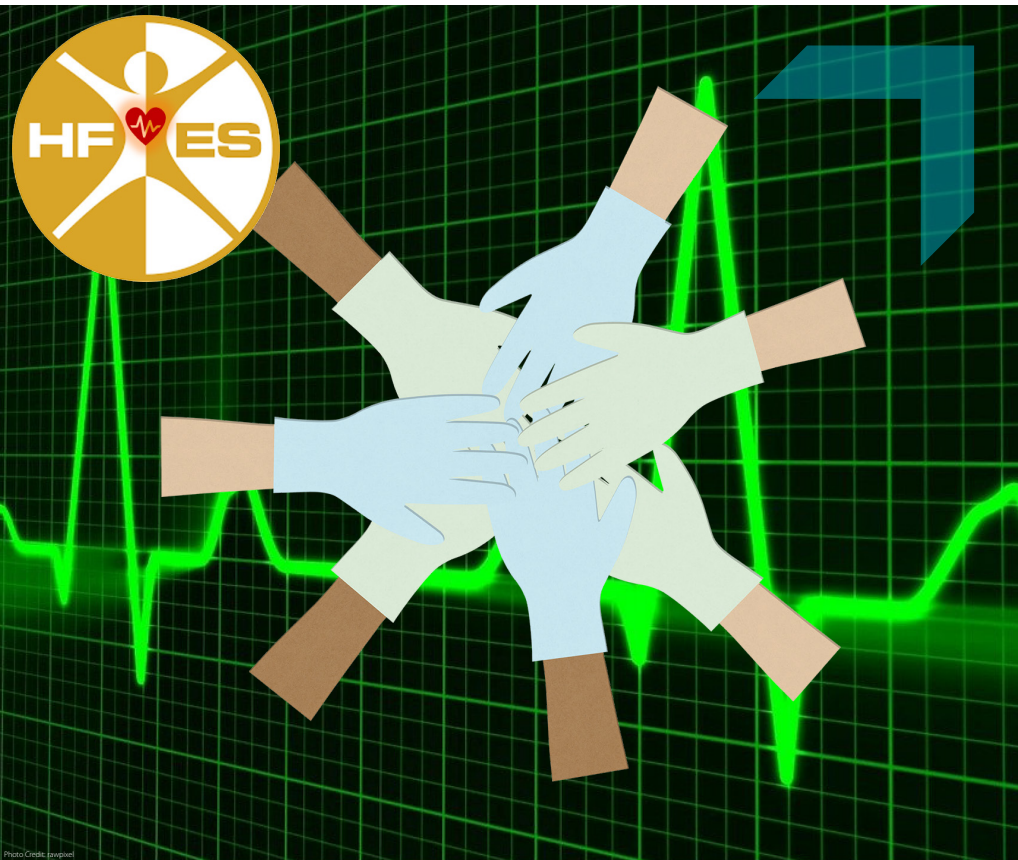


HCTG Newsletter

Volume 30, Issue 2

August / September 2020



Message from the Chair

Despite the persistent challenges of the COVID-19 pandemic, our community has shown strength, resilience, and dedication to research and practice of healthcare human factors.

The death of George Floyd and the events unfolding thereafter have also reminded us of the tragic persistence of inequality in the world. We therefore dedicate this issue to equality, diversity, and inclusion.

On a positive note, the first-ever virtual annual meeting is a few weeks away and regardless of issues with the new submission platform and shortcomings of the review process, the HCTG program this year is strong, diverse, and inclusive.

This year we try to adapt to the virtual format and have planned new activities during the business meeting and networking events. In addition to our student paper award, this year we also presented new HCTG grants to facilitate student participation in the annual meeting.

We look forward to engaging HCTG members during the business meetings to identify areas to improve our TG and to discuss several new initiatives for next year! We hope you enjoy this year's HFES!

Farzan Sasangohar
sasangohar@tamu.edu

Human Factors and Health Equity During the Pandemic

Abigail Wooldridge, University of Illinois at Urbana-Champaign

We are indeed living in interesting times this summer. The COVID-19 pandemic continues, particularly in the US, and we have all experienced, or at the very least observed, events surrounding the needless deaths of Ahmaud Arbery, George Floyd, Breonna Taylor, and countless other Brown and Black people,

including the resulting protests and calls for action. You may be wondering why I am writing about these events **together** in the **health care** technical group newsletter. COVID-19 is undoubtedly within the interest and purview of our technical group, and human factors / ergonomics (HF / E) certainly should play a role in the ongoing response [1]. Systemic racism and bias may be a bit less expected. However, I would argue that the systemic racism and bias that resulted in those needless deaths is pervasive and impacts the health care system – creating health inequity and resultant negative patient outcomes – and therefore is likely of interest to members of this group.

