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Definition and importance of the research and practice of D&I

It's clear that the research that we generate, the programs and the products and the policies that we study and figure out what works, those aren't getting into practice. That's old news. The solution to how we fix that, I think, is probably more complex than we had really thought about it. Part of it is a research challenge. So can we learn more about how do we take a product and make it attractive to organizations, what can we learn about organizations that would help us mold and shape and develop programs for their use. But I also think part of it is not a research challenge. I think part of dissemination and implementation – part of why we struggle with dissemination implementation is that we don't have systems and infrastructure to support it. And I think that dissemination research alone, without also building the infrastructure to help get promising programs into practice, is going to be limited. So there are limits to what dissemination research can give us. From my perspective, I would rather see – I'd rather have more dissemination, than more dissemination research. And I think we need both, but the research alone is not going to be sufficient.

I do think that there's a lot – there's a lot to learn about why organizations do what they do, why they adopt some new approach or a new solution to a problem that they're facing. And I think, at least as researchers, we don't understand that process as well as we could. And to the extent that research will give us insights into how the process works. I think it's going to be valuable to make us more effective.

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