



Sixteenth Annual University of Maine Clinical Geriatrics Colloquium

Understanding Diversity, Equity + Inclusion



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-
Able
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.

"The choice to use "BIPOC" reflects the desire to illuminate specific injustices affecting Black and Indigenous people."

Crystal Raypole

BIPOC

BLACK | INDIGENOUS |
PEOPLE OF COLOR

“

**Diversity doesn't mean
black & white only.**

Henry Louis Gates, Jr.



**56.2% of all
US physicians
are White**





	Percentage of Health Professionals in the 2000 U.S. Census[13]		Percentage of Students Enrolled in Health-Professions Training in 2003-2004[14]	
	African American	Hispanic	African American	Hispanic
Dentistry	3.3	3.6	5.4	5.9
Medicine	4.4	5.1	7.4*	6.4*
Nursing	8.8	3.3	11.8**	5.2**
Optometry	1.6	2.7	3.2	5.6
Pharmacy	5.1	3.2	9.3	9.5
Physician Assistants	8.4	8.1	6.8	6.5
Podiatry	4.6	1.7	14.0	7.7

“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.

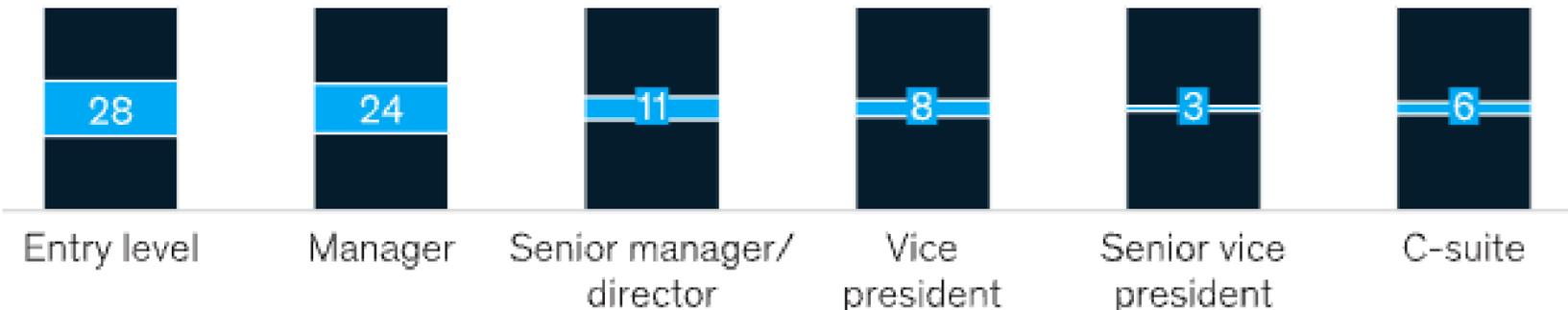


In 2019, women held about one-third of the 763,000 careers in healthcare as physicians and surgeons.

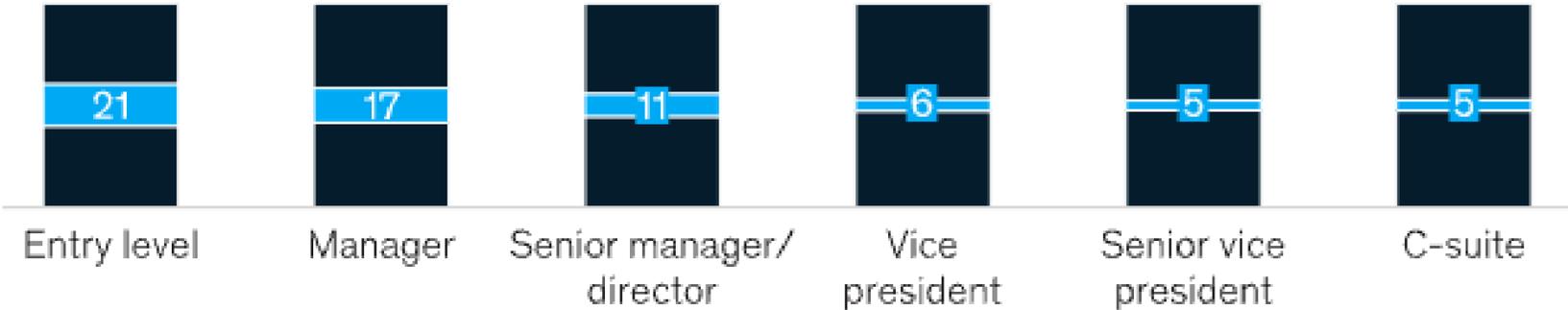
Women of color experience significant drops at senior manager level across healthcare industries.