Health inequity (or disparity) occurs when “socially disadvantaged groups [e.g., poor, racial minorities, ethnic minorities, women, or other groups who have experienced social disadvantage or discrimination] systematically experience worse health or greater health risk” than other, more advantaged (or majority) groups [2]. The COVID-19 pandemic has highlighted and amplified health inequities:

(continued on page 2)

Black and Brown people are dying from COVID-19 at disproportionate rates, which may be related to access to care and other social determinants of health as well as implicit bias of health care professionals [3-5]. While on the surface these issues may seem more appropriate for experts from other fields – sociologists, for example – HF / E expertise has a role to play too.

As HF / E experts, we have the knowledge, methods and tools to understand and improve interactions between human and elements of a system [6] – we can certainly contribute to creative solutions that to reduce disparities and mitigate the impact of bias while enhancing safety and well-being of *all* humans, not just those within advantaged groups.

Several recent panels at Annual Meetings and the Health Care Symposium have discussed the use of HF / E to address broader issues related to equity, inclusion, and social justice [7-11], with a strong emphasis on health care and health equity thanks to participation from members of this technical group. I also co-edited a recent volume that presents many more examples in more detail [12], which contains a very strong section focusing on healthy communities.



- Designing for Diversity: Implications for Research and Practice;
- Scaling Our Impact: Emerging Human Factors Applications Addressing Societal Challenges;
- Inclusion and Accessibility in the human Factors and Ergonomics Society.

Through tangible examples, concrete guidance, and meaningful dialog, we hope to learn from each other and enhance ongoing and future work.

One excellent example outside of the aforementioned sources is the use of participatory ergonomics to create solutions to support African-Americans with chronic diseases, such as an exercise partner program, remedy book and shopper's club [13]. While great work is clearly already underway, more is needed and represents an important opportunity to enhance perception and impact of our discipline.

I hope you will join me in pursuing health equity – as well as the broader goals of equity, inclusion, and social justice – through HF / E work. I also would like to specifically invite you to attend three panels at the upcoming virtual Annual Meeting to further discuss and exchange ideas around diversity, inclusion, and social justice:

Alternately, feel free to reach out to me at arwool@illinois.edu if you would like to provide feedback or comments, but cannot attend any of the sessions.

(References Cited on page 3)



[Abigail Wooldridge](#) is an Assistant Professor of Industrial and Enterprise Systems Engineering at the University of Illinois at Urbana-Champaign, where she is the PI of the Human Factors in Sociotechnical Systems Laboratory.



In this issue

Human Factors and Health Equity During the Pandemic

- 1 [MESSAGE FROM THE CHAIR](#)
- 4 [2020 HEALTH CARE SYMPOSIUM](#)
- 5 [PRACTITIONER'S CORNER: MUSC](#)
- 6 [BOOK SPOTLIGHT: ADVANCING DIVERSITY INCLUSION AND SOCIAL JUSTICE THROUGH HUMAN SYSTEMS](#)
- 7 [MESSAGE FROM THE HCTG PROGRAM CHAIRS](#)
- 8 [2020 HFES ANNUAL MEETING](#)
- 9 [HFES 2020 HCTG EVENT SCHEDULE](#)
- 11 [HCTG STUDENT CORNER: UCF STUDENT CHAPTER](#)
- 12 [HCTG SCHOLARSHIPS](#)
- 13 [HFES EQUALITY, DIVERSITY & INCLUSION WEBINAR SERIES](#)
- 14 [HFES EQUALITY STANCE](#)
- 16 [HCTG JOB POSTINGS, UPCOMING EVENTS, DEADLINES & RESOURCES](#)

Technical Group INFO

HUMAN FACTORS AND ERGONOMICS SOCIETY
HEALTH CARE TECHNICAL GROUP

[HCTG Website](#)
[HCTG Twitter](#)
[HCTG LinkedIn](#)
[HCTG E-mail](#)

2019 - 2021 HCTG Officers

| | |
|----------------------|--|
| CHAIR | Farzan Sasangohar |
| CHAIR-ELECT | Nicole Werner |
| PROGRAM CHAIR | Renaldo Blocker |
| PROGRAM CHAIR-ELECT | Shijing Liu |
| SECRETARY / | |
| TREASURER | Abigail Wooldridge |
| WEBMASTER / | |
| NEWSLETTER EDITOR | Vickie Nguyen |
| SOCIAL MEDIA LIAISON | Siddarth (Sid) Ponnala |
| STUDENT PAPER | |
| AWARD CHAIR | David Neyens |
| AWARD CO-CHAIR | Yuval Bitan |
| AWARD CO-CHAIR | Arjun Rao |

