Navigating Bias and Systemic Racism in Academic Medicine & Victim Services

2022 AVA Global Health Summit

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I have no financial or commercial conflicts of interest.
I want to acknowledge the Wichita, Comanche, Caddo, Cherokee tribes who inhabited and passed through what is now known as the Dallas Fort Worth area. I honor their reverence and stewardship of the land. I also want to acknowledge the enslaved Africans who later toiled this land and created wealth for their oppressors.
LEARNING OBJECTIVES

• Recognize cultural characteristics that may contribute to bias and systemic racism

• Illustrate how bias and systemic racism manifest in victim services and academic medicine

• Formulate ways to navigate through and disrupt systemic racism and bias in the workplace
Trauma-Informed Systems of Care Require Cultural Humility

6 GUIDING PRINCIPLES TO A TRAUMA-INFORMED APPROACH

The CDC’s Center for Preparedness and Response (CPR), in collaboration with SAMHSA’s National Center for Trauma-Informed Care (NCTIC), developed and led a new training for CPR employees about the role of trauma-informed care during public health emergencies. The training aimed to increase responder awareness of the impact that trauma can have in the communities where they work. Participants learned SAMHSA’s six principles that guide a trauma-informed approach, including:

1. SAFETY
2. TRUSTWORTHINESS & TRANSPARENCY
3. PEER SUPPORT
4. COLLABORATION & MUTUALITY
5. EMPOWERMENT, VOICE & CHOICE
6. CULTURAL, HISTORICAL, & GENDER ISSUES

Adopting a trauma-informed approach is not accomplished through any single particular technique or checklist. It requires constant attention, caring awareness, sensitivity, and possibly a cultural change at an organizational level. On-going internal organizational assessment and quality improvement, as well as engagement with community stakeholders, will help to imbed this approach which can be augmented with organizational development and practice improvement. The training provided by CPR and NCTIC was the first step for CDC to view emergency preparedness and response through a trauma-informed lens.

https://www.cdc.gov/cpr/infographics/6_principles_trauma_info.htm
# Diversity in Academic Medicine

## U.S. Medical School Faculty by Rank and Race/Ethnicity, 2021 (AAMC)

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>49</td>
<td>864</td>
<td>13</td>
<td>5,875</td>
</tr>
<tr>
<td>Asian</td>
<td>19%</td>
<td>21,402</td>
<td>81</td>
<td>8,280</td>
</tr>
<tr>
<td>Black or African American</td>
<td>17%</td>
<td>1,340</td>
<td>30</td>
<td>2,860</td>
</tr>
<tr>
<td>Hispanic, Latino, or of Spanish</td>
<td>14%</td>
<td>1,040</td>
<td></td>
<td>1,233</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific</td>
<td>10%</td>
<td>3,434</td>
<td></td>
<td>1,233</td>
</tr>
<tr>
<td>Islander</td>
<td>18%</td>
<td>29,587</td>
<td></td>
<td>25,422</td>
</tr>
<tr>
<td>White</td>
<td>7%</td>
<td>111</td>
<td></td>
<td>7,970</td>
</tr>
<tr>
<td>Other</td>
<td>28%</td>
<td>1,340</td>
<td>1,233</td>
<td>29,587</td>
</tr>
<tr>
<td>Multiple Race/Ethnicity - Hispanic</td>
<td>13%</td>
<td>876</td>
<td></td>
<td>1,935</td>
</tr>
<tr>
<td>Multiple Race/Ethnicity - Non-Hispanic</td>
<td>18%</td>
<td>876</td>
<td></td>
<td>1,935</td>
</tr>
<tr>
<td>Unknown</td>
<td>23%</td>
<td>1,233</td>
<td></td>
<td>2,860</td>
</tr>
</tbody>
</table>

Diversity in the Non-Profit Sector

The diversity of nonprofit leadership in 2019

87% of U.S. nonprofit chief executives, 83% of board chairs and 78% of board members were white, versus 60.1% of the country’s population, according to the most recent data. Underrepresentation is more severe for some communities of color than others.

