HEOR Workforce Diversity and Health Disparity Research: An ISPOR Led Collaboration between Industry and Academia

Tuesday, May 9 | 3:15PM - 4:15PM

Hemant Phatak, PhD
Annesha White, PharmD, MS, PhD
Tyler Wagner, PharmD
Stacey Kowal, MSc
## Agenda

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Antitrust Compliance Statement

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• The Antitrust policy is available on the ISPOR website.

The Antitrust policy is available on the ISPOR website at ispor.org/antitrust.
Welcome and Session Goal

Hemant Phatak, PhD
Goal of this Session

• To build awareness about the need for HEOR Workforce Diversity and obtain audience feedback and engagement as ISPOR’s diversity-related initiatives move forward
Overview of ISPOR's Cross Council Working Group and Diversity Policy

Hemant Phatak, PhD
**History:** Started meeting monthly in November 2021

**Goal:** Improvement in HEOR workforce diversity though coordinated activities by ISPOR IC with involvement of ISPOR Faculty Council and ISPOR Student Network
Members from:
- ISPOR Faculty Council (FAC)
- New Professional members (NP)
- ISPOR Student Network
- Regional Chapters
- MEA HTA Roundtable (HTAR-MEA)

Staff Liaisons:
- Laura Pizzi
- Fabiana LoPiccolo-Stewart

<table>
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<tr>
<th>Name</th>
<th>Position</th>
<th>Organization</th>
<th>Council/Chapter</th>
<th>Region (NA, LA, EU, MEA, AP)</th>
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<tbody>
<tr>
<td>Hemant Phatak</td>
<td>Head, Global HEOR</td>
<td>Amylyx</td>
<td>IC</td>
<td>NA</td>
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<tr>
<td>Ritesh Kumar</td>
<td>Executive Director, HEOR</td>
<td>Merck and Co.</td>
<td>IC</td>
<td>NA</td>
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<tr>
<td>Annesha White</td>
<td>Senior Associate Dean for Assessment, Accreditation &amp; Faculty Success, Associate Professor</td>
<td>UNT System College of Pharmacy</td>
<td>FAC</td>
<td>NA</td>
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<tr>
<td>Mark Bounthavong</td>
<td>National Clinical Program Manager</td>
<td>Veterans Affairs Health Economics Resource Center</td>
<td>NP</td>
<td>NA</td>
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<tr>
<td>Lauren Lee</td>
<td>Director, Global HEOR Oncology</td>
<td>Pfizer</td>
<td>IC</td>
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<tr>
<td>Tyler Wagner</td>
<td>Graduate Research Assistant</td>
<td>Student</td>
<td>Student</td>
<td>NA</td>
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<td>Ingrid Cox</td>
<td>Postdoctoral Research Fellow</td>
<td>Student</td>
<td>Student</td>
<td>AP</td>
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<tr>
<td>Askal Ali</td>
<td>Associate Professor</td>
<td>Florida A &amp; M University</td>
<td>FAC</td>
<td>NA</td>
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<tr>
<td>Rafael Alfonso</td>
<td>Senior Director - Value Evidence Lead, Respiratory Biologics</td>
<td>GlaxoSmithKline</td>
<td>IC</td>
<td>NA</td>
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<tr>
<td>Abeer Al-Rabayah</td>
<td>Head</td>
<td>Center for Drug Policy &amp; Technology Assessment (CDPTA), Department of Pharmacy</td>
<td>HTAR-MEA</td>
<td>MEA</td>
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CCWG Model Development, FAC Engagement, and Next Steps

Annesha White, PharmD, MS, PhD
CCWG Model Development

- **IC Workgroup Recommendations**
  - Collaborate with the faculty advisory council for creating connections with all universities including those with high concentration of minorities and incentivize ISPOR attendance

- **Mentorship Models to Support Diversity**
Mentorship Models

• Mentoring is a long-established practice to
  – **Orient**, provide continued **support** for, and **ensure success** at a stage in a career

• What we refer to as "mentoring" is generally thought of as an **interpersonal relationship** in which one party provides
  – Guidance, direction, and modeling of behaviors or approaches, information, or encouragement to others
Mentorship Models in HEOR