Share of employees who are women of color, by level, %

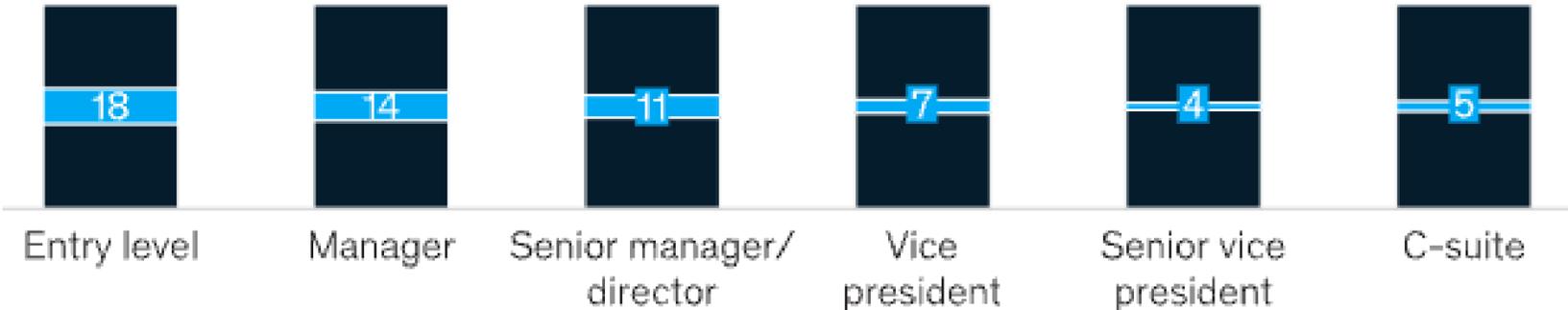
Payers



Providers



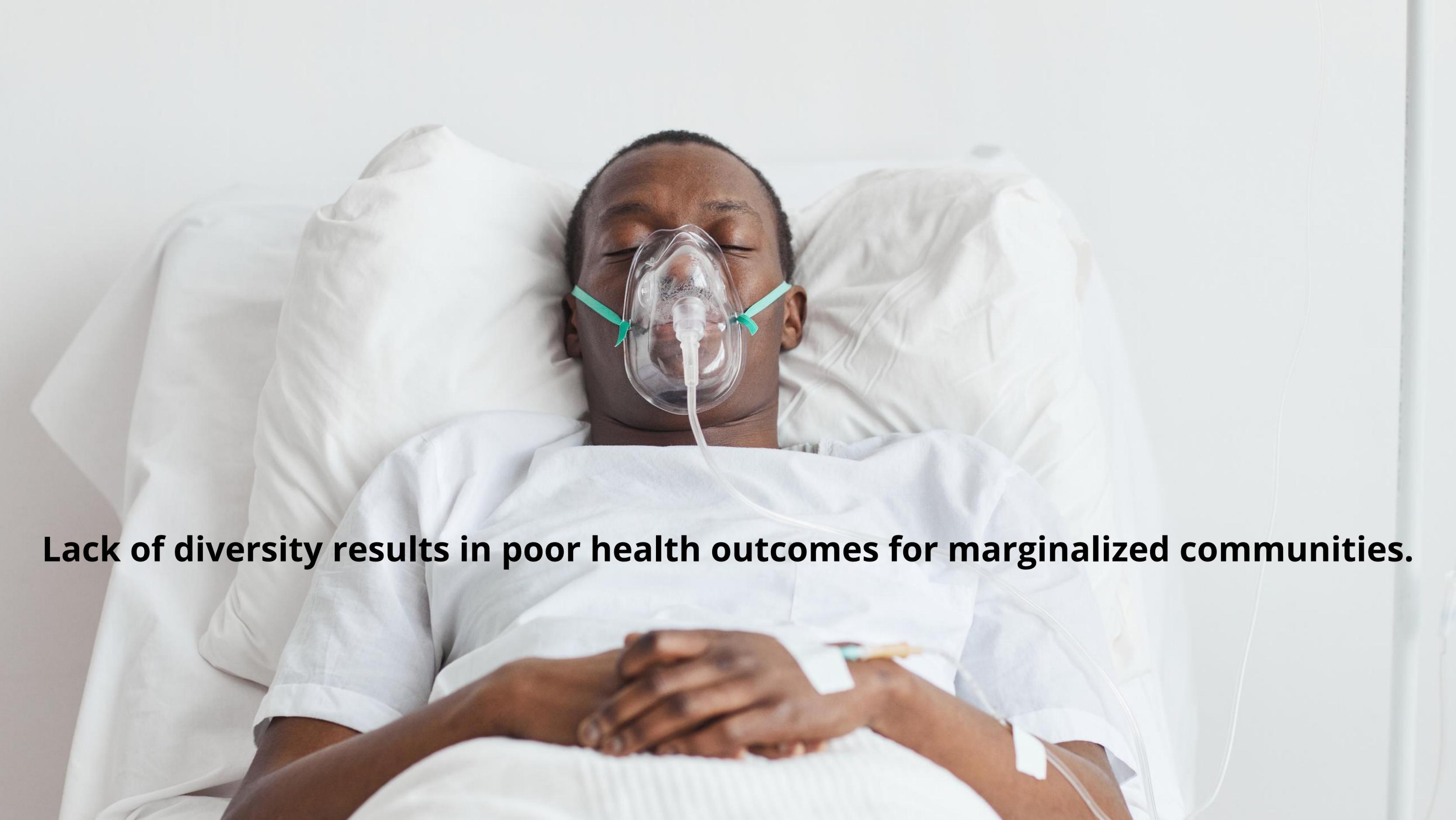
PMP companies



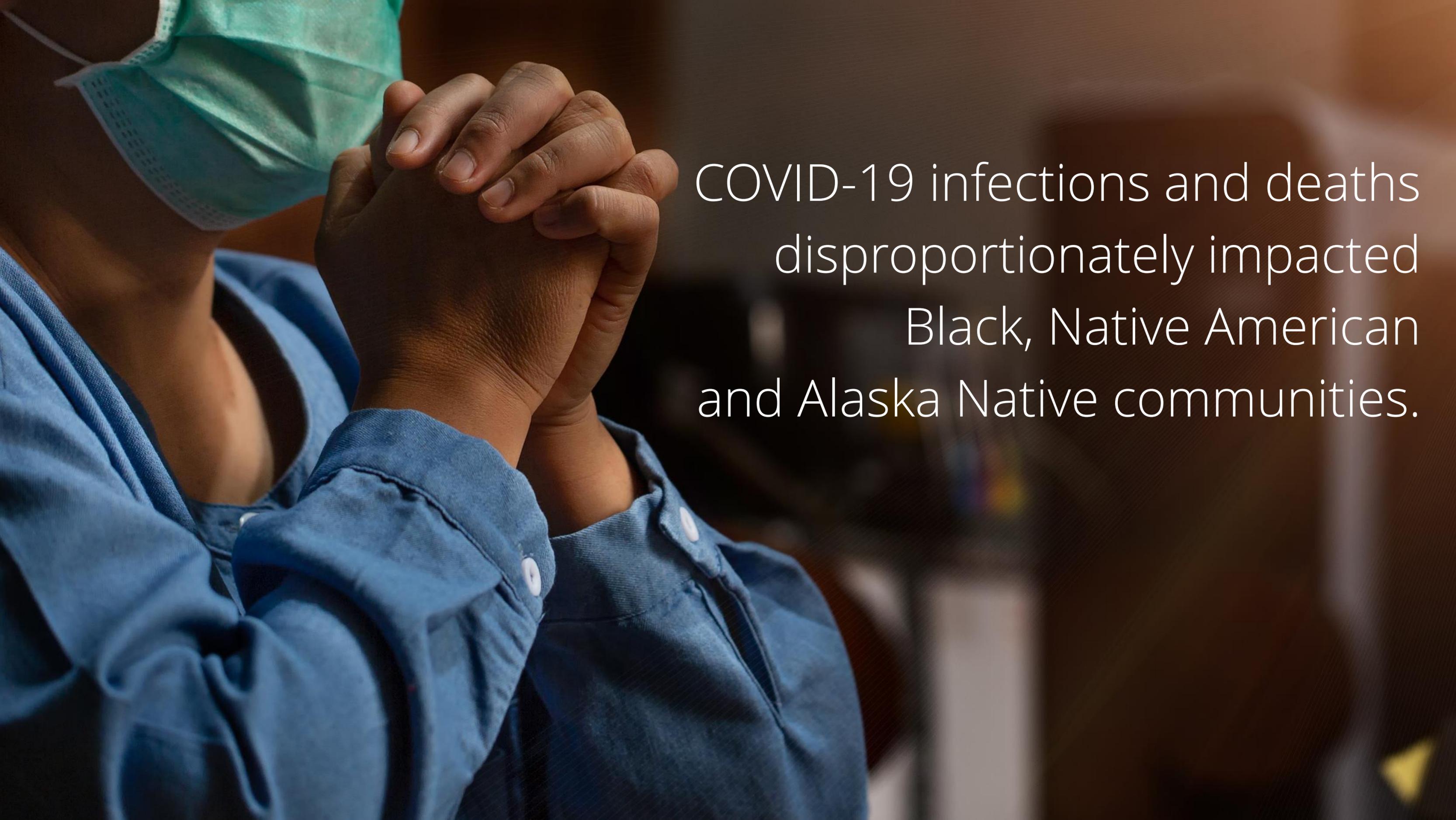
Source: McKinsey Women in healthcare: Moving from the front lines to the top rung; August 25, 2020 | Report

BARRIERS PERSIST ...