References Cited

1. Gurses AP, Tschudy MM, McGrath-Morrow S, Husain A, Solomon BS, Gerohristodoulos KA, Kim JM. Overcoming COVID-19: What can human factors and ergonomics offer? *Journal of Patient Safety and Risk Management*. 2020;25(2):49-54. doi: 10.1177/2516043520917764.
2. Braveman P. HEALTH DISPARITIES AND HEALTH EQUITY: Concepts and Measurement. *Annual Review of Public Health*. 2006;27(1):167-94. doi: 10.1146/annurev.publhealth.27.021405.102103. PubMed PMID: 16533114.
3. Owen WF, Jr, Carmona R, Pomeroy C. Failing Another National Stress Test on Health Disparities. *Jama*. 2020;323(19):1905-6. doi: 10.1001/jama.2020.6547.
4. Wadhera RK, Wadhera P, Gaba P, Figueroa JF, Joynt Maddox KE, Yeh RW, Shen C. Variation in COVID-19 Hospitalizations and Deaths Across New York City Boroughs. *Jama*. 2020;323(21):2192-5. doi: 10.1001/jama.2020.7197.
5. Williams DR, Cooper LA. COVID-19 and Health Equity—A New Kind of “Herd Immunity”. *Jama*. 2020;323(24):2478-80. doi: 10.1001/jama.2020.8051.
6. International Ergonomics Association (IEA). Definition and Domains of Ergonomics 2020 [cited 2018 February 28, 2020]. Available from: <http://www.iea.cc/whats/>.
7. Chiou EK, Wooldridge AR, Price M, Mosqueda E, Roscoe R. The HFES Diversity Committee: Challenges and Opportunities for Involvement. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*. 2017;61(1):498-500. doi: 10.1177/1541931213601608.
8. Wooldridge AR, Nguyen T, Valdez RS, Montague E, Milner MN, Dorneich MC, Roscoe R. Human Factors and Ergonomics in Diversity, Inclusion and Social Justice Research. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*. 2018;62(1):447-9. doi: 10.1177/1541931218621102.
9. Wooldridge AR, Benda NC, Smith-Jackson TL, Nguyen T, Gomes KM, Valdez RS, Wesley DB, Stonewall J, editors. *HFE in Diversity, Inclusion and Social Justice: A Practical Primer*. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*; 2019: SAGE Publications Sage CA: Los Angeles, CA.
10. Valdez RS, Holden RJ, Madathil K, Benda NC, Holden RJ, Montague E, Valdez RS, Werner N, editors. *An Exploration of Patient Ergonomics in Historically Marginalized Communities*. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*; 2019: SAGE Publications Sage CA: Los Angeles, CA.
11. Benda NC, Thomas A, Montague E, Valdez RS, Wesley DB. Human Factors Approaches to Improving Health Equity – Where have we been and where should we go next? *Proceedings of the International Symposium on Human Factors and Ergonomics in Health Care*. 2018;7(1):165-6. doi: 10.1177/2327857918071047.
12. Roscoe RD, Chiou EK, Wooldridge AR, editors. *Advancing diversity, inclusion, and social justice through human systems engineering*. Boca Raton, FL: CRC Press; 2019.
13. Rogers C, Johnson J, Nueslein B, Edmunds D, Valdez RS. “I Love Fruit But I Can’t Afford It”: Using Participatory Action Research to Develop Community-Based Initiatives to Mitigate Challenges to Chronic Disease Management in an African American Community Living in Public Housing. *J Racial Ethn Health Disparities*. 2018;5(6):1315-27. Epub 2018/03/14. doi: 10.1007/s40615-018-0480-3. PubMed PMID: 29532437.

JOIN US!

HCTG BUSINESS MEETING

September 30th

12:00 PM (CDT)



September 30th 1 PM (CDT)

PDTG / HCTG NETWORKING EVENTS

The PDTG / HCTG networking event has been one of the most popular events during the annual meeting for the past decade.

While this year we will miss the great food and beverages, **there are still many exciting door prizes, new activities, and good company.**

This year we will hold the networking events after the HCTG and PDTG business meetings.

REGISTER FOR THIS EVENT!

2020

INTERNATIONAL SYMPOSIUM ON HUMAN FACTORS AND ERGONOMICS IN HEALTH CARE

HIGHLIGHTS

VIRTUAL CONFERENCE | MAY 18-21, 2020

The first virtual HFES in healthcare conference made me feel connected for the first time since the national shutdown, and gave me new energy to continue to work and share work with HF colleagues. My favorite session was on how to prioritize elective surgeries after reopening nationally, and in particular how the patient perspective was included on our panel.

[Emily Patterson](#)

*The Ohio State
University
College of Medicine*



Michael Rayo
[SDC Chair](#)

Congratulations to our 3 Finalists and the winner of the 2020 "Mobile Applications for Consumers" Student Design Competition, [positive.ly](#)!

