HOW TO POWER EQUITY.

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Why would she buy something without the batteries?
Batteries are not included.
What turns you on?

POWER OUR WAY TO EQUITY.
STRUCTURAL DISCRIMINATION IMPOSES UNEQUAL CHANCES OF THE SAME OUTCOMES.
What turns you on?

Power Our Way to Equity
Passion, Purpose, and Provision

01 Know Where Your Power Button Is
02 Activate Equity
Diagnosed diabetes in Maryland

Diagnosed Diabetes - Race-Ethnicity, Adults Aged 18+ Years, Age-Adjusted Percentage, Maryland

Source: CDC USDSS

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Opioid overdose by race in Maryland

Source: KFF

**OPIOID OVERDOSES BY RACE**

Opioid Overdose - Race-Ethnicity, Maryland

Source: KFF
MATERNAL MORTALITY RATES IN THE UNITED STATES

Maternal Mortality Rates in the United States, 2020

Sources: CDC, National Center for Health Statistics
Maternal Mortality Rates in the United States, 2020

Sources: CDC, National Center for Health Statistics

MATERNAL MORTALITY RATES IN THE UNITED STATES

Maternal Mortality Rates in the United States, 2020

Sources: CDC, National Center for Health Statistics
Asthma Emergency Department Visit Rates by Race and Ethnicity, per 10,000 Marylanders (2016-2018)

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<th>Race</th>
<th>2016</th>
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<td>21.7</td>
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<td>Hispanic</td>
<td>35.5</td>
<td>31.7</td>
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Sources: 2016-2018 Health Services Cost Review Commission (HSCRC)
EQUITY REFLECTS AN ITERATIVE PROCESS THAT:

1. Surveils disparate outcomes,

2. Engage groups who most frequently experience the disparate outcomes,

3. Implements mitigation strategies that expand access to resources for communities with the highest risk, and

4. Appraises and modifies approaches based on effectiveness
Solutions to health equity have become more of the problem.

Our current solutions are raising the fence for the most vulnerable populations.

EQUALITY  EQUITY  *JUSTICE
Achieving **equality** in outcomes requires equity in our process.
BIAS & ETHICS OF CARE | RETINA FRAMEWORK

**Clinical Implications**

**Leadership**

**Policy Implications**

**RETI NA**
7A's of Access

**ACCOUNTABILITY**
Creates surveillance systems and enforces consequences for DEI strategies

**AFFORDABILITY**
Cost to the consumer

**ACCOUNTABILITY**
Resourse supply for consumer

**AVAILABILITY**
Volume & type of existing services

**ACCEPTABILITY**
Consumer's attitudes about service

**AWARENESS**
Informing the consumer

**ACCESSIBILITY**
Consumer's travel to location of service

**RACISM**
Focused

**TRAUMA**
Informed care approach

**INFORMED CARE APPROACH**
DESERVING DEATH?


Deserving Death?

US Total Cardiovascular Death Rate from 2006-2018

Source: Centers for Disease Control and Prevention. Interactive Atlas of Heart Disease and Stroke.
White Women  Black Women  White Men  Black Men

DESERVING DEATH?
US Cancer Mortality by Race from 1999-2018
Source. WONDER Online Database. United States Department of Health and Human Services, Centers for Disease Control and Prevention and National Cancer Institute
**DESERVING DEATH?**

US Cancer Mortality by Race from 1999-2018

Source: WONDER Online Database, United States Department of Health and Human Services, Centers for Disease Control and Prevention and National Cancer Institute
Deserving Death?

US Asthma Mortality Rate (per Million) by Race and Ethnicity

Source: WONDER Online Database. United States Department of Health and Human Services, Centers for Disease Control and Prevention and National Cancer Institute
WITH IMPLICIT BIAS HURTING PATIENTS, SOME STATES INCLUDING MARYLAND, TRAIN DOCTORS
In 2020, the Maryland legislature, with no opposition, approved one of the first implicit bias training laws. It requires that all health care professionals treating patients in perinatal units receive such training at least once every two years.

Source: “With Implicit Bias Hurting Patients, Some States Including Maryland, Train Doctors”, Maryland Matters
UNDERSTANDING IMPLICIT BIAS
FOLLOW THE CRUMBS OF **UNFAIRNESS** TO FOLLOW EQUITY’S PATH.
UNDERSTANDING ANOTHER PERSON’S EMOTIONS

WHAT IS EMPATHY?

Dr. Brene Brown

The power of vulnerability

Brené Brown | TEDxHouston

SCAN ME!
UNDERSTANDING ANOTHER PERSON’S EMOTIONS

WHAT IS EMPATHY?

COGNITIVE

“I know the feeling.”

Dr. Brene Brown

The power of vulnerability

2013

SCAN ME!
UNDERSTANDING ANOTHER PERSON’S EMOTIONS

WHAT IS EMPATHY?

COGNITIVE
“I know the feeling.”

EMOTIONAL
“This breaks my heart.”
UNDERSTANDING ANOTHER PERSON'S EMOTIONS

WHAT IS EMPATHY?