• Minorities are underrepresented in HEOR

• Lack of career pathways or pipelines

• Effective mentorship models had a single or initial champion

• Champions drive the numbers that institutions have been able to produce
Faculty Advisor Council Engagement with the CCWG

- Structures of Faculty Mentoring Programs
- Participation
- Training
FAC Engagement with the CCWG

- Mentor/Mentee Pairing
- Mentoring Sessions
- Support
- Assessment
Next Steps – Addressing Disparities in Medication Use & Access

- ISPOR Faculty Advisor Council - Targeted Fellowships & Internships
  - Train students to study and support disparate and vulnerable populations
  - Enhance understanding of health disparities
  - Provide practical experience in research, data analysis, interpretation and presentation

**References**

Next Steps

- ISPOR Faculty Advisor Council – A Fellowships & Internships Preparedness Checklist is available as a student resource.
Next Steps

Faculty – Actively engage with the FAC and Student Advisory Council

Students – Actively engage with faculty, ISPOR and others

Pilot Event – A Workforce Diversity Event for Students and New Professionals
Coaching Event Objectives, Development, and Outcome

Tyler Wagner, PharmD
Building Your Support Network: A Workforce Diversity Event for Students and New Professionals

Objectives:

- To provide an opportunity for a small group of selected applicants from diverse backgrounds who are interested in the field of health economics and outcomes research (HEOR) to connect, collaborate, and advance their careers.
- To help participants …

Participation: 13-14 coaches + 12 students & new professionals
Structure of Coaching Event, Part 1

1. Opening & Introduction
   10 minutes

2. Coaching
   40 minutes

Coaches

Biopharma

Consulting

Academia

Government / HTA

Participant

Has opportunity for four,
ten minute 1:1 conversations
3. Informal Networking & Reception
40 minutes

Post Event action items for participants

Survey
Focus Group

Connect on LinkedIn
Reach out to a coach that you resonated with and schedule a follow up!
Preparation for *pilot Workforce Diversity Event*

- ISPOR's Diversity Cross Council Working Group brainstormed and helped to execute the pilot event.
  - 20+ member group began planning early Fall 2022

Documents created:
- Coach Criteria
- List of Potential Coaches (35 individuals identified, 24 invited)
- Coach Invitation Letter
- Participant Application
- Application Scoring Rubric
- Event Guidance Document
- Post-Event Survey Questions

Participant Selection: 29 applications, reviewed and scored by 3 committee members

2 pre-event meetings (coaches & participants)

14+ planning meetings and *countless* hours of asynchronous work
Event Guidance Document

One on One Networking

As you consider questions to ask the coaches, make sure you consider your goals: Are you looking for resume advice, interview tips, career advice, how to scale the industry ladder, etc.

As you partake in these one-on-one conversations, be sure to consider best practices, such as:

- Introduce yourself and ask the coach to do the same.
- Greet the coach with a handshake.
- Use the sample questions below as triggers to prompt discussion.
- Consider taking brief notes on the coach responses.
- Thank the coach for their time and feedback.

Sample questions for students and NPs to ask the coaches are:

- Where or what do you turn to for continuous learning or skill development?
- Where do you think I can improve that would be most beneficial to the goals that I have shared with you?
- What tools were most beneficial in your pathway to success?
- Do you have a mentor? How have they influenced you?
- What is something you wish you had known when you were at my career stage?
- What is the biggest obstacle you’ve had to overcome and how did you overcome it?
- What attributes do you think are most important to move ahead in the workplace?
- What factors should you consider when deciding if a job is right for you?
- What advice do you have to position yourself as a leader early on in your career?

Students and NPs should feel free to ask questions not listed above that fit their professional goals.

Goals:

1. Set clear expectations
2. Provide tools to participants
3. Facilitate connections
Overview of ISPOR's Health Equity Research Special Interest Group

Stacey Kowal, MSc
March 2023

ISPOR Special Interest Group – Health Equity Research

Stacey Kowal, MSc

Principal, Health Policy & Systems Research, Genentech, Inc Chair, Health Equity Research Special Interest Group

Kowal.Stacey@gene.com
Health Disparities are Large and Pervasive


Babies born just a few stops away on the L’s Green Line in Chicago face up to a 16-year difference in life expectancy.

-County Health Rankings Website
Many Complex Factors Shape Health Outcomes

- Access to quality care and treatments only shapes about 20% of our final health outcomes.
- Socioeconomic and environmental (geographic) factors shape about half of our health outcomes.

