

Slide 1 features the Hackman Consulting Group logo (H.C.G.) and Des Moines University logo at the top. The main title is "Race, Racism and Whiteness: What is he talking about??" in a large, bold, black font. Below the title, it says "Spring 2022 Implicit Bias Series" in blue. Further down, the date "February 24, 2022" and the speaker's name "Stephen C. Nelson, MD" are listed, along with his title "Equity Consultant" and affiliation "Hackman Consulting Group". The slide footer contains the copyright notice "© Hackman Consulting Group" and the website "www.HackmanConsultingGroup.org".

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Slide 2 features the Hackman Consulting Group logo (H.C.G.) at the top left. The main title is "Nothing to Disclose" in a large, bold, black font. The slide footer contains the copyright notice "© Hackman Consulting Group" and the website "www.HackmanConsultingGroup.org".

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Slide 3 features the Hackman Consulting Group logo (H.C.G.) at the top left. The title "Ground In" is in a large, bold, black font. Below the title is a list of five bullet points: "o Body <> Mind", "o Interrupts 'the story'", "o It is our place of action", "o We make many more mistakes when we are not present", and "o It speaks truth to our connection". The slide footer contains the copyright notice "© Hackman Consulting Group" and the website "www.HackmanConsultingGroup.org".

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Diversity, Cultural Competency and Social Justice

Diversity	Cultural Competency	Social Justice (i.e. Racial Equity)
<ul style="list-style-type: none"> Awareness and appreciation of difference Not about access to resources, power and privilege Not about systems (Vaguely used) 	<ul style="list-style-type: none"> Skill development for work across cultural lines Not about access to resources, power and privilege Not about systems 	<ul style="list-style-type: none"> Big Picture <i>and</i> daily lives Examines systems and how they impact individuals Looks squarely at access to resources, power and privilege Is hopeful - a steward of our best values

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o Race

- o Racism
- o Whiteness

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o Race

- o Culture
- o Ethnicity

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HACKMAN CONSULTING GROUP LLC Race, Culture and Ethnicity

Race	Culture	Ethnicity
1* Skin color	Food	Ancestry
2* Phys features	Language	Origin
Socially constructed (a "lie")	Clothing	Geography
	Traditions	"Carrier" of culture
	Music	
	Celebrations	

Assigned Meaning Intrinsic Meaning

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HACKMAN CONSULTING GROUP LLC Race - History

- **British Colonization**
- **When**
- **Why**
- **How**
 - Categories are created
 - Meaning is assigned
 - Rewards and punishments are doled out based on the meaning(s)
 - This is repeated again and again

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HACKMAN CONSULTING GROUP LLC Race - History

- **The creation of "White"**
 - Culture >> White >> "American"
 - POC/N actually cannot "just assimilate"
- **There is no biological basis to race.**

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- o Race
- o **Racism**
- o Whiteness

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Racism: General Dynamics

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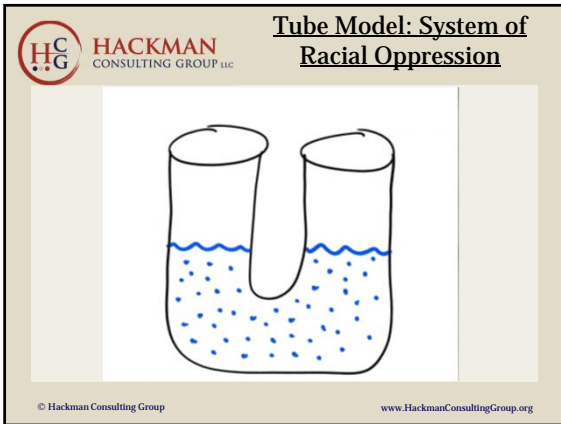
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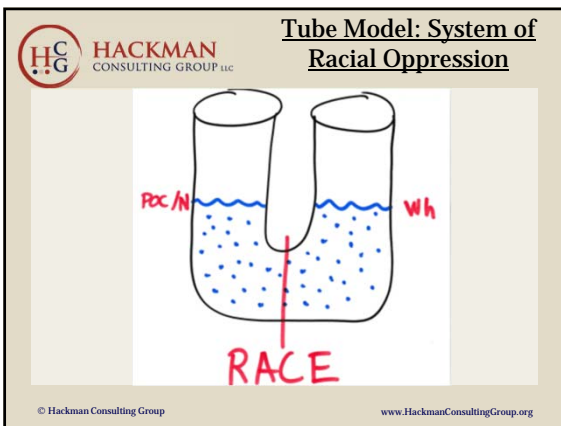
Tube Model: System of Racial Oppression

