Agenda

• What does "Diversity" mean?
• It's all about inclusion
• Equity: Practicing impartiality
Learning Objectives:

• Explore how unconscious bias impacts health outcomes
• Learn why diversity, on its own, isn’t helpful
• Understand the difference between “equity” and “equality”
What does diversity “look” like?

Representation
Race & Ethnicity

Age + Gender

LGBTQIA+

Differently-Abled Workers
vocabulary
RACE: a class or kind of people unified by shared interests, habits or characteristics.

ETHNICITY: describes an ethnic group, or social group that shares common and distinctive culture, religion or language.

Source: Merriam-Webster Dictionary; Dictionary.com
"The choice to use “BIPOC” reflects the desire to illuminate specific injustices affecting Black and Indigenous people."

Crystal Raypole

https://www.healthline.com/health/bipoc-meaning#bipoc-defined
Diversity doesn't mean black & white only.

Henry Louis Gates, Jr.
56.2% of all US physicians are White

Source: https://www.rasmussen.edu/degrees/nursing/blog/lack-of-cultural-diversity-in-healthcare/
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“According to the U.S. Bureau of Labor Statistics, nearly 80 percent of healthcare workers are women, yet they hold fewer than 20 percent of key leadership roles.”

Katie Bell, Korn Ferry global account lead for the Healthcare Sector.

In 2019, women held about one-third of the 763,000 careers in healthcare as physicians and surgeons.
Women of color experience significant drops at senior manager level across healthcare industries.

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Source: McKinsey Women in healthcare: Moving from the front lines to the top rung; August 25, 2020 | Report
BARRIERS PERSIST ...
Lack of diversity results in poor health outcomes for marginalized communities.
COVID-19 infections and deaths disproportionately impacted Black, Native American and Alaska Native communities.
“One of the main reasons diversity is slow to increase in healthcare is because it is dependent on how diversity changes in the education of healthcare professionals.”

Dr. Jenna Liphart Rhoades, advisor at NurseTogether.com.
Cultural competence describes a set of skills, values and principles that acknowledge, respect and contribute to effective interactions between individuals and the various cultural and ethnic groups they come in contact with at work and in their personal lives.

Source: https://www.humanservicesedu.org/cultural-competency/
Underrepresentation in healthcare is largely the result of unchecked bias and systematic racism.
Unconscious Bias is:
Unsupported
Unfair
Inherent
IT’S NOT JUST ANNOYING;
SOMETIMES, IT’S DANGEROUS
Black women with breast cancer are 67% more likely to die from the disease than white women.
• Automatically
• Based on past experience
• Learned behavior
The giant computer that is our unconscious silently crunches all the data it can from the experiences we've had, the people we've met, the lessons we've learned, the books we've read, the movies we've seen, and so on, and it forms an opinion.”

Malcolm Gladwell, Blink: The Power of Thinking Without Thinking
microaggression: a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).
Gender  
( gender identity)
to be best in any point of view.

Lesbian, Gay, Bisexual, Trans and Queer, and is...
Male
Female
Nonbinary
• Nonbinary
According to the Center for American Progress, the transgender community is a high-risk population for mental and physical health problems and are consistently and systemically underserved by the American medical system.
Ageism: Stereotyping and discrimination on the basis of a person’s age.

Source: https://thischairrocks.com/what-is-ageism/
1-in-5 older adults experiences ageism in healthcare. Those who frequently experience ageism have a higher risk of developing a new disability or worsening an existing condition.

Source: https://www.seniorliving.org/health/ageism/
Ageism: a shot in your own foot
• Cognitive & Physical
• Neurodiverse
• Mental & Behavioral Health
INTERSECTIONALITY
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Diversity is about all of us.
inclusion: involvement & empowerment, where the inherent worth and dignity of all people are recognized.

Source: Ferris State University
Diversity: Dinner invite
Inclusion: Seat at the table
Diversity, or the state of being different, isn't the same as inclusion. One is a description of what is, while the other describes a style of interaction essential to effective teams and organizations.

Bill Crawford, Ph.D., Author, Organizational Consultant
True inclusion gives everyone a voice.
Inclusion is not about assimilation.
• Are you leaving anyone out?

• Why?
equity: freedom from bias.
"What's the matter? It's the same distance!"
practicing impartiality.
intentional
Fail
Former Employee Alleges COVID-19 Disability Discrimination Against Molina

Equitas investigating discrimination claims

Aetna walks back LGBTQ infertility coverage policy after discrimination lawsuit

Universal Health Services Sued After Discrimination Alleged in Hiring Process
How does this *keep* happening?
Healthcare Systems:
- Are not Diverse
- Are not Inclusive
- Have not established trust
- Do not understand risk
Risk:

- Possibility of loss or injury: PERIL
- Someone or something that creates or suggests a hazard
Diverse & Inclusion in healthcare results in:

- Better health outcomes for patients
- Higher recruitment/retention
- More accurate predictions
- Better problem-solving
- Minimize risk
Where do I start?
**Sexuality** (‘Gay - Straight’ IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

**Skin-tone** (‘Light Skin - Dark Skin’ IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

**Religion** (‘Religions’ IAT). This IAT requires some familiarity with religious terms from various world religions.

**Weapons** (‘Weapons - Harmless Objects’ IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

**Weight** (‘Fat - Thin’ IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

**Age** (‘Young - Old’ IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

**Race** (‘Black - White’ IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
Including
Valuing
Knowledge is Power
• Education
• Fair hiring practices
• Marketing/Internal processes
• Commit to a measurable strategy
• Accountability
“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

Audre Lorde
Let's CONNECT

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@Ayana King