



# Pursuing Anti-Racist Continuing Professional Development: The Role of Educators

Alliance CPD Pulse Points Podcast

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# Panelists



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# Objectives



- Define key concepts related to structural racism
- Discuss our role as educators in addressing structural racism
- Share strategies and resources with the ACEHP community to support the development of CPD that combats racism and racist stereotypes

# We want to hear from you!



How well do you believe you understand the concept of structural racism? (5 = extremely well, 1 = not at all well)

# Level-Setting: Defining Key Concepts

## ***HEALTH DISPARITIES:***

**DIFFERENCES IN HEALTH STATUS AMONG  
DISTINCT SEGMENTS OF THE POPULATION  
INCLUDING DIFFERENCES THAT OCCUR BY  
GENDER, RACE OR ETHNICITY, EDUCATION  
OR INCOME, DISABILITY, OR LIVING IN  
VARIOUS GEOGRAPHIC LOCALITIES**

***HEALTH INEQUITIES:***

**DISPARITIES IN HEALTH THAT ARE A  
RESULT OF SYSTEMIC, AVOIDABLE,  
AND UNJUST SOCIAL AND ECONOMIC  
POLICIES AND PRACTICES THAT  
CREATE BARRIERS TO OPPORTUNITY**

# Implicit Bias

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner

Activated involuntarily, without awareness or intentional control

Can be either positive or negative

Implicit bias is *neurobiologically based* and adaptive, and therefore, we all have them



# Microaggressions

“Brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership.”

Microaggressions are experienced by most stigmatized individuals and occur on a regular basis

Microaggressions experienced by underrepresented groups during medical education have higher rates of burnout depression than majority students.

These experiences often influence long-term recruitment and retention of talented underrepresented faculty in academic centers



INTERPERSONAL  
(INDIVIDUAL)



INSTITUTIONAL  
(ORGANIZATIONAL)



STRUCTURAL  
(SYSTEMIC)



LEGAL



ILLEGAL



OVERT  
(BLATANT)



COVERT  
(SUBTLE)

## Types of Discrimination

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# Structural Racism

A system in which **public policies, institutional practices, cultural representations, and other norms** work in various, often reinforcing ways to **perpetuate racial group inequity**.

This system identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time

# Structural Racism

Structural racism **is not something that a few people or institutions choose to practice.**

Instead, it has been a feature of the social, economic, and political systems in which we all exist

Structural mechanisms **do not require** the actions or intentions of others

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*Even if interpersonal discrimination was eliminated today, racial and ethnic inequities would remain due to persistence of structural racism*

# Inequality

Unequal access to opportunities



Source: @grunthereth in the 2019 Design in Tech Report

# Equality?

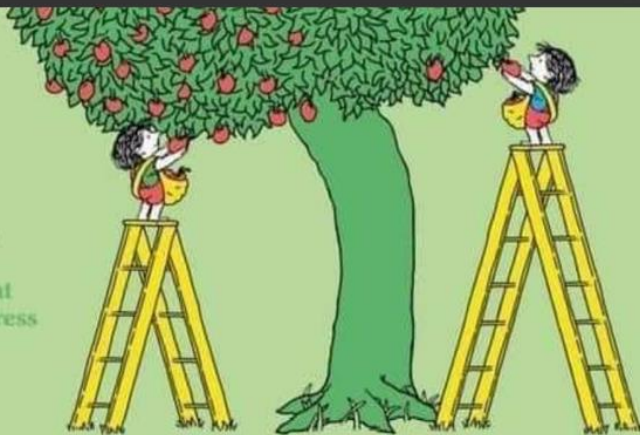
Evenly distributed tools and assistance



Source: @grunthereth in the 2019 Design in Tech Report

# Equity

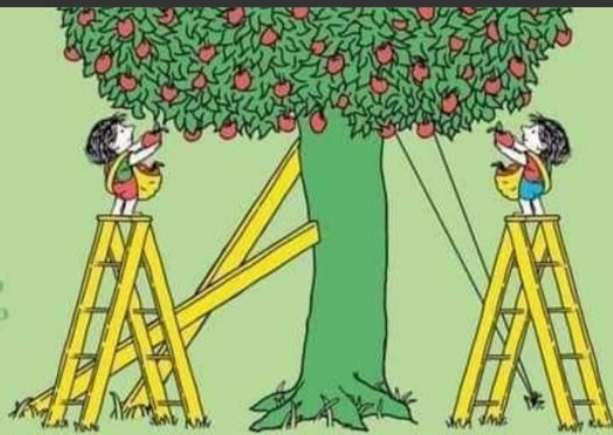
Custom tools that identify and address inequality



Source: @grunthereth in the 2019 Design in Tech Report

# Justice

Fixing the system to offer equal access to both tools and opportunities



Source: @grunthereth in the 2019 Design in Tech Report

We want to hear from you!



Do you believe education that addresses institutional and structural racism should be prioritized in CPD for healthcare professionals?

As health education professionals, what is our role in addressing structural racism?



Looking ahead: How can we as health education professionals  
be a catalyst for change?

# Get Involved!



The Alliance has formed a Diversity, Inclusion, and Access (DIA) Committee  
To complete the survey go to <http://www.acehp.org/p/su/in/>

# We want to hear from you!



What action(s) are you likely to take in the coming weeks based on the information that was shared in today's podcast?

# Additional Resources



## Government/Foundation/Association resources

- National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care: <https://thinkculturalhealth.hhs.gov/clas>
- U.S. DHHS Office of Minority Health: <https://minorityhealth.hhs.gov/>
- ACCME resources on Advancing Social Justice: <https://www.accme.org/advancing-social-justice-resources>
- AAMC's website for Diversity and Inclusion: <https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion>
- Robert Wood Johnson Foundation: <https://www.rwjf.org/en/our-focus-areas.html>

## Toolkits

- Diversity and Inclusion Strategic Planning Toolkit: <https://www.aamc.org/services/member-capacity-building/diversity-and-inclusion-strategic-planning-toolkit>

## Web-based course

- The Roots of Health Inequity: Public Health Workforce Education (free learning collaborative): <http://www.rootsofhealthinequity.org/>

## Documentaries/podcasts

- ***Unnatural Causes*** documentary and resources: <https://unnaturalcauses.org/>
- The Health Disparities Podcast via Stitcher: <https://www.stitcher.com/podcast/movement-is-life/the-health-disparities-podcast>

## Books

- My Quest for Health Equity: Notes On Learning While Leading, David Satcher, MD, PhD (released September 8<sup>th</sup>)
- How to Be an Anti-Racist, Ibram X. Kendi

# Additional Resources, Continued



## Publications

- Alang SM. Mental health care among blacks in America: Confronting racism and constructing solutions. *Health Serv Res.* 2019;54:346-55.
- Lewis JH, Lage OG, Grant BK, Rajasekaran SK, Gameda M, Like RC, Santen S, Dekhtyar M. Addressing the Social Determinants of Health in Undergraduate Medical Education Curricula: A Survey Report. *Adv Med Educ Pract.* 2020;11:369-77.
- Kripalani S, Bussey-Jones J, Katz MG, Genao I. A prescription for cultural competence in medical education. *J Gen Intern Med.* 2006;21(10):1116-20.
- National Academies of Sciences, Engineering, and Medicine. Communities in Action: Pathways to Health Equity. Available at: <https://www.nationalacademies.org/our-work/community-based-solutions-to-promote-health-equity-in-the-united-states>