MOBILE APP STUDENT DESIGN COMPETITION

positive.ly

Lindsey Daugherty, Matthew Peel, & Harjina Singh
San Jose State University

FIKA: Workforce Stress Relief

Hanna Barton, David Wilkins, Priya Loganathar, & A.J. Lingg
University of Wisconsin-Madison

(PEHR): Personal Electronic Health Record

Jesse Marquisse, Christine Jefferies, Greg Metzger, & Jacob Keller
The Ohio State University

We had several MedStar Health National Center for Human Factors in Healthcare team members attend, present, and socialize. The virtual conference allowed us to stay connected, hear about new groundbreaking research, and connect with existing collaborators, as well as meet new partners. It could be summarized as "virtually perfect".

[Raj Ratwani](#)

*MedStar Health
National Center for
Human Factors in
Healthcare*



MESSAGE FROM THE HEALTH CARE SYMPOSIUM CHAIRS

"Attendance was amazing. Including workshops, we were at about 800 participants. This is almost 50% higher than recent years.

Overall, the conference was well liked. We are going to make some changes to make the experience more immersive, especially for poster sessions.

We pulled it off in an unbelievably short amount of time after an unexpected cancellation, but Attendees were pretty happy with the format and most were okay with another virtual conference in the future."



Joseph Keebler
[Symposium Chair](#)



Anthony Andre
[Symposium Co-Chair](#)

Practitioner's Corner

Myrteide Alfred & Ken Catchpole, Medical University of South Carolina

This month, we visit the Embedded Human Factors and Clinical Safety Science Unit at the Medical University of South Carolina.

At MUSC, we research and apply an array of human factors approaches across the clinical organization and beyond. Prior work has included developing apps for communication in trauma, systems analysis of sterile processing, operating room design, and implementing improvements for CLABSI, handoffs, teamwork, simulation, and anesthesia quality.

We are currently funded for research exploring robotic surgery, anesthesia medication errors, remote ICU monitoring, training in personal protective equipment, and teamwork

while also offering practical human factors guidance around food orders, unplanned extubations, iPad information design, and COVID-specific concerns around mutual support.

We contribute to all the local serious safety event analyses, which gives us an intimate and highly affecting view on the huge challenges healthcare practitioners face in delivering safe and high quality care. Working closely with the safety team we have been able to impart a range of human factors perspectives, and apply appropriate tools and approaches where useful,

to help organizational learning move beyond the traditional blame-and-retrain and towards a wider range of systems issues.

Our integration with and unlimited access to the full range of MUSC clinical environments and teams keeps us motivated to deliver better experiences for patients and clinicians. This embedded practice, which encompasses clinical work-as-done, organizational constraints, and the need to understand and navigate cultural sensitivities and drivers, is essential for success both in improving everyday clinical work, driving adoption, and generating clinically relevant applied human factors research.

We are also working hard to understand and address the professional challenges that embedded clinical human factors practitioners face, while working across a range of organizations and groups nationally and internationally to improve our ability to deliver meaningful and useful innovations.



[Myrteide Alfred](#) is a Research Assistant Professor at the Medical University of South Carolina.



[Ken Catchpole](#) is the SmartState Endowed Chair in Clinical Practice and Human Factors at the Medical University of South Carolina

Book Spotlight

This volume brings together experts from human factors, ergonomics, psychology, human-computer interaction, and more to demonstrate how these fields can be applied to societal challenges and solutions.

Book Sections

Section 1:

Understanding and Supporting Healthy Communities

Section 2:

Including and Empowering Diverse People

Section 3:

Inspiring Strategies for an Inclusive Future



Advancing Diversity, Inclusion, and Social Justice Through Human Systems Engineering



EDITED BY
Rod D. Roscoe
Erin K. Chiou
Abigail R. Wooldridge

Sample Chapters

Researcher Reflections on Human Factors and Health Equity

The Intersection of Human Factors Engineering and Health Equity

Guiding Technology Design to Empower Older Adults to Actively Engage in Society

Reimagining Community-based Research and Action in Human Factors: A Dialogue across Disciplines

Access the book [here!](#)



Rod D Roscoe

Arizona State University



Rod.Roscoe@asu.edu



[@rdroscocoe](https://twitter.com/rdroscocoe)



[Rod Roscoe](https://www.linkedin.com/in/RodRoscoe)



Erin K Chiou

Arizona State University



Erin.Chiou@asu.edu



[@ErinChiou](https://twitter.com/ErinChiou)



Abigail R Wooldridge

University of Illinois at Urbana-Champaign



arwool@illinois.edu



[@wooldridge_ar](https://twitter.com/wooldridge_ar)



[Abigail Wooldridge](https://www.linkedin.com/in/AbigailWooldridge)



decision-making and risk assessments, sensor-based technologies for patient safety, healthcare workflow, human factors applications in special areas, etc.

All posters will be presented in an interactive session.

Dr. Renaldo Blocker and Dr. Shijing Liu are looking forward to this year's Annual Meeting. We will be reaching out to you to serve as Session Chair and Co-Chair.