Lack of diversity results in poor health outcomes for marginalized communities.

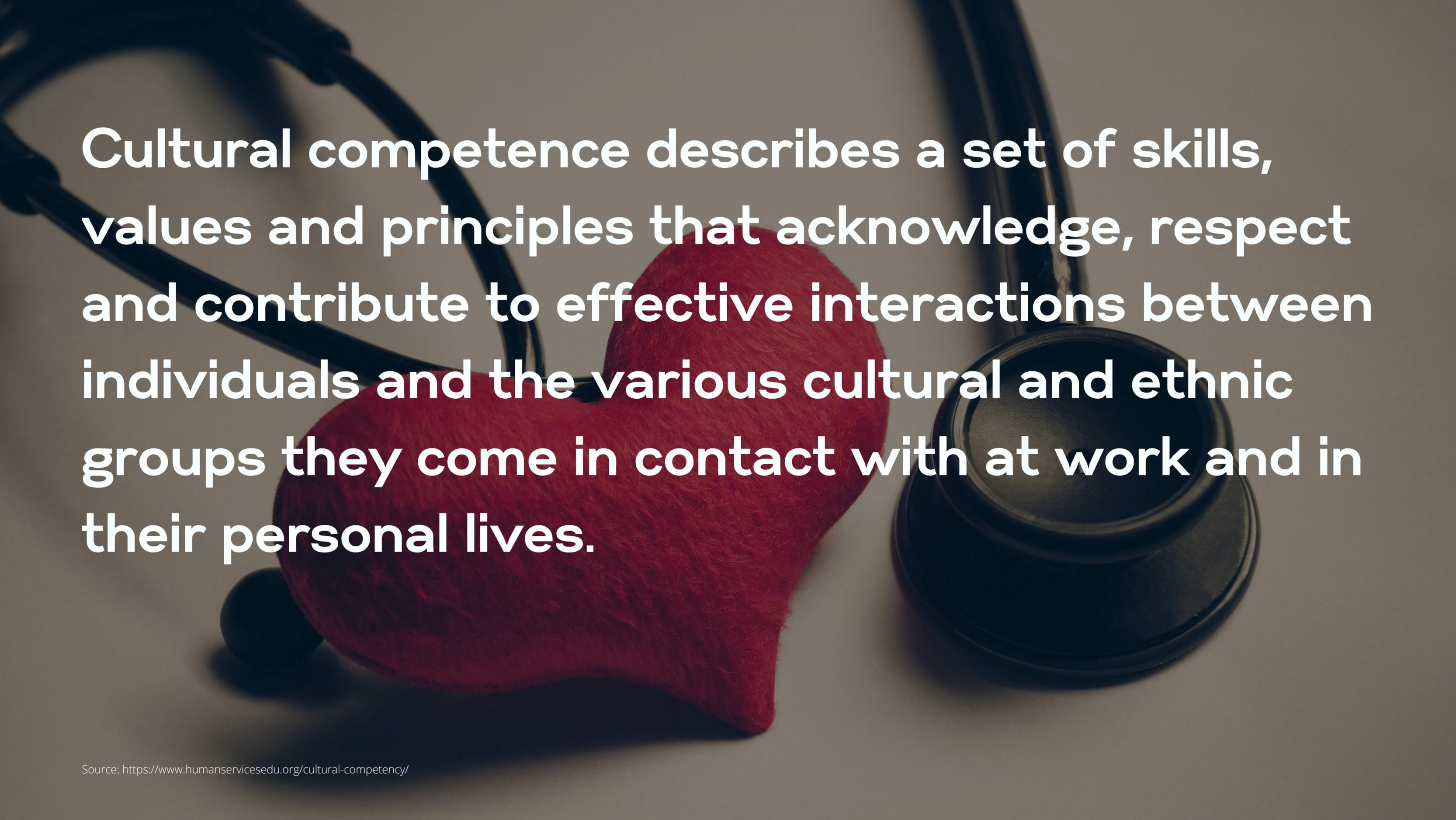


COVID-19 infections and deaths disproportionately impacted Black, Native American and Alaska Native communities.

