1. Ways to revise and improve the AHRQ's proposed strategic plan, priorities, and strategies to make them clearer and more likely to lead to funding high impact and complementary projects while being consistent with the Congressional mandate for investing funds from the PCOR Trust Fund (PCORTF), e.g.,
 - Opportunities to train and educate PCOR investigators, while also addressing AHRQ's PCORTF strategic priorities
 - Development of digital tools to increase implementation of PCOR findings into practice
 - Sustainable strategies for expanding implementation of PCOR findings
 - The potential for development of an overall coordinated interdisciplinary approach to decisions about AHRQ's PCORTF investments
2. Ways to measure progress and the impact of AHRQ's PCORTF investments as a whole on meeting its goals (in the short-term, proximate, and long-term). For example:
 - Currently available metrics,
 - Currently available data sources,
 - Potential for novel metrics, analytics and data sources, and
 - Ways to harmonize data elements across projects that could be included in evaluating the short- and long-term impact of AHRQ's PCORTF investments.
3. Ways to better align priorities and strategies and to create complementary collaborations between the agencies charged with using the PCORTF to improve patient-centered outcomes research and practice (AHRQ, PCORI and ASPE), so as to increase the impact of AHRQ's PCORTF investments and their potential to sustainably reduce disparities.
4. Ways AHRQ can apply communication science to improve dissemination of evidence, gaps in evidence, and policy gaps to inform health policies and decision-makers at the local, state, and federal levels.

The planning committee, with support from NASEM staff, will organize the workshop, select and invite speakers and discussants, and moderate the discussions. A proceedings of the presentations and discussions at the workshops will be prepared by a designated rapporteur in accordance with institutional guidelines.

Workshop Sponsor:

Department of Health and Human Services-Agency for Healthcare Research and Quality

Planning Committee:

Lauren S. Hughes, *Chair*, Associate Professor of Family Medicine and State Policy Director, Farley Health Policy Center, University of Colorado

Jen F. Brown, Co-Founder and Co-Director, Alliance for Research in Chicagoland Communities (ARCC), Northwestern University

Megan D. Douglas, Assistant Professor and Director of Research and Policy, National Center for Primary Care, Morehouse School of Medicine

Catherine L. Kothari, Associate Professor and Population Health Scientist, Division of Epidemiology and Biostatistics, Western Michigan University Homer Stryker M.D. School of Medicine

Meghan B. Lane-Fall, Vice Chair of Inclusion, Diversity, and Equity and David E. Longnecker Associate Professor of Anesthesiology and Critical Care, University of Pennsylvania

Cara E. Nikolajski, Director of Research Design and Implementation, UPMC Center for High-Value Health Care

Brain Rivers, Professor and Director, Cancer Health Equity Institute, Morehouse School of Medicine

Sarah H. Scholle, Vice President, Research and Analysis, National Committee for Quality Assurance

Staff:

Sharyl Nass, Director, Board on Health Care Services

Crystal J. Bell, Associate Program Officer

Rukshana Gupta, Research Assistant

Website:

<https://www.nationalacademies.org/our-work/accelerating-the-use-of-findings-from-patient-centered-outcomes-research-in-clinical-practice-to-improve-health-and-health-care-a-workshop-series>

PREVENTING DISCRIMINATION, HARASSMENT, AND BULLYING EXPECTATIONS FOR PARTICIPANTS IN NASEM ACTIVITIES

The National Academies of Sciences, Engineering, and Medicine (NASEM) are committed to the principles of diversity, integrity, civility, and respect in all of our activities. We look to you to be a partner in this commitment by helping us to maintain a professional and cordial environment. All forms of discrimination, harassment, and bullying are prohibited in any NASEM activity. This commitment applies to all participants in all settings and locations in which NASEM work and activities are conducted, including committee meetings, workshops, conferences, and other work and social functions where employees, volunteers, sponsors, vendors, or guests are present.

Discrimination is prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

Other types of harassment include any verbal or physical conduct directed at individuals or groups of people because of their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws, that creates an intimidating, hostile, or offensive environment.

Bullying is unwelcome, aggressive behavior involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment.

REPORTING AND RESOLUTION

Any violation of this policy should be reported. If you experience or witness discrimination, harassment, or bullying, you are encouraged to make your unease or disapproval known to the individual, if you are comfortable doing so. You are also urged to report any incident by:

- Filing a complaint with the Office of Human Resources at 202-334-3400, or
- Reporting the incident to an employee involved in the activity in which the member or volunteer is participating, who will then file a complaint with the Office of Human Resources.

Complaints should be filed as soon as possible after an incident. To ensure the prompt and thorough investigation of the complaint, the complainant should provide as much information as is possible, such as names, dates, locations, and steps taken. The Office of Human Resources will investigate the alleged violation in consultation with the Office of the General Counsel.

If an investigation results in a finding that an individual has committed a violation, NASEM will take the actions necessary to protect those involved in its activities from any future discrimination, harassment, or bullying, including in appropriate circumstances the removal of an individual from current NASEM activities and a ban on participation in future activities.

CONFIDENTIALITY

Information contained in a complaint is kept confidential, and information is revealed only on a need-to-know basis. NASEM will not retaliate or tolerate retaliation against anyone who makes a good faith report of discrimination, harassment, or bullying.

Updated June 7, 2018