Please note that we were not able to implement the Late-Breaking Works (LBWs) for our community this year. We hope to provide that option at our next conference.

Message from the HCTG Program Chairs

HCTG Community, we greatly appreciated your support and patience as our reviewers have worked diligently on reviewing the submitted manuscripts.

This year we received 78 submissions and we are delighted to share that 5 discussion panels, 35 lectures, and 16 posters have been accepted for the 2020 HFES 64th International Annual Meeting.

The HCTG sessions have been finalized. We will have 11 sessions at the Annual Meeting. There will be 5 discussion panel sessions, including topics about patient safety, healthcare delivery, innovation and training in healthcare, etc.


There will be 6 lecture sessions, including a variety of topics, such as user-centered design in healthcare, usability and communications, cognition,



Renaldo Blocker
[Program Chair](#)



Shijing Liu
[Program Chair-Elect](#)



Connect with the HCTG!

There are many ways you can connect with us for our latest updates:

Follow us on Twitter [@HFESHealthTG](#) & use the #HFHCTG

Join us on [LinkedIn](#)

Share content with us: [HCTG Content Form](#)

The HCTG is committed to sharing the successes of all our members and facilitating productive collaborations to move the science and application of Human Factors forward.

While we have all current members on the HCTG Community, we currently have a wider network of 750+ members on LinkedIn. We are always looking for content to share via our LinkedIn page, Twitter, and bi-monthly newsletter.



Siddarth (Sid) Ponnala
[Social Media Liaison](#)

HFES

64TH

INTERNATIONAL
ANNUAL MEETING

OCTOBER 5-9, 2020 | VIRTUAL

HFES 2020



“The Patient Factor: Involving Patient and Family Stakeholders as Advisors, Co-Designers, Citizen Scientists, and Peers” (Discussion Panel)

Drs. [Rich Holden](#) and [Rupa Valdez](#) invite you to attend the latest panel on patient ergonomics at HFES, part of a series that began in 2014. It will be held live at the HFES Virtual Annual Meeting in the HCTG track, currently scheduled for:

**FRIDAY, OCTOBER 9,
from 4:00 - 5:30 PM (CDT).**

The panel addresses the involvement of patients, families, and other stakeholders in designing, executing, and evaluating initiatives that are likely to affect them.

Stakeholders involvement can take various forms, for example: (1) Advisors, as in patient / family advisory councils; (2) Co-Designers, as in participatory design

team members; (3) Citizen Scientists, as in community-based participatory research; and (4) Peers, as in peer reviewers of proposed research or decisions regarding the ethics of a planned research study.

Six panelists will present on and discuss stakeholder participation across these roles, telling the story of how they have involved stakeholders, what benefits they observed, what needs have surfaced, and recommendations for human factors professionals planning to involve stakeholder participants.

Panelists represent the US and UK, both industry and academia, and both career HFE professionals and stakeholders: Shilo Anders, Colleen Ewart, Alexandra Lang,

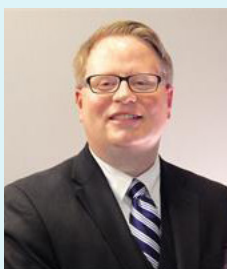
Enid Montague, Rupa Valdez, and Wayne Zachary. Panel content and participation was intentionally designed in accordance with the NIH initiative to bring Greater Diversity to Scientific Panels.

This panel will be the 9th in the series on patient ergonomics, i.e., “the science (and engineering) of patient work.” Information on past panels and town halls can be accessed here: <http://theinnovativeu.com/lab/panels>.

Drs. Holden (Indiana University) and Valdez (University of Virginia) are panel co-chairs and editors of the forthcoming two-volume handbook on patient ergonomics, *The Patient Factor* (CRC Press).

WHAT TO EXPECT FOR THE [VIRTUAL HFES 2020](#)

**MONDAY, OCTOBER 5 to
FRIDAY, OCTOBER 9, 2020**
[Main Technical Program](#)



Ron Boring
[Chair, HFES 2020](#)

SEPTEMBER 28 to OCTOBER 2, 2020

Student Forum, Student Career Day, & Technical Group Business Meetings

OCTOBER 13 & 14, 2020

ErgoX Symposium follows the Annual Meeting - Separate registration applies

Advantages of the Online Format:

- View more than 500 archived presentations - On-Demand
- Flexibly build your personal schedule and easily navigate the program with the online meeting platform
- Access papers concurrently with sessions
- Lower registration fees
- A number of special sessions will now become standalone HFES webinars over the next half year
- We also scheduled meetup times for networking and reunions

HFES 2020 HCTG RELATED EVENTS

WEDNESDAY, SEPTEMBER 30th

(Schedule Subject to Change)

12:00 PM - 1:00 PM (CDT)

HCTG BUSINESS MEETING - [REGISTER HERE!](#)