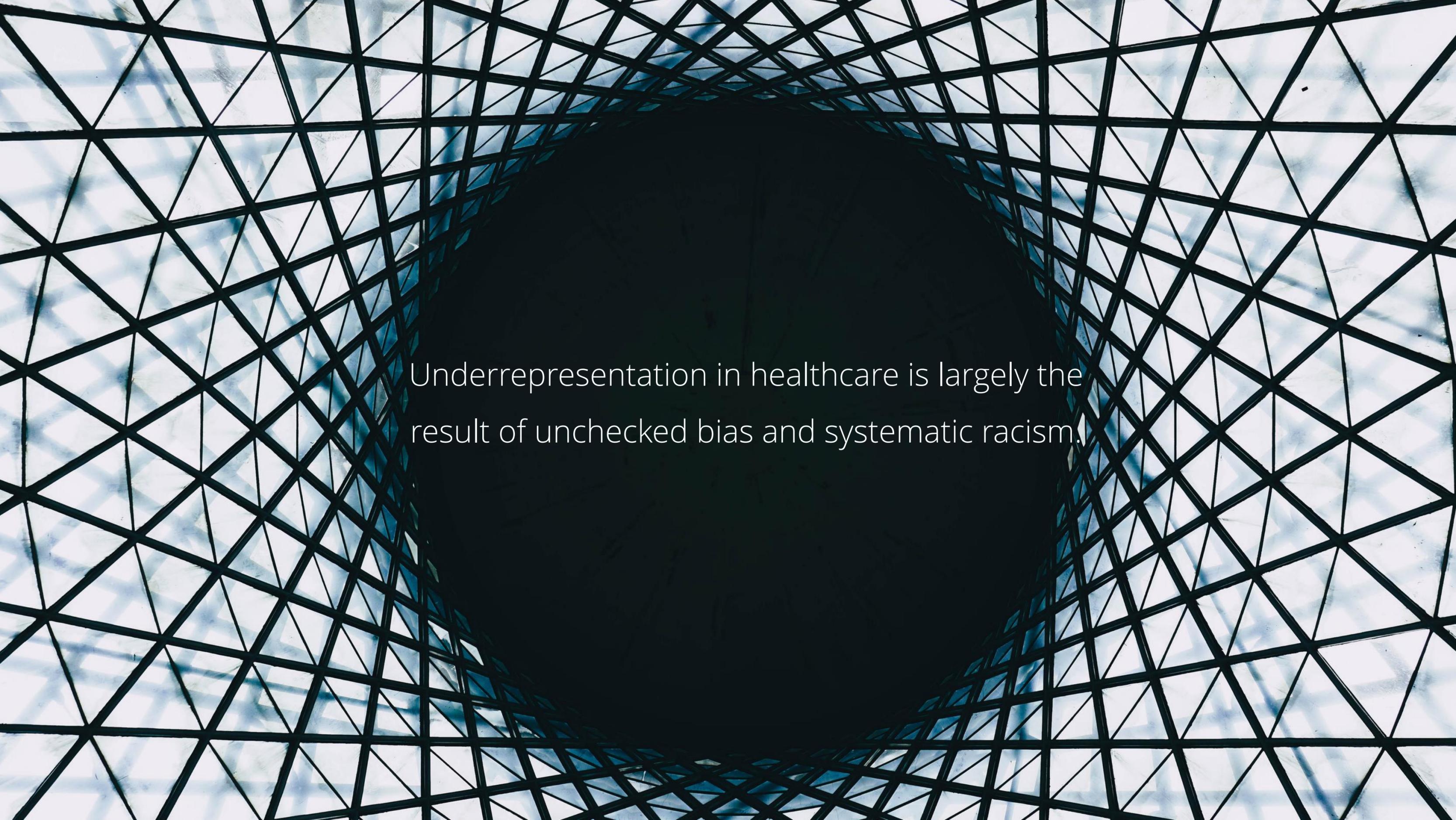


“One of the main reasons diversity is slow to increase in healthcare is because it is dependent on how diversity changes in the education of healthcare professionals.”

Dr. Jenna Liphart Rhoades, advisor at [NurseTogether.com](https://www.nursesttogether.com).

A stethoscope is positioned diagonally across the frame, with its chest piece on the right and its tubing extending towards the top left. In the center, a red, textured heart-shaped object is placed. The background is a plain, light-colored surface.

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.



Underrepresentation in healthcare is largely the result of unchecked bias and systematic racism.



Unconscious Bias is:

