Guidance for Embedding a Racial and Ethnic Equity Perspective in Research

In an effort to promote consideration and incorporation of racial and ethnic equity in all research in the UF COE, we have prepared the following summary of a systematic report conducted by Child Trends in 2019 (Andrews et al., 2019). This Report summarizes recommendations on embedding racial and ethnic equity in research which are based on a thorough review of the literature and interviews of 34 researchers, funders, and policy makers across the nation. We encourage you to read the whole report, but offer the following brief critical summary points for your reflection and consideration.

What is equity? Equity is just and fair inclusion. Equity is achieved by environments, systems, and policies that support equal access to opportunity considering social and historical aspects that impact an individual's life through generations.

What is racial and ethnic equity? Racial and ethnic equity is both an outcome and a process. As an outcome, racial and ethnic equity is achieved when race or ethnic identity no longer predicts the course of a person's life, and all people have what they need to thrive, no matter where they live. As a process, racial equity is applied when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

What is racial and ethnic equity in research? Racial and ethnic equity in research means applying tools and practices needed to recognize experiences with unequal power differentials and access to resources and opportunity, while considering historical and current lived realities, including structural racism. Additionally, equitable research should value the academic research of scholars and authors of color and their perspectives as members of historically underrepresented populations.

What is the role of the researcher in advancing racial and ethnic equity?

Researchers can contribute to racial and ethnic equity in the following ways:

1. Identify the underlying factors that contribute to the existence and maintenance of disparities.
2. Serve as a bridge between communities of color and those who make decisions, such as policymakers.

3. Help build better data systems - ensure that data related to race and ethnicity and indicators of diversity within racial and ethnic groups (e.g., country of origin, immigration status) are collected and entered consistently and accurately by programs.
4. Advocate within their institutions to make changes at a system level. Child and youth researchers must incorporate a racial and ethnic equity perspective across the entire research process—in study design, data collection and analysis, and interpretation and dissemination of data findings.
5. Recognize and include the research of Black scholars and scholars from other underrepresented groups.

Below is a summary of key practices researchers can embed in each stage of the research process:

1. **Landscape Assessment:** Before the study begins, the researcher should gain a better understanding of the context in which the research will be conducted by engaging stakeholders to gather their perspectives on the issue or concern of interest. This may shape the research process, uncover root causes of the issue, and assist in determining community assets and building trust.

2. **Design and Data Collection:** The researcher should develop research questions and designs that aim to advance racial and ethnic equity.

3. **Data Analysis:** In both qualitative and quantitative analysis, the researcher should disaggregate data, explore intersectionality, discuss data trends with appropriate context, beware of implicit bias, and involve the community, where possible, in data interpretation.

4. **Dissemination:** The researcher should include the community as one of the multiple primary audiences of research findings, consider various formats for reporting findings, and prioritize actionable research findings that the community can use.

For the full report, please visit https://www.childtrends.org.

Andrews, K., Jenita, P., & Shantai, P. (2019). How to Embed a Racial and Ethnic Equity Perspective in Research: Practical Guidance for the Research Process. Retrieved from https://www.childtrends.org/wp-content/uploads/2019/09/RacialEthnicEquityPerspective_ChildTrends_October2019.pdf