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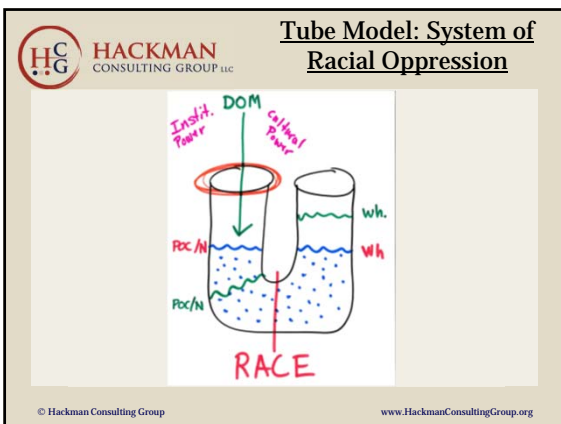
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Tube Model: System of Racial Oppression

1. This is a transactional system of racial oppression.

2. It is not enough just to try and "add resources" to the POC/N side of the tube. The "plunger" will always mediate what's available.

3. White people in the U.S. believe they are born at "zero" and work their way up, but have no idea they are born at "+40" because POC/N are born at "-40".

4. The answer is to dismantle the plunger.

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Racism ≠ Bad People

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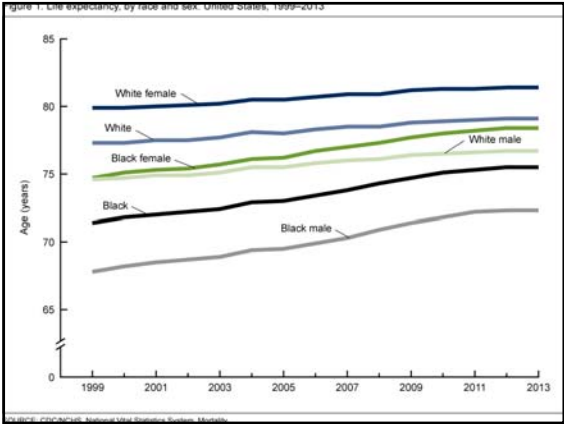
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○ How does this affect care and outcomes?

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Why?

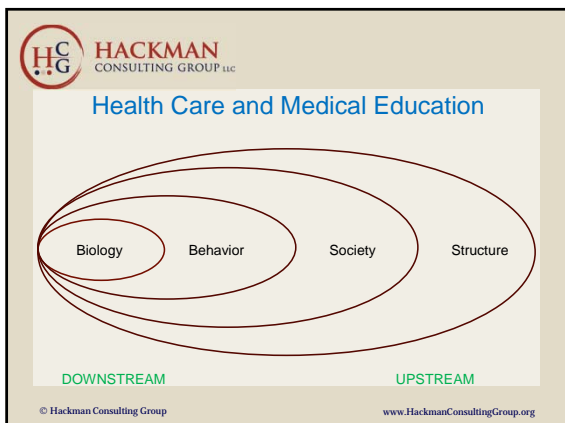
- Genetics
- SES, insurance, access, education
- Race, Racism, Whiteness
- Unconscious bias, Stereotypes

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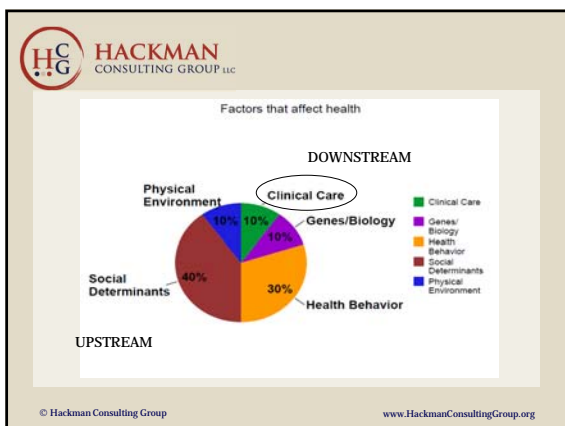
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Why?