HCTG Year in Review
Student Paper & Scholarship Awardees
HCTG Strategic Planning Kick-Off



1:00 PM - 2:00 PM (CDT)

PDTG / HCTG NETWORKING EVENT - [REGISTER HERE!](#)

Interactive Speed Networking
Door Prizes



THURSDAY, OCTOBER 1st

(Schedule Subject to Change)

9:00 AM - 4:00 PM (CDT)

STUDENT FORUM

[Full Student Forum List](#) - Healthcare Related Works Listed Below



Effects of Comments and Profile Pictures on Impression Formation: An Empirical Study on Online Healthcare Peer-Support Portals

Shraddha Narasimha, Clemson University

The Impacts of Sleep Deprivation on Medical Residents: A Scoping Review of Literature

Farzan Sasangohar, Texas A&M University

Understanding the Barriers and Facilitators Associated with the Implementation of Continuous Virtual Monitoring System for Fall Risk Reduction in a Tertiary Healthcare System

Sarvesh Sawant & Kapil Chalil Madathil, Clemson University

FRIDAY, OCTOBER 2nd

(Schedule Subject to Change)

10:00 AM - 4:30 PM (CDT)

STUDENT CAREER & PROFESSIONAL DEVELOPMENT DAY - [REGISTER HERE!](#)

[Find the Schedule Here](#)



STUDENT RECEPTION - [REGISTER HERE!](#)

MONDAY, OCTOBER 5th

[Full Monday Schedule](#) (Schedule Subject to Change)

2:00 PM - 3:30 PM (CDT)

DEMONSTRATIONS

[Full Demonstrations List](#) - Healthcare Related Demo Listed Below



Virtual Patient Immersive Trainer to Train Perceptual Skills Using Augmented Reality

Christen Sushereba, Unveil, LLC; Laura Militello, Applied Decision Science, LLC

TUESDAY, OCTOBER 6th

[Full Tuesday Schedule](#) (Schedule Subject to Change)

12:00 PM - 1:30 PM (CDT)

HC1: Patient Safety Learning Labs: What Are We Actually Learning? (DISCUSSION PANEL)



2:00 PM - 3:30 PM (CDT)

HC2: Sensor-Based Technologies for Patient Safety (LECTURE)

4:00 PM - 5:30 PM (CDT)

HC3: Cognition, Decision-Making, and Risk Assessments in Healthcare (LECTURE)

WEDNESDAY, OCTOBER 7th

[Full Wednesday Schedule](#) (Schedule Subject to Change)

12:00 PM - 1:30 PM (CDT)

HC4: Predicting the Future: Diverse Perspectives on the Transformation of Healthcare Delivery Over the Next 15 Years (DISCUSSION PANEL)



2:00 PM - 3:30 PM (CDT)

HC5: Innovations in Simulation-Based Training in Healthcare (DISCUSSION PANEL)



4:00 PM - 5:30 PM (CDT)

POSTER SESSION

[Full Poster Session List](#) - [Healthcare Track](#)

THURSDAY, OCTOBER 8th

[Full Thursday Schedule](#) (Schedule Subject to Change)

12:00 PM - 1:30 PM (CDT)

HC6: Human Factors Applications in Special Areas (LECTURE)

2:00 PM - 3:30 PM (CDT)

HC7: Children with Medical Complexity: Challenges and Opportunities for Human Factors / Ergonomics (DISCUSSION PANEL)



4:00 PM - 5:30 PM (CDT)

HC8: Usability and Communications in Healthcare (LECTURE)

FRIDAY, OCTOBER 9th

[Full Friday Schedule](#) (Schedule Subject to Change)

12:00 PM - 1:30 PM (CDT)

HC9: User-Centered Design in Healthcare (LECTURE)

2:00 PM - 3:30 PM (CDT)

HC10: Health Care Workflow (LECTURE)

4:00 PM - 5:30 PM (CDT)

HC11: The Patient Factor: Involving Patient and Family Stakeholders as Advisors, Co-Designers, Citizen Scientists, and Peers (DISCUSSION PANEL)



PATIENT ERGONOMICS HAPPY HOUR



HCTG Student Corner

Grace Waldfogle, University of Central Florida

This month, we are excited to showcase the University of Central Florida Student Chapter!

The University of Central Florida Chapter of the Human Factors and Ergonomics Society has flourished in their service and speaking events despite moving to remote meeting. Since the beginning of March, the chapter has drastically changed programming to online Zoom meetings, workshops, and socials.

To foster a sense of community during these times of uncertainty, the chapter virtually meets every other week to catch-up, play games, and listen to guest speakers. In addition these events, the chapter has created a monthly newsletter, "The Monthly Affordance", with special guests in the "Pet-Assistant of the Month" column.

Prior to COVID-19, the chapter hosted social events, guest speakers from academia and industry, and planned awesome tours of facilities at Kennedy Space Center and the Amazon Warehouse in Miami, Florida. Chapter members also volunteered at local elementary schools and spoke to community members about the field of HF and older adult research.

