

**Link for Equity
School Staff
Participant Information**

Title of Research Study: Evaluation of Link for Equity: A Program to Reduce Racial/Ethnic School Violence Disparities (School Staff Population)

Investigator Team Contact Information:

For questions about research appointments, the research study, research results, or other concerns, call the study team at:

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Key Information About This Research Study

The following is information to help you decide whether or not to be a part of this research study.

What is research?

The goal of research is to learn new things in order to help people in the future. Investigators learn things by following the same plan with a number of participants, so they do not usually make changes to the plan for individual research participants. You, as an individual, may or may not be helped by volunteering for a research study.

Why am I being invited to take part in this research study?

We are asking you to take part in this research study because you are employed by a middle or high school participating in Link for Equity.

What should I know about a research study?

- Someone will explain this research study to you.
- Whether or not you take part is up to you.
- You can choose not to take part.
- You can agree to take part and later change your mind.
- Your decision will not be held against you.
- You can ask all the questions you want before you decide.

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Why is this research being done?

Link for Equity is a tiered trauma-informed system of support composed of (Tier 1) universal trauma-informed care and cultural humility staff training and (Tier 2) selected psychological first aid support children of color who have adverse child experiences, symptoms of stress, have high discipline referrals or frequent school health office visits. We are testing if Link for Equity will reduce school violence and discipline referrals among children of color.

Researchers will evaluate if Link for Equity improves racism-related attitudes and reduces inequitable discipline referrals. We expect over 600 teachers or school personnel at participating schools in Minnesota to be in this research study.

How long will the research last?

We expect that you will be in this research study for 2-4 years, depending on whether you are employed at a middle or high school in any of our participating schools; however combined participation over those years is likely to add up to less than 2 days.

What will I be asked to do to participate?

You will be asked to attend one Trauma-Informed Care and Cultural Humility Training Session, complete the quarterly booster trainings, which may be required by your school district as Professional Development, and surveys each spring and fall about school practices and attitudes during the two-year intervention period.

Is there any way that being in this study could be bad for me?

We do not expect any risks to the safety and well-being of staff who receive Link for Equity training and complete surveys. Researchers will use study ID numbers to identify survey responders, and keys to the identity of school personnel will be maintained by the University of Minnesota research team. You may discuss sensitive issues with students during encounters in which you use Link skills; you will be expected to adhere to the District's policy on mental health referrals and/or mandatory reporting of child abuse.

Will being in this study help me in any way?

We cannot promise any benefits to others from your taking part in this research. We do not know if this program may reduce school violence which is why we are conducting this study, but, if so, research participants and others who use the program may experience the benefit or lower disparities in school violence.

What happens if I do not want to be in this research?

While your school district may require the training as part of their Professional Development, you do not have to participate in the surveys. Choosing not to be in this study or to stop being in this study will not result in any penalty to you or loss of benefit to which you are entitled. This means that your choice will not negatively affect your present or future employment. Any data provided up to the point of withdrawal will remain part of the study and may be used in future analysis.

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Will it cost me anything to participate in this research study?

There will be no cost to you for any of the study activities or procedures.

What happens to the information collected for the research?

Efforts will be made to limit the use and disclosure of your personal information, including research study data, to people who have a need to review this information. We cannot promise complete confidentiality. Organizations that may inspect and copy your information include the Institutional Review Board (IRB), the committee that provides ethical and regulatory oversight of research, and other representatives of this institution, including those that have responsibilities for monitoring or ensuring compliance.

Certificate of Confidentiality

To help protect your privacy, the National Institutes of Health has granted a Certificate of Confidentiality. The researchers can use this Certificate legally to refuse to disclose information that may identify you in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings, for example, if there is a court subpoena. The researchers will use the Certificate to resist any demands for information that would identify you, except as explained below.

The Certificate does not prevent a researcher from reporting information learned in research when required by other state or federal laws, such as mandatory reports to local health authorities for abuse or neglect of children or vulnerable adults, or information to the Food and Drug Administration (FDA) when required in an FDA audit. However, the Certificate limits the researcher from disclosing such information in follow up civil, criminal, legislative or administrative legal proceedings if the information was created or compiled for purposes of the research.

You also should understand that a Certificate of Confidentiality does not prevent you or a member of your family from voluntarily releasing information about yourself or your involvement in this research. If an insurer, medical care provider, or other person obtains your written consent to receive research information, then the researchers will not use the Certificate to withhold that information.

Data Collected

Data will be retained indefinitely after the study for future research. Data will be stored on secure servers at the University of Minnesota. Only researchers for this study will have access to the data. Data will be retained until all analysis is complete. Data without identifiers could be used for future research studies or distributed to another investigator for future research studies without additional consent.

Whom do I contact if I have questions, concerns or feedback about my experience?

This research has been reviewed and approved by an IRB within the Human Research Protections Program (HRPP). To share feedback privately with the HRPP about your research experience, call the Research Participants' Advocate Line at [612-625-1650](tel:612-625-1650) (Toll Free: 1-888-224-8636) or go to

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z.umn.edu/participants. You are encouraged to contact the HRPP if:

- Your questions, concerns, or complaints are not being answered by the research team.
- You cannot reach the research team.
- You want to talk to someone besides the research team.
- You have questions about your rights as a research participant.
- You want to get information or provide input about this research.

Will I have a chance to provide feedback after the study is over?

The HRPP may ask you to complete a survey that asks about your experience as a research participant. You do not have to complete the survey if you do not want to. If you do choose to complete the survey, your responses will be anonymous.

If you are not asked to complete a survey, but you would like to share feedback, please contact the study team or the HRPP. See the “Investigator Contact Information” of this form for study team contact information and “Whom do I contact if I have questions, concerns or feedback about my experience?” of this form for HRPP contact information.

Will I be compensated for my participation?

School staff who complete over the baseline survey and three follow-up surveys during the two year intervention period will be entered into a drawing for \$50; up to 25% of eligible participants will each receive \$50. Payment will be made using a pre-paid debit card called Greenphire ClinCard. It works like a bank debit card.

If you are awarded a prize, we will give you the ClinCard Frequently Asked Questions information sheet that answers common questions about the debit card. This includes information on how you can use this card and who to call if you have any questions.

Your completion of one or more survey implies your consent to take part in this research. Please keep this document for your records.