Unsupported

Unfair

Inherent

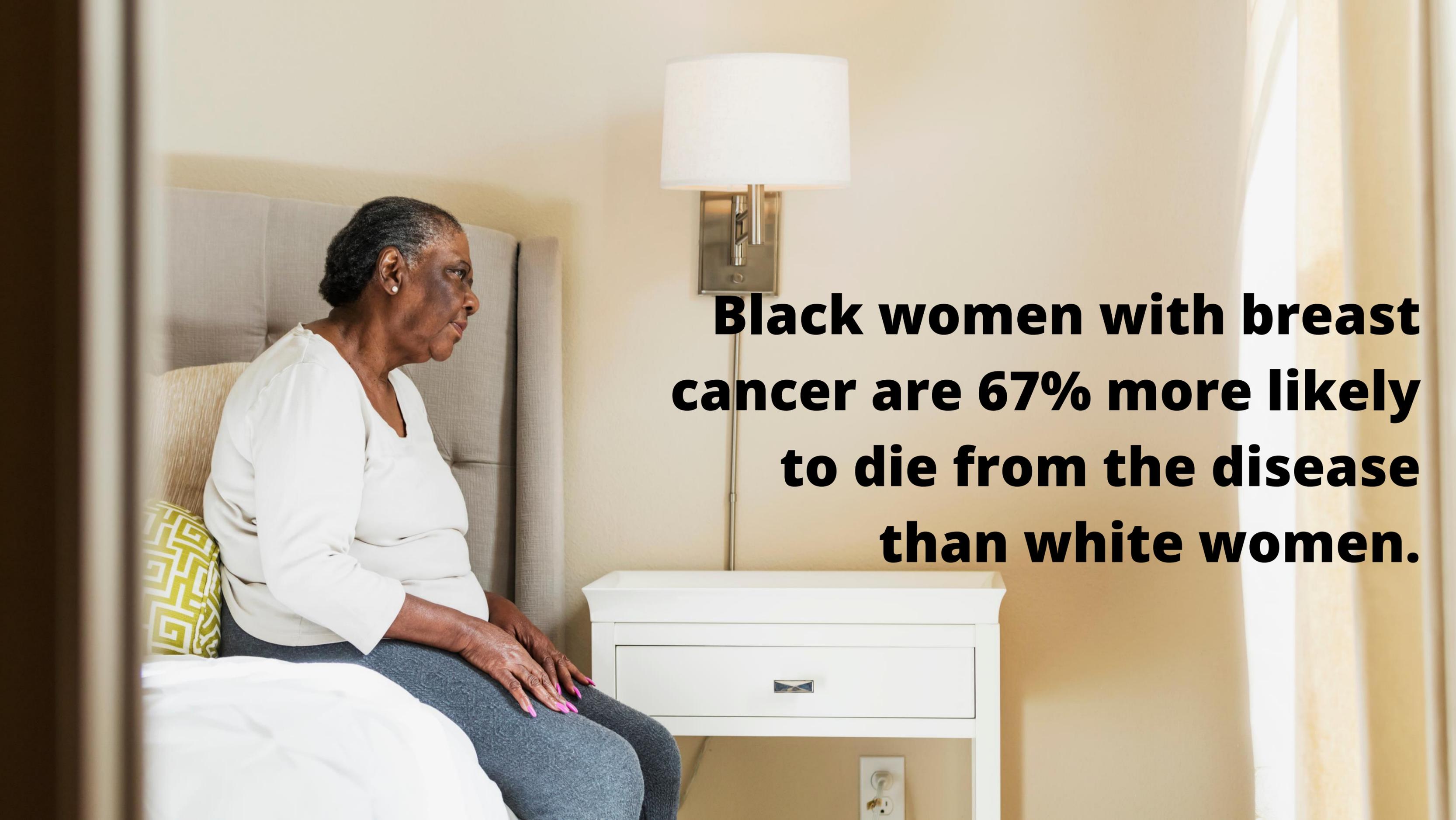




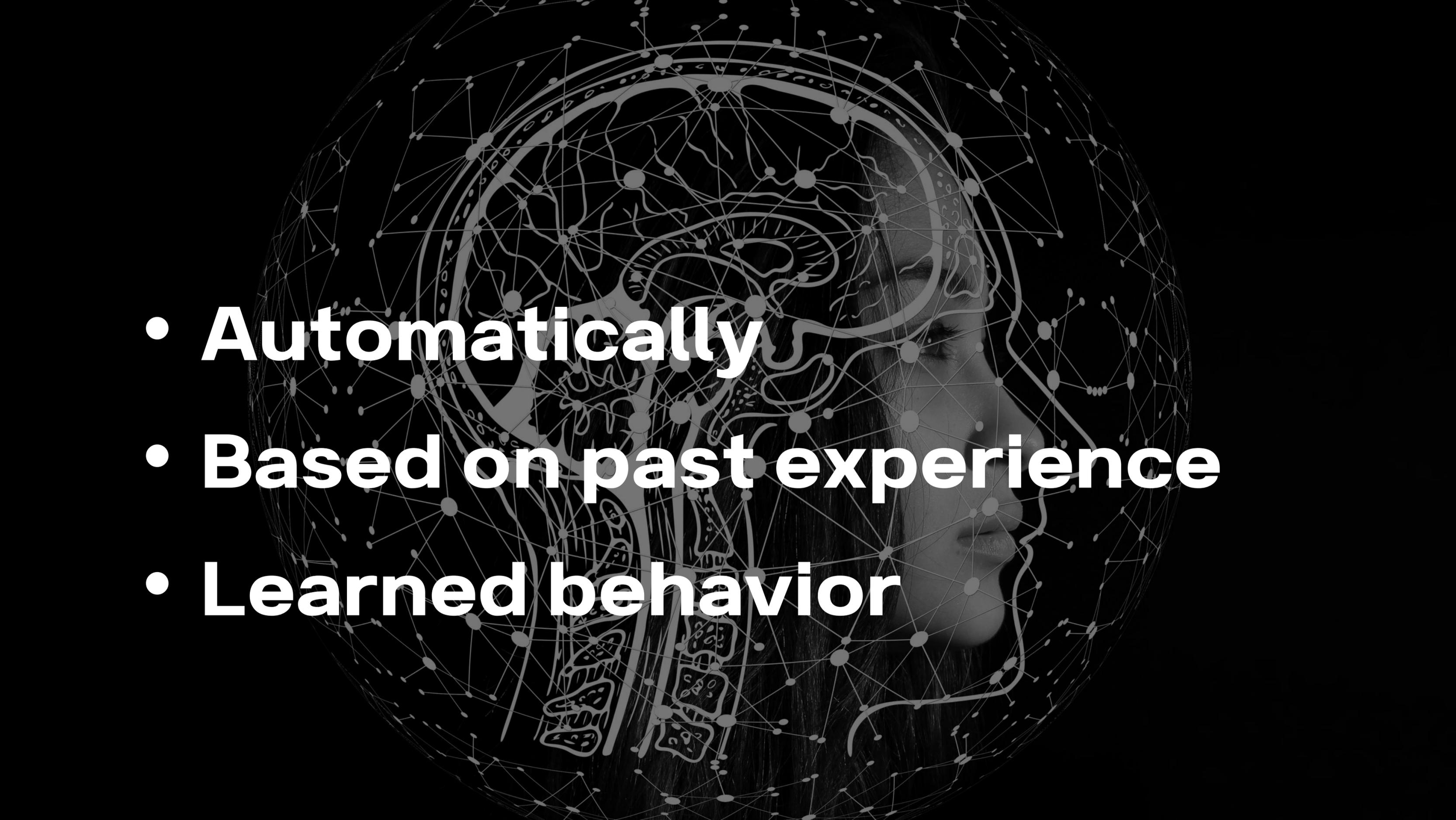


IT'S NOT JUST ANNOYING;

SOMETIMES, IT'S DANGEROUS

A Black woman with short dark hair is sitting on the edge of a bed in a bedroom. She is wearing a white long-sleeved top and grey leggings. Her hands are resting on her lap, and she has a thoughtful or somber expression. The room features a white bedside table with a lamp, a window with sheer curtains, and a patterned pillow on the bed.

Black women with breast cancer are 67% more likely to die from the disease than white women.

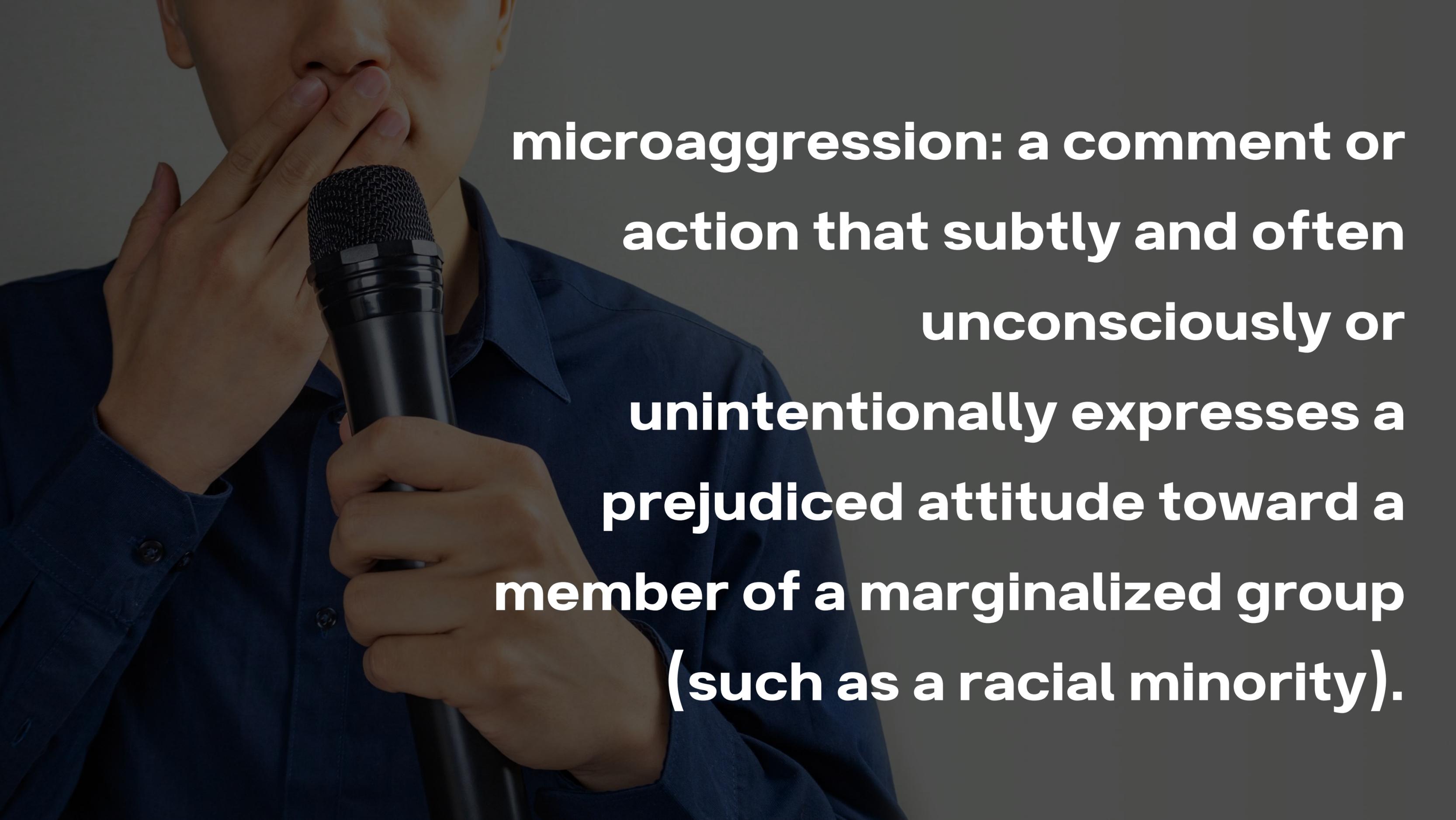
- 
- **Automatically**
 - **Based on past experience**
 - **Learned behavior**