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Chief executive</th>
<th>Board chair</th>
<th>Board member</th>
<th>U.S. population</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>87.0%</td>
<td>83.0%</td>
<td>78.0%</td>
<td>60.1%</td>
</tr>
<tr>
<td>Black</td>
<td>5.0%</td>
<td>6.0%</td>
<td>10.0%</td>
<td>13.4%</td>
</tr>
<tr>
<td>Multiracial/multiethnic</td>
<td>3.0%</td>
<td>2.0%</td>
<td>1.0%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Latino</td>
<td>3.0%</td>
<td>5.0%</td>
<td>5.0%</td>
<td>18.5%</td>
</tr>
<tr>
<td>Asian-American/Pacific Islander</td>
<td>2.0%</td>
<td>2.0%</td>
<td>4.0%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Native American and Alaska native*</td>
<td>0.3%</td>
<td>0.4%</td>
<td>1.0%</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

*Census data for whites exclude people who identify as being Latino and white.

Chart: The Conversation, CC-BY-ND • Source: BoardSource, U.S. Census Bureau
How do Academic Medicine & Victim Services Intersect?

**Academic Medicine**
- Providers are faculty
- Research/programmatic funding

**Victim Services Community**
- MDT
- SART
- Violence Intervention Programs
- Victim Assistance Network

**Clinical Provider**
- Forensic medical evaluations
- Hospital-based child abuse, sexual assault, violence intervention programs
The difference between the terms equality, equity, and liberation, illustrated; © Interaction Institute for Social Change | Artist: Angus Maguire
Timeline Towards Equity:

1619 Slavery

1861-1965 Civil War

1863/65 Emancipation Proclamation

1863-1877 Reconstruction

1877-1950 Jim Crow

1920 19th Amendment

1954-1968 Civil Rights Era
  • '54 Brown v Board of Education
  • '64 Civil Rights Act
  • '65 Voting Rights Act
  • '67 Loving v. Virginia

1970s-2021 Post-Civil Rights Era
  • '71 Nixon's War on Drugs
  • '77 Roots Miniseries
  • '90 Hate Crimes Statistics Act
  • 2009-2017 1st African-American U.S. President, Barack Obama (14% increase hate groups)
  • 2009 Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act
  • 2015 Emanuel AME Shooting, Charleston, SC
  • 2017 Unite the Right Rally, Charlottesville, VA
  • 2020 Murder of George Floyd Jr., Minneapolis, MN
  • 2020 DEI Statements, Anti-Racist Sentiments, BLM Movement
  • 2022 Great Replacement Theory
  • 2022 Buffalo Tops Massacre

Hate Groups 1999 - 2021

Culture
What is culture?
What’s your cultural context?

- Gender
- Gender Identity
- Sexual Orientation
- Race
- Ethnicity
- Nationality
- Faith
- Religion
- Age
- Generation (Baby boomer, Generation X, Millennial)
- Community Type (Rural, Urban, Suburban)
- Profession
- Workplace
- Physical Capacity
- Disability
Activity

1. List your cultural context.
2. Circle those things that your co-workers, or the person sitting next to you may not know about you.
3. Underline those things that might be assumed based on your appearance.
Race: What meets the eye

- Race is not biological
- No genetic coding for race or ethnicity
- Race is social construct
- Appearance can be deceiving (ethnically ambiguous)
Racism is a “system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call ‘race’) that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources.”