The UCF chapter has dedicated members that are actively involved in the healthcare community. One project focuses on improving the interface of a wheelchair mounted robotic arm to aid individuals with spinal cord injuries. The work is a collaborative effort with the UCF Assistive Robotics Laboratory within the engineering department.

Through all these events, the UCF chapter has remained actively involved with HFES at the national and local level. They intend to continue these efforts into the 2020-2021 school year.

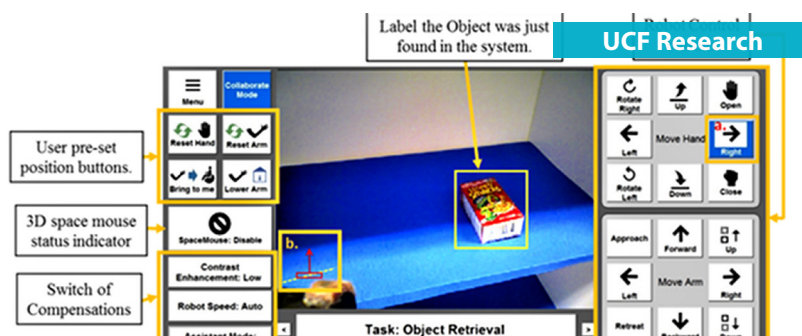
To learn more about this student chapter:

Visit <https://sciences.ucf.edu/psychology/hfes/>

Follow them on Twitter: [@HFES_UCF](https://twitter.com/HFES_UCF)

E-mail: hfes.ucf@gmail.com

[Grace Waldfogle](#) is the HFES UCF Student Chapter President and a doctoral student in the Human Factors and Cognitive Psychology program.





The Health Care Technical Group (HCTG) is pleased to announce the 2020 Awardees for our annual scholarship awards.

This year we were able to grant six students, each with a \$200 award, that would cover both the HFES Annual Meeting registration fee and a full-day workshop.

In the name of all TG members, we hope these scholarships will support and encourage the awardees to continue their research and participation in HFES meetings. The awardees will also be announced at the HCTG Business Meeting.

We look forward to seeing you all at the HFES Annual Meeting.



Yuval Bitan
[Award Co-Chair](#)

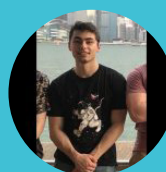


Arjun Rao
[Award Co-Chair](#)

This Year's Award Recipients



Cheng Guo
Clemson University



John Morgan
University of Illinois at
Urbana-Champaign



Emily Heuck
University of Illinois at
Urbana-Champaign



Rachel Rutkowski
University of
Wisconsin-Madison



Hanna Barton
University of
Wisconsin-Madison



Widya Ramadhani
University of Illinois at
Urbana-Champaign



HFES Equality, Diversity & Inclusion Webinar Series

WEDNESDAY,
JUNE 17, 2020

Listening & Acting



[Carolyn Sommerich](#)
The Ohio State University
HFES Diversity & Inclusion
Committee Chair



[Rod Roscoe](#)
Arizona State University
HFES Societal Impact
Committee Chair



J Darnell Jones, JD
Civil Rights Lawyer and
Social Scientist

TUESDAY,
JULY 28, 2020

Disparities in COVID-19 Infection Rates and Mortality: Systems Factors



[George Rutherford, III, MD](#)
University of California,
San Francisco



[Mark Smith, MD, MBA](#)
University of California,
San Francisco



[Enid Montague](#)
DePaul University



[Carisa Adamson](#)
University of California,
Berkeley

FRIDAY,
SEPTEMBER 4, 2020

How Individuals and Organizations Can Reduce Racism



[Mikki Hebl](#)
Rice University



[Patricia DeLucia](#)
Rice University



HFES's Commitment to Diversity, Equity, and Inclusion

The events surrounding the needless deaths of Ahmaud Arbery, George Floyd and Breonna Taylor, as well as the protests and calls for action, have drawn our collective attention to the deep-seated racism and discrimination that Black and Brown people face each day, including members of our own HF / E community. HFES stands firmly against racism.

However, our beliefs may not always reflect the biases we carry. We must all, especially those who identify

as White, look within ourselves to recognize and unlearn any bias we carry as a result of having lived and learned in a biased society.

We owe it to our members, to the scientific and academic communities, to our Society's next generation, and to the public: to own our past mistakes, to own our role in perpetuating the inequitable status quo, to continuously improve, and to not be silent.

We will create opportunity for

continuous improvement in our organization, and other avenues as we aspire to improve our representation and inclusivity for our members and others in our broader community.

HFES will always stand on the side of racial justice and remains committed to diversity, equity, and inclusion. Further, we urge our members to consider how we, experts in understanding interactions among humans and other systems elements, can contribute to the dismantling of systemic racism.

