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POSSIBILITY LAB, ALAMEDA COUNTY EMERGENCY MEDICAL SERVICES AGENCY, AND THE CARESTAR FOUNDATION ANNOUNCE NEW PARTNERSHIP FOR FIRST-OF-ITS-KIND STUDY TO EXPLORE RACIAL AND GENDER EQUITY IN THE EMS WORKFORCE

Today, the Possibility Lab at UC Berkeley, Alameda County Health's Emergency Medical Services Agency (AC Health EMS), and the CARESTAR Foundation announced a new partnership to support a first-of-its-kind study focused on gaining understanding of the causes and implications of racial and gender disparities in the EMS workforce, as well as exploring solutions.

"We are excited to be working together with Alameda County Emergency Medical Services Agency and the CARESTAR Foundation on this project that breaks new ground in research on pre-hospital care and emergency medical services," said the study's Principal Investigator, Meredith Sadin, an assistant research professor at the Goldman School of Public Policy at UC Berkeley and an affiliate at the Possibility Lab. "We hope this project will make a positive impact on the EMS community by supporting diversity and innovation while helping to enhance the overall effectiveness of statewide emergency medical services."

The first phase of the study will use data from AC Health EMS to analyze the effect of EMS provider race and gender match on patient satisfaction and perceptions of care. The second phase will field a statewide survey to EMS personnel in an effort to identify the potential causes of racial and gender disparities and generate data and insights that can be used to develop policies, training, and programmatic change.

"This innovative partnership will provide us with new information and data to help ensure that we provide effective care for the population we serve," said Dr. Zita Konik, Medical Director of AC Health EMS. "By gaining insight into the racial and gender dynamics in the EMS field in Alameda County, we can adjust our services to specifically address existing disparities. By

tapping into the resources of our collaborators, we can help meet the health needs of our community."

The multi-year project is supported by AC Health EMS and the CARESTAR Foundation, whose work focuses on improving health outcomes for all Californians using a racial equity lens to fund and advocate for improvements in emergency and prehospital care.

"This partnership represents an incredibly exciting opportunity to leverage the power of collaboration for meaningful change," said Tanir Ami, CEO of the CARESTAR Foundation. "By combining research expertise with frontline experience and much needed funding, we are taking a crucial step towards better understanding and addressing gender and racial disparities in EMS. This research will provide EMS agencies with vital insights to improve diversity in recruitment, retention, and promotion, ultimately enhancing team dynamics and patient care for all communities."

To learn more about the Possibility Lab, visit possibilitylab.berkeley.edu.

To learn more about Alameda County Health's Emergency Medical Services Agency, visit ems.acgov.org.

To learn more about the CARESTAR Foundation, visit carestarfoundation.org.

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