Racism

- Institutional
- Personally Mediated/Interpersonal
  - Explicit
  - Implicit/Microaggressions
- Internalized
Intersecting Axes of Privilege, Domination and Oppression

Figure from Roberts, JD et al Between Privilege and Oppression: An Intersectional Analysis of Active Transportation Experiences Among Washington, D.C. Area Youth. International J of Environ Res and Pub Health (2019)
Ecological Context for Development of Racism and Bias
Racism

White Supremacy Culture
Characteristics of White Supremacy Culture

Okun, Tema (2021) White Supremacy Culture – Still Here
http://www.whitesupremaculture.info/
Worship of the Written Word

• Honoring only what is written
• Discounts or devalues other forms of communication or scholarship
"The belief there is one right way to do things, and once people are introduced to the right way, they will see the light and adopt it. When the do not adapt or change, then something is wrong with them (the other, those not changing), not us (those who know the right way)."
Power Hoarding

There is “little, if any value around sharing power,” and “those with power assume they have the best interests of the organization [system] at heart and assume those wanting change are ill-informed (stupid), emotional, inexperienced.”
Fear of Open Conflict

• “People in power are afraid of expressed conflict and try to ignore it or run from it”

• “When they equate the raising of difficult issues with being impolite, rude or out of line”

• When there is “emphasis on being polite at the surface (while often deeply offensive); insisting on politeness as terms for conversation or negotiation (i.e. requiring people to ‘check’ their anger, particularly when it is a logical response to what is happening.”

“I suppose I’ll be the one to mention the elephant in the room.”
Right to Comfort

“The belief that those with power have the right to emotional and psychological comfort and scapegoating those who cause discomfort”
Poll Question

- Continued Sense of Urgency
- Defensiveness
- Denial
- Either/Or Thinking
- Fear
- Fear of Open Conflict
- I’m the only one
- Individualism
- One Right Way
- Objectivity
- Paternalism
- Perfectionism
- Power Hoarding
- Progress is Bigger/More
- Qualified
- Quantity over quality
- Right to Comfort
- Worship of the written word
I've experienced/observed characteristics of white supremacy culture in academic medicine or victim services

True
False
Does White Supremacy Culture Show Up in Academic Medicine & Victim Services?
From White Supremacy Culture to a Culture of Diversity, Equity, Inclusion and Belonging

The process of determining position and planning and following a route to a destination

Navigation
Lessons Learned

- Seek help (institution, coach/mentor/sponsor)
- Speak up
- Educate Stakeholders and Build Coalitions
- Be persistent
- Don’t sacrifice your health/wellbeing
Strategies for Success

- Cultivate institutional environment of inclusion
- Teach/learn cultural humility
- Build collaboration and trust
- Recognize the impact of implicit bias
- Be an ally and a disruptor
1. Get to know us

“People give money to who they know, and it’s one of the reasons why we see white led organizations getting more money. It’s not that their work is any more important than ours. They have the relationships.”

2. Embrace trust-based philanthropy

• General operating support
• Multi-year, unrestricted and transformational gifts

3. Trust Black Leaders

“Stop treating black leaders & black-serving organizations as incompetent and a risk”
Lifelong Process

- Increase contact with diverse individuals (not just as patients, but as peers)
- Replace generalizations with individual characteristics
- Adopt the perspective of underrepresented groups
- Be aware of your own culture and that of others

Individual Strategies to Achieve Cultural Agility and Humility
Inclusivity means not ‘just we’re allowed to be there,’ but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things.
~ Claudia Brind-Woody
Resources

- For more information and antidotes for White Supremacy Culture [www.whitesupremacyculture.info/](http://www.whitesupremacyculture.info/)
- Project Implicit (Implicit Association Test) [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)
- Toolkit for Interrupting Oppression, Oregon Coalition Against Domestic & Sexual Violence (2018)
- Protocol for Culturally Responsive Organizations (Center to Advance Racial Equity Portland State University) (2014)
- Transformational Collaboration: Considerations to Apply a Racial Equity Lens National Resource Center for Reaching Victims, Caminar Latino, Latinos United for Peace and Equity (2020)
- Experiences of Advocates of Color Working in the Field of Domestic Violence Strategies for Change American University Community-Based Research Scholars program and Maryland Network Against Domestic Violence and (2021)
THANK YOU

ASANTE
MERCI
GRAZIE
KIITOS
OBRIGADO
MUTUMEK
MOCHEKKERAM
DANKON
SALAMAT
MULTUMESC
NIRRINGRAZZJAK
MOCHEKKERAM