Action Plan from the Executive Council



The Human Factors and Ergonomics Society denounces racism and discrimination in all forms. We are saddened and angered by the systemic racism that has been the cause of the deaths of so many Black men and women, including most recently Ahmaud Arbery, George Floyd, and Breonna Taylor and Rashard Brooks. We recognize the toll that systemic racism takes on individuals and on society.

We are taking this opportunity to ensure HFES members are informed of our views and deep-seated support of the Black Lives Matter movement and the people behind it. We are speaking out and taking action because we believe that silence, minimization and inaction in HFES will mark our organization as complicit with racism and discrimination.

We regret that our original statement was lacking in terms of timeliness and did not adequately reflect the strength of our views. However, this does not diminish our deep-seated support of this movement and the people behind it.

HFES strongly values its vision of "a future in which the reach, relevance, and quality of human factors/ergonomics are greatly expanded by enriching the science and enhancing its impact on solving societal problems", including systemic racism.

In support of this vision, we value and celebrate the diversity of the students, practitioners, educators, researchers, and others who engage in the profession of human factors / ergonomics and the stakeholders who benefit from their practice.

Our commitment to diversity, equity, and inclusion is a commitment to recognizing and celebrating the variety of characteristics that make individuals unique. These characteristics encompass a broad range, including, but not limited to: race, ethnicity, age, belief system, cognitive style, culture, (dis)ability status, education, gender, gender identity, gender expression, geographic background, job type (e.g., academic, industry, government/military/aerospace, consulting), language, marital/partnered status, national origin, physical appearance, political affiliation, religious beliefs, sex, sexual orientation, socio-economic status, theoretical perspective and veteran status.

Two Strategic Goals of HFES specifically address our values related to diversity, inclusion, and addressing societal concerns:

Goal D. Increase diversity across the society, including the membership and leadership, and participation in conferences and publications. (revised)

- Identify diversity, equity, and inclusion gaps and needs within HF/E.
- Assess the experience across underrepresented groups engaged in Society events.
- Provide diversity, equity, and inclusion education and guiding principles for the

Society.

- Develop programs that target underrepresented or otherwise marginalized populations and encourage participation in the Society.
- Implement mechanisms that facilitate equal access to information and opportunities to increase diversity across the Society leadership.
- Increase the diversity of nominees from

underrepresented groups for leadership positions, awards, and Fellow status.

Goal F. Advance the science and practice of HF / E to address current and emerging societal problems.

- Identify the salient societal problems, the solutions, and the opportunities for HF / E.
- Expand HF / E into new domains that would benefit from its science and practice.

Specific actions HFES and its Diversity and Inclusion Committee and Affinity Groups are taking over the next 12 months in support of these Goals and Objectives include:

- A 360 degree review of diversity, equity and inclusion efforts within HFES. This will include:
 - Immediately prioritizing our understanding of our progress in these efforts by implementing systematic data collection efforts that will lead to a better understanding our member demographics and member experiences
 - Making a change in the Operating Rules to include a member of the Executive Council as a member of the Diversity and Inclusion Committee
 - Performance of such a review by a knowledgeable third party
- Prepare and organize annual meeting programming and principles to educate members about inclusion in practice, within and outside of HFES and inclusive design of research
- Initiate three new idea exchange mechanisms, dedicated to Listening, Educating, and Acting, to support dialogue among members around meaningful change.
- Initiate a Listening & Acting Webinar series, which will focus on Race, Intersectionality, Equity, and Societal Impact
- Complete work on developing an award to recognize the contributions of HFES members to increasing diversity and inclusion in HF / E
- Train Editors and Editorial Board members of all HFES publications to understand research from the lens of diversity, equity and inclusion to ensure research is rigorous and does not produce differentially negative outcomes for some or perpetuate unfair advantage for others
- Implement annual diversity and inclusion education and training for all senior leaders of HFES including the Executive Council, Divisions, Committees, Technical Groups, Council of Technical Groups, and conference and symposium Chairs
- Create a process and identify funds for awarding competitive seed grants for new faculty or new practitioners conducting research or programming at the intersections of HF/E, anti-racism and/or anti-bias
- Develop an HFES Emerging Leaders pipeline that is dedicated to improving the diversity of and inclusion of future HFES and HF/E leadership
- Leverage and collaborate with our Affinity Groups for HFES Emerging Leaders pipelines and supporting diversity, equity, and inclusion objectives

We will continue to listen to voices inside and outside of HFES and explore new ways to actively foster diversity, equity, and inclusion, and fight against racism.

The Diversity and Inclusion Committee welcomes your input and recommendations for further action.

HFES views membership as a privilege and has expectations of its members

to uphold the values and priorities associated with diversity, equity, and inclusion when engaged with the profession, with the public, and in research and practice, as stated in our Code of Ethics.