- Genetics

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Human Genome Project

- 1990s
- > 60 families' genes analyzed
- NO people of African descent
- Howard University belatedly invited

- Race has no genetic basis
- Human subspecies do not exist
- Most variation is within, not between "races"
- www.understandingrace.org

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Why?

- SES, insurance, access, education

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A service of the National Library of Medicine
and the National Institutes of Health

- "racial disparities"
- 2003- present

- 17,136 citations!!
- 926 per year
- 18 articles per week

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A recent review (2018) by Hardeman, et al looked at 249 high-impact journals from 2002-2015. How many articles had institutional racism as a core concept?

Possible Responses:

- A. 750
- B. 11,800
- C. 16
- D. 4500

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Pediatric Blood & Cancer

Public Blood Cancer 2013;12:1019-1020

Racial/Ethnic and Socioeconomic Disparities in Survival Among Children With Acute Lymphoblastic Leukemia in California, 1988-2011: A Population-Based Observational Study

Bonita Abubakar, MD, MS,^{1,2} Daphne S. Likhoshester, MD, MS,³ Brad C. Kessler, MD,⁴ Teresa M. Martin, MD,⁵ Ruth M. Krugh, MD,⁶ Karol Matuszewska, MD, MS,⁷ Yuhua S. Ghosh, MD,⁸ and Theresa M.M. Kang, MD, MS,⁹

Fig 1. Overall survival by race/ethnicity among children (0-19 years old) diagnosed with acute lymphoblastic leukemia in California, 1988-2011.

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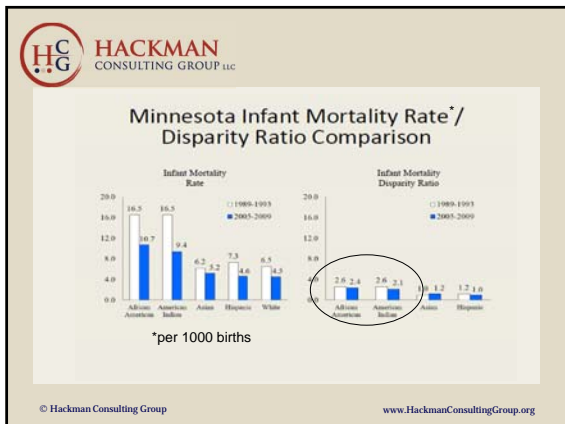
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How are we doing in Minnesota?

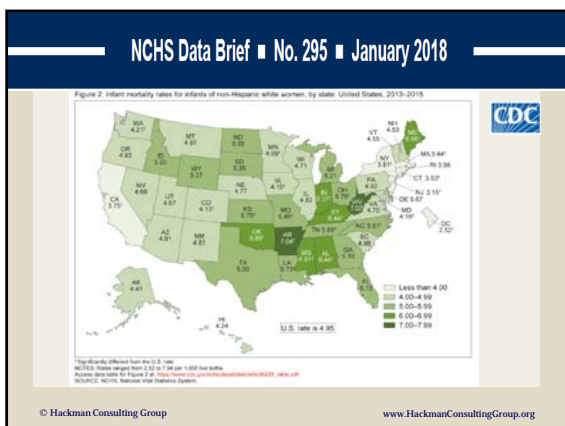
DOWNSTREAM UPSTREAM

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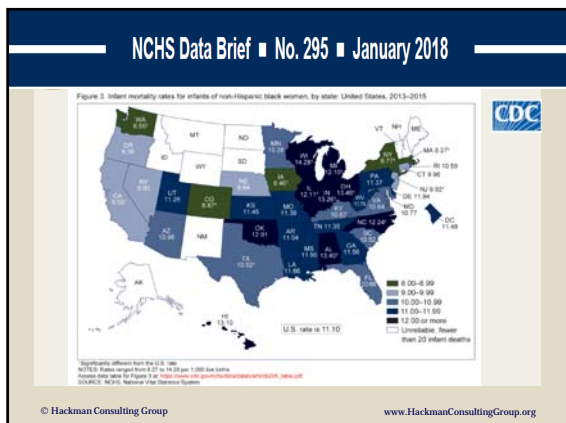
The overall infant mortality rate in the United States is 5.8 per 1000 live births. Compared to the other 227 nations, principalities, and territories, this ranks the United States #:

Possible Responses:

- A. 6
- B. 51
- C. 34
- D. 227

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NACHRI
National Association of Children's Hospitals and Related Institutions

