

Opportunities for New Research: Translational Research Perspective

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NASEM Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care
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Northwestern



Institute for Sexual
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No conflicts to declare

VIEWPOINT

Clinical Psychological Science Must Move Beyond Documenting Disparities in LGBTQ Health Toward Eliminating Them

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Key points

- Research on sexual and gender minority health is growing (80% at NIH since 2015).
 - Intersectionality is a major theme: some disparities (e.g., HIV) exacerbated for multiply minoritized groups and others lessened (e.g., depression).
 - Despite research attention, many SGM health disparities are growing, not shrinking, over time.
- We need more research on later stages of the translational spectrum
 - Risk and protective mechanisms
 - Multilevel interventions
 - Implementation strategies
- Need more research on health outcomes outside behavioral health
 - Inflammation
- Workforce issues (translational science and SGM health)

SOCIAL SCIENCES

The intersectional privilege of white able-bodied heterosexual men in STEM

Erin A. Cech

A foundational assumption of science, technology, engineering, and math (STEM) inequality research is that members of the most well represented demographic group—white able-bodied heterosexual men (WAHM)—are uniquely privileged in STEM. But is this really the case? Using survey data of U.S. STEM professionals ($N = 25,324$), this study examines whether WAHM experience better treatment and rewards in STEM compared with members of all 31 other intersectional gender, race, sexual identity, and disability status categories. Indicating systematic advantages accompanying WAHM status, WAHM experience more social inclusion, professional respect, and career opportunities, and have higher salaries and persistence intentions than STEM professionals in 31 other intersectional groups. Decomposition analyses illustrate that these advantages operate in part as premiums—benefits attached to WAHM status that cannot be attributed to variation in human capital, work effort, and other factors. These findings motivate research and policy efforts to move beyond a single axis paradigm to better understand and address intersectional (dis)advantages in STEM.

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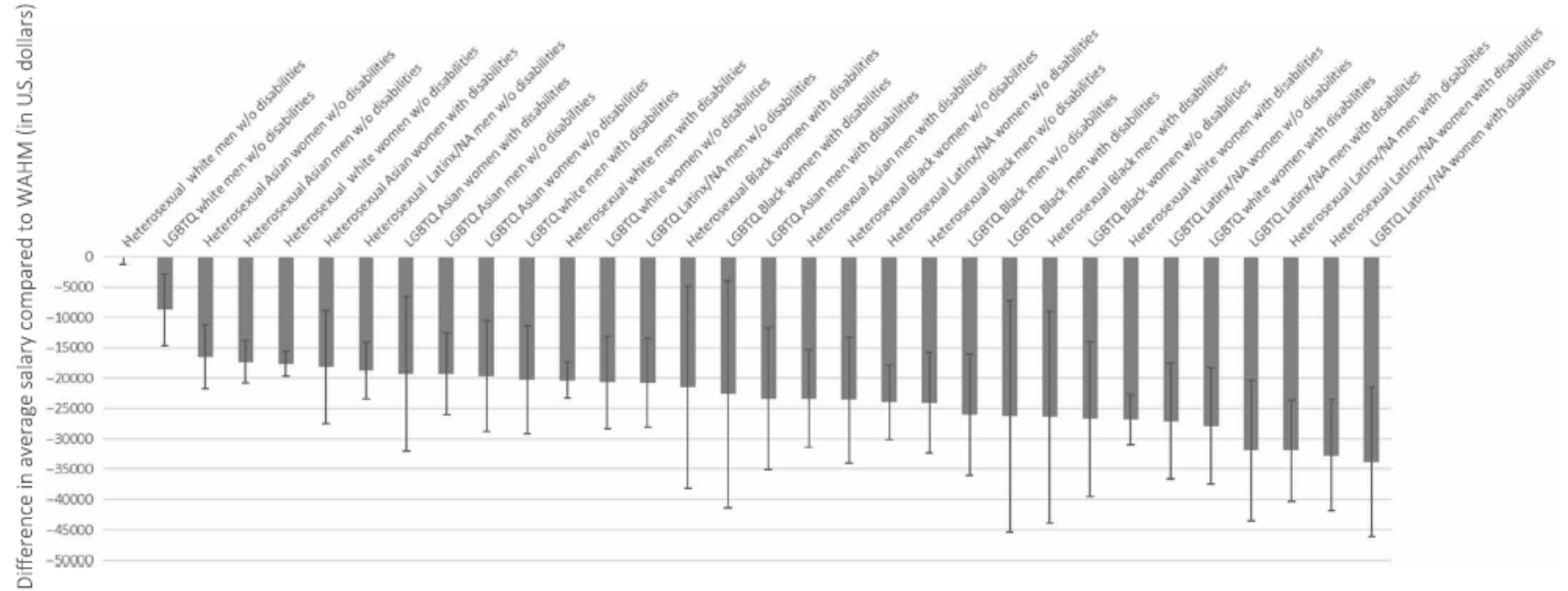


Fig. 4. Average annual salary of STEM professionals, by intersectional demographic category, centered at mean for WAHM and arranged by size of differential from WAHM. Predicted means for each category, holding constant variation by STEM field, employment sector, highest education, and age. Values represent the salary differences of each group compared to WAHM. Values were produced by OLS regression models with gender \times race \times LGBTQ status \times disability status interaction terms. See the “Supplemental analysis” section in Materials and Methods for details. Error bars represent 95% confidence intervals. $N = 25,324$.

We need to address SGM inclusion in research workforce,
using an intersectional lens.



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