

Session 6 – Breakout Discussion: What Needs to be Done and Who Can Do It?

Virtual Participant Responses

Question 1: For a specific stakeholder (government, industry, academia, non-profit), describe a specific action/policy change that should be taken to enable a more person-centered and culturally aware workforce.

- Industry
 - Bilikis Oladimeji (UHG)
 - Making these principles part of the mission of the organization, creating the right cultural, budgetary and people commitment. Expand and create long-term partnerships with others on the stakeholder list.
- Non-profit
 - Inih Essien (HPI)
 - An intentional organizational policy change should be implemented from top down across all layers of leadership to reflect this person centeredness in the workforce. It should be front and center in every direction the organization decides to go.
 - Donrico Colden (Keystone Public Health and Spiritual Care)
 - Nonprofits can provide after school programs to high school students who need assistance with required math and science requirements.
- Chelsea Stunden
 - For any stakeholder, building in time and funding to conduct needs assessments in the location of the trials to allow for unique barriers and facilitators to be identified before recruitment begins. Funding and time would then be allocated to address these items.

Question 2: What tangible next steps could you or your organization take towards supporting a more person-centered and culturally aware workforce?

- Chelsea Stunden
 - The principles of behavioral insights/economics could be applied to better clinical trials and make them feel more person-centered. Cultural awareness could be improved by training programs for staff; in Canada we have Indigenous Cultural Safety Training but the principles apply to diverse cultural contexts. Providing a space to encourage open communication, reflection and humility would make it a safe space for continuous learning. Additionally retaining staff that can work to build long-term positive relationships with people in the trials, not only participants but also study staff and investigators, could allow for a more person-centered and culturally aware workforce.
- Donrico Colden (Keystone Public Health and Spiritual Care)

- Provide education and training to educators who need help with cultural competence.
- Abigail Lore (PhRMA)
 - We need to amplify the efforts of the industry to bolster the STEM workforce and to ensure a diverse workforce that can thrive in inclusive environments.