NACHRI October 2011

- Chart review long bone fractures
- Jan 1 2008-Dec 31 2010
- 2206 patients
 - 1386 M 820F
- Bone
 - Radius/ulna 1116
 - Humerus 566
 - Ankle 189
 - Tib/fib 173
 - Femur 162

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NACHRI
National Association of Children's Hospitals and Related Institutions

NACHRI October 2011

- Mean time to getting pain med 50.3 min
- Black 64 minutes
- White 45 minutes
- IV narcotics
 - White 57.8%
 - Black 48.4% p <0.001
- Conclusions
 - Racial and cultural differences need study to identify:
 - Variable tolerance to pain
 - Hesitation to reporting pain based on culture or poor health care literacy

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Long Bone Fracture-time to analgesia

- Jan 2016-Jan 2018
- n=1308
 - 398 Black kids
 - 910 White kids
- Average time to pain meds
 - Black kids 75.9 minutes
 - White kids 60.9 minutes

$p=0.039$

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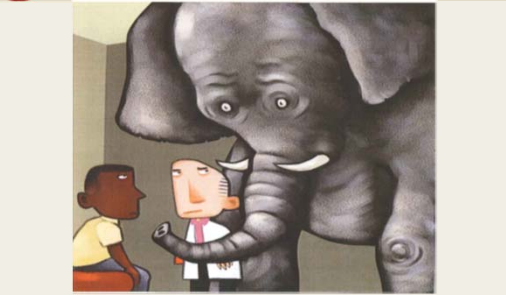
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Barriers to Equity

- System
 - Whiteness/Lack of diversity
 - Poor access
 - Social Determinants of Health
 - transition to adult care
 - research and support money
 - Racism
- Patients
 - Poor health literacy
 - Fear and mistrust
 - Internalized racism
- Community
 - advocacy
 - public awareness
- Providers
 - Implicit bias/stereotyping
 - Power

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- Race
- Racism
- Whiteness
 - Demographics
 - White normativity


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White People: I don't want you to understand me better, I want you to understand yourselves. Your survival has never depended on your knowledge of white culture. In fact, it's required your ignorance.

-Ijeoma Oluo
2017



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Power/Bias

- Gender/Identity
- Race
- Language
- Religion
- Sexuality
- Education
- Income
- Obesity
- Smoking
- Ability/Disability
- Deaf/Hard of hearing



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Tools

- Recognize
 - Start seeing the water
 - Cognitive dissonance
 - Aversive racism
 - Catch yourself seeking alternate explanations
 - Discomfort
- Health Equity Timeout
 - Emotional regulation
 - Be in the moment
 - Lean in to the discomfort



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Action Items

- Equity Lens
 - Policies
 - Patient cases ("A Gardener's Tale"-levels of racism)
- Read a book
 - Book list
- Listen to a podcast
 - Seeing White- John Biewen
 - Hidden Brain-Shankar Vedantam
- Take a timeout
 - Be. Here. Now.
 - Humanism
- Keep Learning/Keep Talking
 - Training opportunities

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Resources/References

Videos

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- Crisis-Experiences of people with sickle cell disease. www.youtube.com/watch?v=FueQDB0xXI
- The Unequal Opportunity Race. <https://www.youtube.com/watch?v=VzI-r8NY>
- A Garderner's Tale. Camara P. Jones. <https://www.youtube.com/watch?v=GNhcY6TyBM>
- <https://weekysift.com/2012/09/10/the-distress-of-the-privileged/>
- https://www.youtube.com/watch?v=dw_mRdHb-M reverse racism
- https://www.ted.com/talks/baratunde_thurston_how_to_deconstruct_racism_one_headline_at_a_time deconstructing racism/whiteness
- https://medium.com/@KCCompton_206/attention-angry-white-people-7-new-rules-226e1e737f00-1 like this overall, but I'm concerned about "rule #8"... feels like a return of scientific racism

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Resources/References

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Dismantle Racism and Whiteness

It is NOT enough to not be racist
We MUST be actively ANTI-racist



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Thank you

"Of all forms of inequity, injustice in healthcare is the most shocking and inhumane."

"Not everything that is faced can be changed. But nothing can be changed until it is faced"

	Martin Luther King, Jr. National Convention of the Medical Committee for Human Rights Chicago- 1966		James Arthur Baldwin novelist, essayist, playwright, poet (August 2, 1924 – December 1, 1987)
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