“

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)



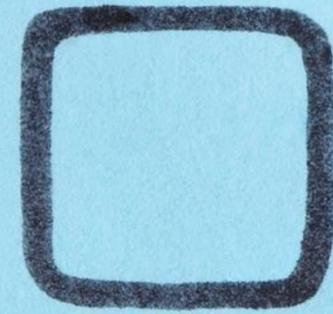
to be best in any rel
point of view

LGBTQ

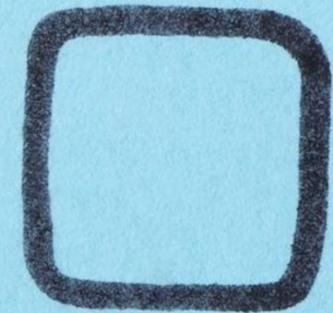
Lesbian, Gay, Biso
Bisexual, Trans a
and Queer, and is



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.

A photograph of two men in an office hallway. On the left is an older man with white hair, wearing a white dress shirt and a blue patterned tie. On the right is a younger man with dark hair, wearing a light blue button-down shirt and holding a brown paper coffee cup. They are both looking at each other as if in conversation. The background shows office cubicles and a hallway.

Ageism: Stereotyping and discrimination on the basis of a person's age.

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.



Ageism:

a shot in your own foot

- 
- **Cognitive & Physical**
 - **Neurodiverse**
 - **Mental & Behavioral Health**

INTERSECTIONALITY
INTERSECTIONALITY
INTERSECTIONALITY

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.

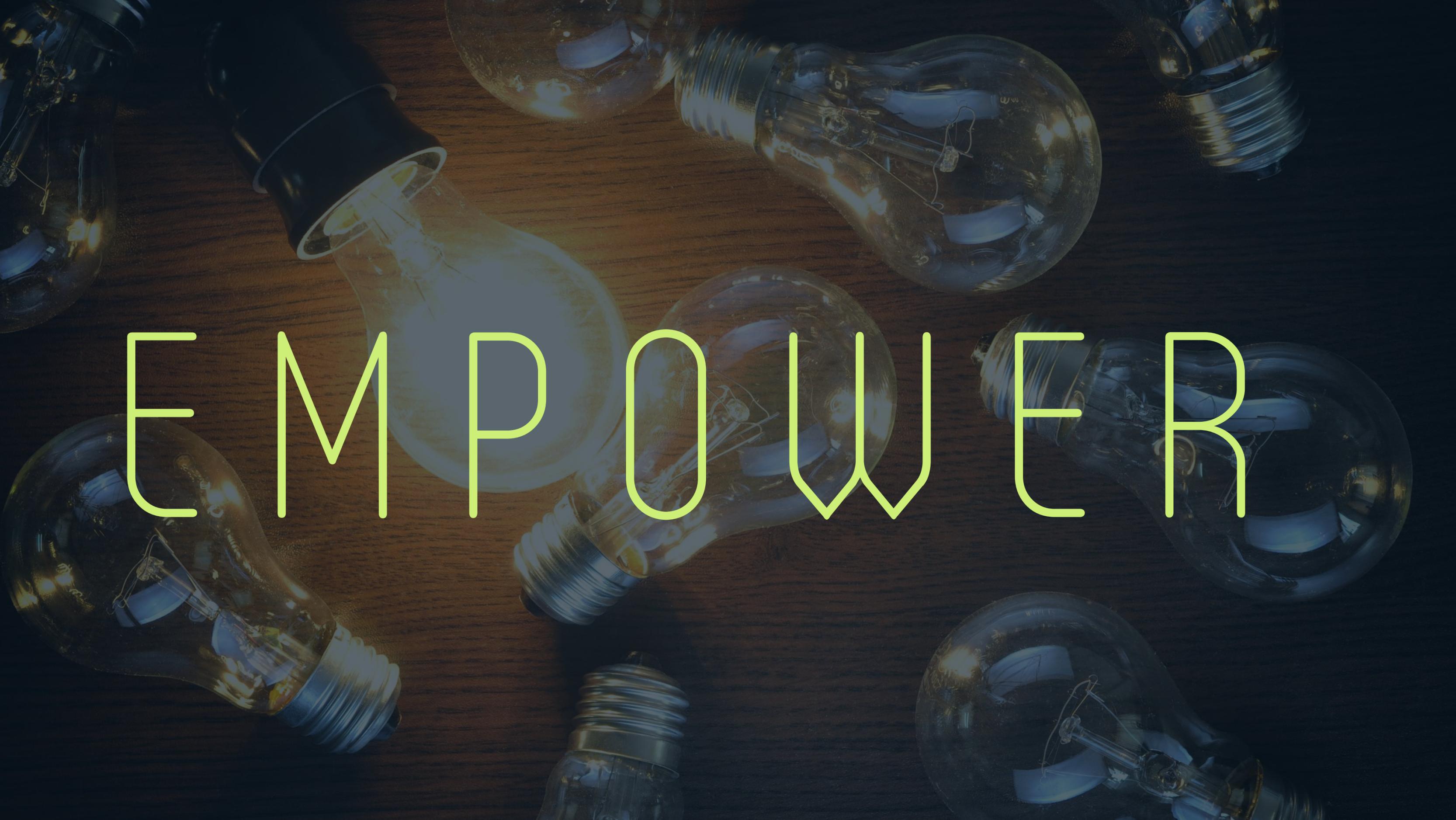
Bill Crawford, Ph.D., Author, Organizational Consultant

True inclusion gives everyone a voice.