Figure taken from CountyHealthRankings.org
Health Equity and HEOR

• Health equity research aims to measure, understand and reduce unfair differences in health and healthcare, variously known as “disparities”, “inequalities” or “inequities”\(^1\)

• Equity is a consistent component of the mission statements of most health technology assessment (HTA) organizations worldwide

• Increasingly, equity is embedded into government planning and decision-making around program planning, price setting and value assessment

• Leading HTA agencies do not currently have clear guidance for estimation of health disparity impacts, leaving decision-makers to weigh equity and efficiency tradeoffs without formal measurement or evidence-based benchmarks

• Many current practices for clinical development and HEOR research fall short of both considering equity impacts, and in working to address health inequalities

ISPOR Health Equity Research SIG

**Mission:** To advance equity-informative methods of health economics and outcomes research that help to measure, address, and reduce health disparities

- **Advance novel methods** for assessing health equity impacts, including application of equity-informative cost-effectiveness analysis across markets, conditions, and payer types

- **Establish a forum** for members to engage in discussion related to the challenges of measuring and addressing health disparities in HEOR and healthcare decision making

- **Foster multi-stakeholder dialogue** between policy makers, regulators, payers, advocacy groups, prescribers, patients, and researchers about health equity considerations at all stages of decision making, from inclusive clinical trials through health technology assessment (HTA) and implementation.

- **Improve data sources** used by the HEOR community to study health inequities
Timeline of SIG Activities to Date

- **Founded** 2021
- **Nov. 2021**
  - Journal Club
- **April 2022**
  - ISPOR EU Forum
  - Health Equity in HEOR: The State of Play
- **Nov. 2022**
  - ISPOR EU Workshop
  - Estimating a country’s social distribution of health
- **Dec 2022**
  - Journal Club
- **Jan. 2023**
  - VoS Article

**June 2022**
- ISPOR-wide webinar
  - How to conduct a distributional cost-effectiveness analysis (DCEA)
2022 Key Projects

ON GOING PROJECT
Primer on Health Equity Research in Health Economics and Outcomes Research: An ISPOR Special Interest Group Report

Content in the primer:

• Introduction to concepts and definitions related to health disparities
• Summary of state of disparities focus for clinical trials and real world evidence
• Current state of health equity and health technology assessment
• Economic evaluation considering health disparity impacts
• Recommended sources and references

Status: Draft primer under SIG member review before finalization and submission to *Value in Health*

Article on electronic patient-reported outcome measures – completed!
## Completed ISPOR Sessions Available Online

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| **Health Equity in HEOR: The State of Play**  
60 minute ISPOR Forum | • Outlines key questions to understand the state of play for equity in a country, including (1) level of evidence to support equity analyses; (2) availability of equity-informative modeling studies; (3) role of equity in HTA and decision-making  
• Presents current status for the United Kingdom, United States, Chile and Thailand |
| **How to conduct a distributional cost-effectiveness analysis (DCEA)**  
60 minute educational webinar | • Introduction to the data needs and methods foundation for distributional cost-effectiveness analysis |
| **Estimating a country’s social distribution of health**  
60 minute ISPOR workshop | • Introduces data needed to conduct DCEA  
• Outlines past and ongoing studies that estimate the current disparities within a country to support DCEA modeling, covering the United Kingdom, United States, Chile and Australia |

Recordings of all completed ISPOR sessions are available on the Health Equity SIG webpage as a resource.
What’s Next for the ISPOR Health Equity SIG?

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<th>2023 Member Engagement</th>
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<td>• Email of equity sessions and posters will be sent to members</td>
<td>• 3 journal clubs planned</td>
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<td>• Workshop on health equity in HTA</td>
<td>• Fall webinar “Application of DCEA to the US Setting”</td>
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<td>• SIG open meeting</td>
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2023 Key Project Proposals

- State of play for health equity research, interventions and data needs across stakeholders and countries/regions
- Catalog available social disadvantage measures and provide guidance on estimating baseline health inequalities

Attend a planned meeting or email us to get involved!
SIG Materials Available Online

SIG Email: HealthEquitySIG@ispor.org

SIG Website: https://www.ispor.org/member-groups/special-interest-groups/health-equity-research