Inclusion is
not about
assimilation.





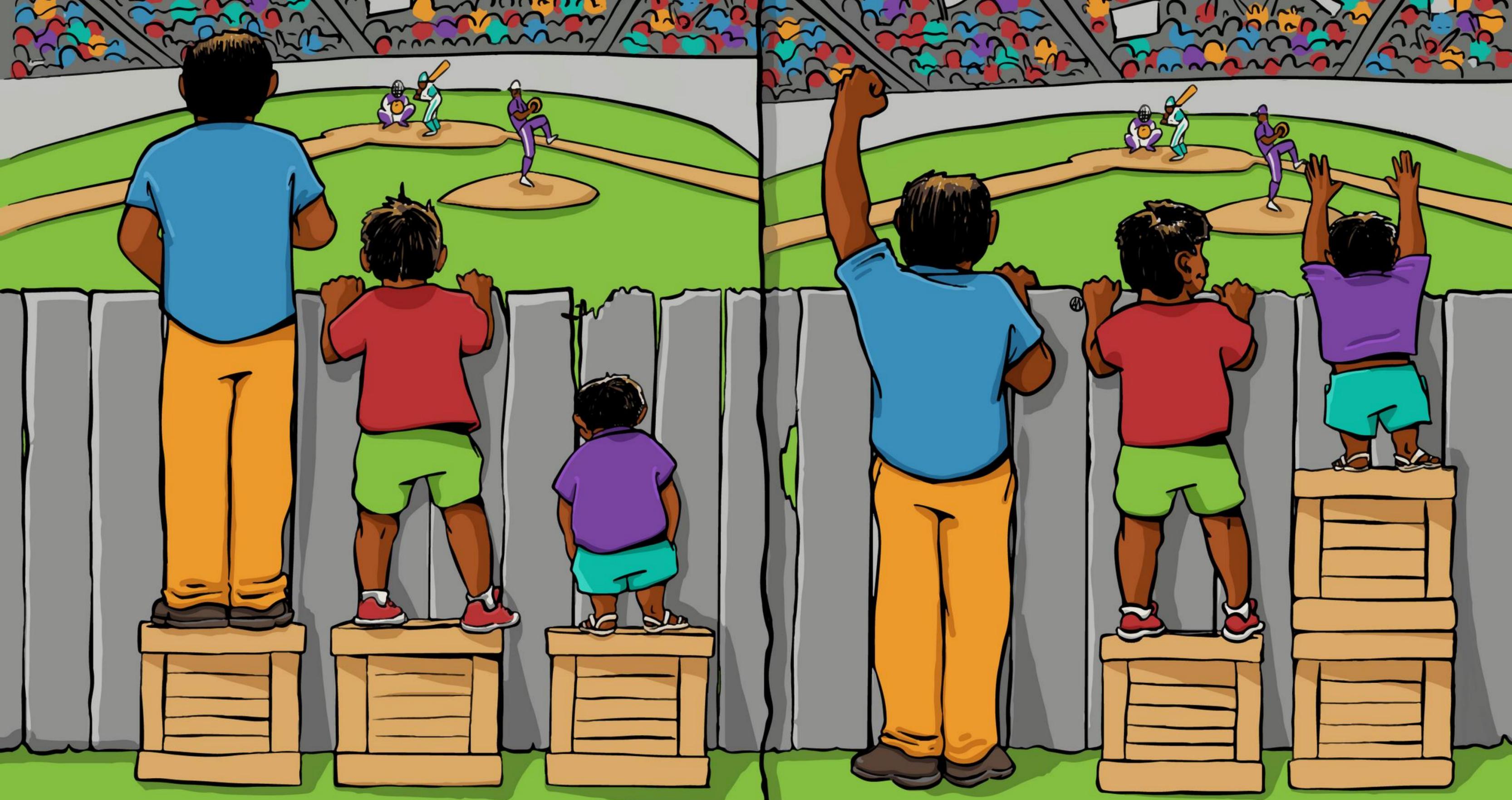
EMPOWER

- Are you leaving anyone out?
- Why?

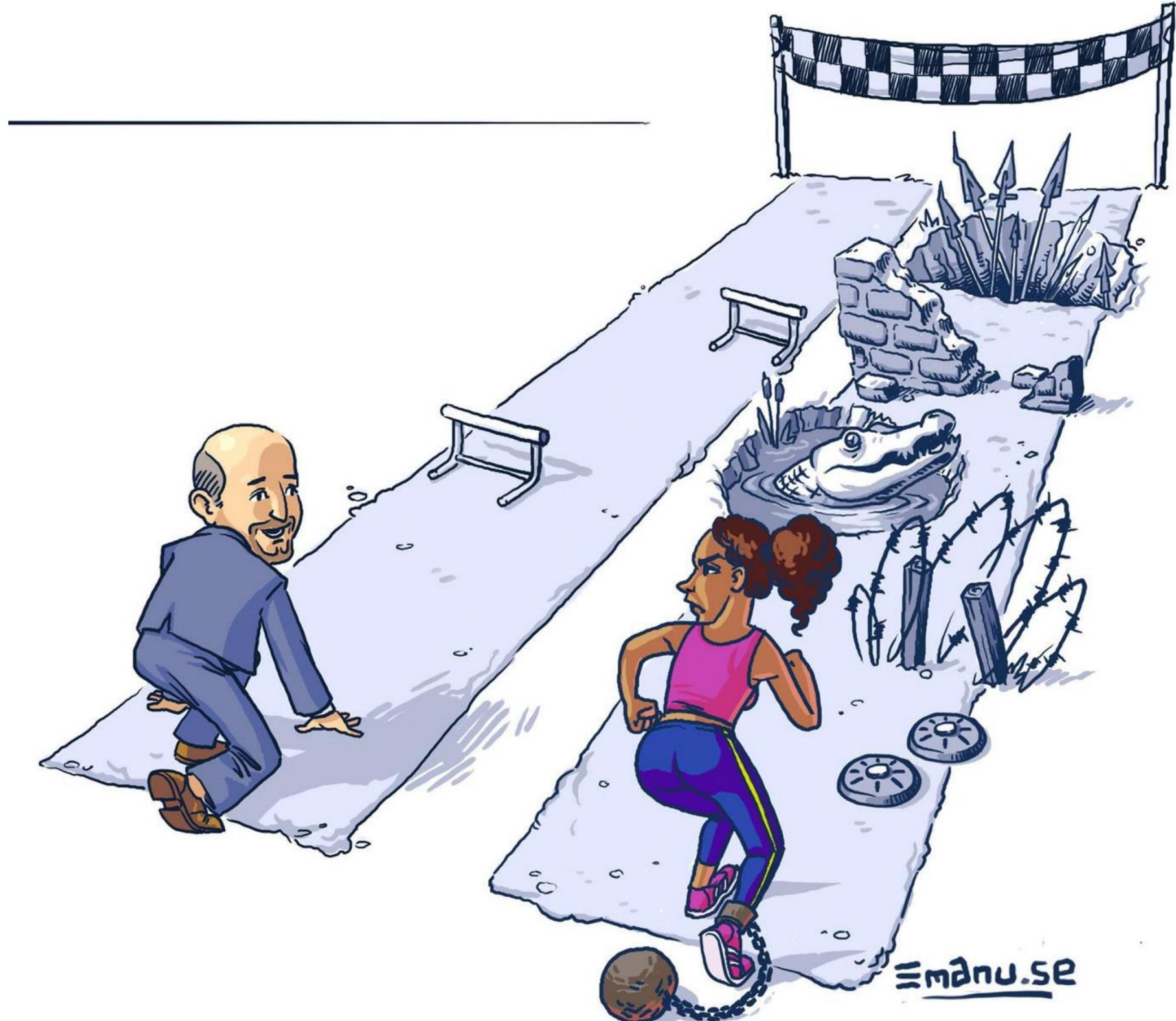


INCLUDING

equity: freedom from bias.



Source: Interaction Institute for Social Change | Artist: Angus Maguire.



“What’s the matter?
It’s the same distance!”

practicing impartiality.

intentional





Fail



NEWS HEALTH HEALTHCARE

Former Employee Alleges COVID-19 Disability Discrimination Against Molina



by ERIN PAGE 12 HOURS AGO



Oct 7, 2021, 09:42am EDT | 1,371 views

Health Disparities, Discrimination, And Racial Gaps: An Honest Look Below The Surface Of An Otherwise Thriving American City



Bill Frist Contributor @ Policy I cover global and domestic health care and health care reform.



COLUMBUS

Equitas investigating discrimination claims

by: [Daniel Griffin](#)
Posted: Oct 12, 2021 / 05:10 PM EDT
Updated: Oct 12, 2021 /



September 15, 2021 04:57 PM

Aetna walks back LGBTQ infertility coverage policy after discrimination lawsuit

NONA TEPPER

NEWS HEALTH HEALTHCARE

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 IAT](#)

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 IAT](#)

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 IAT](#)

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

[Weapons IAT](#)

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

[Weight IAT](#)

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 IAT](#)

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 IAT](#)

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.

A close-up photograph of a person's ear, with their hand cupped behind it, symbolizing listening. The background is a plain, light gray color.

Listening



Including

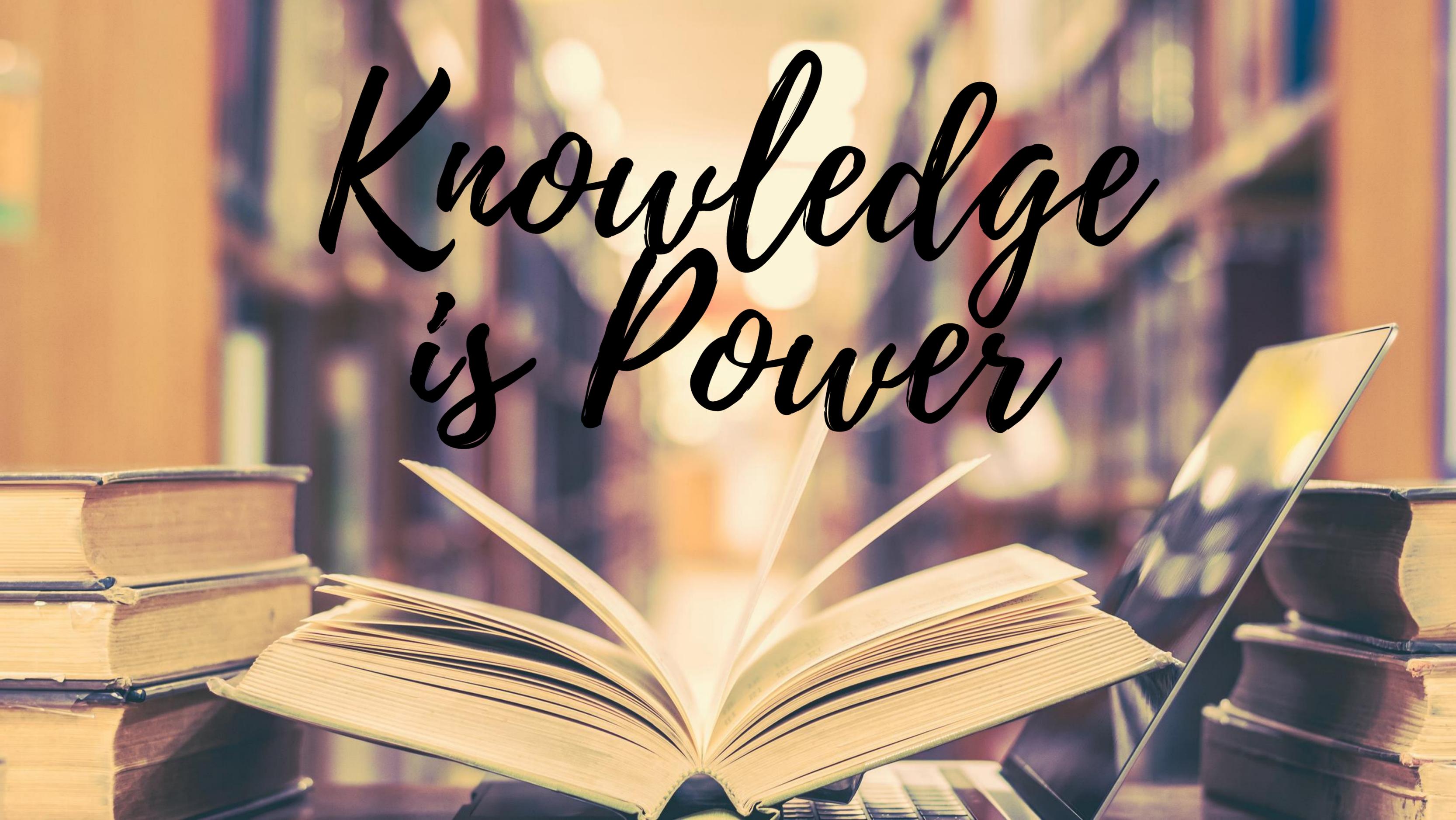


Valuing



Engaging

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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