COGNITIVE
“"I know the feeling.”

EMOTIONAL
“"This breaks my heart.”

COMPASSIONATE
“"What can I do?”

Dr. Brene Brown

The power of vulnerability

SCAN ME!
POWER OUR WAY TO EQUITY.

What turns you on?

Know your features
UNDERSTANDING CULTURE | SOCIAL INSTITUTIONS

VALUES

NORMS
Acceptable or Unacceptable

SOURCES:
Sociology of Culture and Cultural Practices, Fleury;
Against Essentialism: A Theory of Culture and Society, Fuchs

NON-MATERIAL

MATERIAL

LANGUAGE
Communicate & Transmit

SYMBOLS
Physical Manifestations

ARTIFACTS
Remnants of Culture

VALUES
Fairness

SOURCES:
Sociology of Culture and Cultural Practices, Fleury;
Against Essentialism: A Theory of Culture and Society, Fuchs
Understanding Our Organizational Values
“LACK OF WORKFORCE DIVERSITY HAS DETRIMENTAL EFFECTS ON PATIENT OUTCOMES, ACCESS TO CARE, AND PATIENT TRUST, AS WELL AS ON WORKPLACE EXPERIENCES AND EMPLOYEE RETENTION.”

**THE COST OF DIVERSITY WITHOUT INCLUSION**

- **25%** less productive
  - Employees who felt excluded at work were 25% less productive compared to employees who felt included.

- **61%** experienced or witnessed racism at their jobs
  - 61% of Black workers have experienced or witnessed racism at their jobs.

- **38%** expressing bias was too professionally risky
  - 38% of Black workers felt that expressing work bias was too professionally risky.

- **42%** seen racism at work
  - 42% of workers have seen racism at work.
WORKFORCE ESTIMATES OF PRACTITIONERS BASED ON AMERICAN COMMUNITY SURVEY

Estimation and Comparison of Current and Future Racial/Ethnic Representation in US Health Care Workforce
Source: JAMA Open Network 2021
EXPANDING ACCESS

BENEFITS OF INCREASED DIVERSITY IN HEALTHCARE

- Increased provider comfort levels
- Boosted creativity and innovation
- Enhanced understanding of value sets
- Improved communication
EXPANDING ACCESS

BENEFITS OF INCREASED DIVERSITY IN HEALTHCARE

- Increased patient trust
- Reduced health disparities
- Improved employee engagement and retention
- Improved bottom line
Representation of Black and Hispanic Individuals in the Health Care Workforce and Health Care Profession Graduates in 2019.

A and B, For the current workforce, the vertical line represents the percentage of the working-age population who are Black or Hispanic individuals. In 2019, Black individuals comprised 12.1% and Hispanic individuals comprised 18.2% of the US health care workforce.

C and D, For the educational pipeline of 2019 graduates, the vertical line represents the percentage of the general population between the ages of 20 and 35 years who are Black or Hispanic individuals. In 2019, 13.7% of the US population aged 20 to 35 years was Black (non-Hispanic), and 21.3% of the population was Hispanic.
When the physician is the same race as the patient, patients report higher levels of trust and satisfaction. The visits even last longer—by 2.2 minutes, on average.

Source: John’s Hopkins Medicine “Diversity In Medicine Has Measurable Benefits”
Diversity Pipeline Development

ORGANIZATIONAL VALUES

PARTNERSHIPS
RECRUITMENT
ON-BOARDING
RETENTION
ADVANCEMENT
What turns you on?

Know your features

Learn how to trouble shoot

POWER OUR WAY TO EQUITY.
LEARN HOW TO TROUBLESHOOT

01 Limited resources
02 Workforce disparities
03 Balancing advocacy & Autonomy
Racism is a stressor that can become trauma. Creating multifaceted approaches to racism requires different tools in practice, policy, and prediction.

**Racism-Focused Approach**

Creating multifaceted approaches to racism requires different tools in practice, policy, and prediction.

1. **Clinical Care**
   - Using a Racism-Focused Trauma Informed Care Model

2. **Health Policymaking**
   - Using legislated equity to fight "isms"

3. **Critical Methodologies**
   - Using racism-focused variables
LEVERAGING PATIENT DATA ECOSYSTEMS TO IMPROVE CARE.
Towards a Racism-Focused Trauma Informed Care Approach | Leveraging Patient Data Ecosystems

- Personal
- Lived Environment
- Work

- Physical Health
- Mental Health
- Health Behavior

Biopsychosocial Process of Equity
POWER OUR WAY TO EQUITY.

- What turns you on?
- Know your features
- Learn how to trouble shoot
- Proof of Purchase
A year after the Maryland General Assembly passed Peña-Melnyk’s perinatal bill, she introduced the measure that now mandates implicit bias training as a requirement for licensing in the state.

“I started with maternal health because the data was so clear,” Peña-Melnyk said. But the disparities she saw during COVID-19 disturbed her, with far greater disease and death in ZIP codes with the highest concentrations of Black people and immigrants.
In FY20, more than 5,100 trainees participated in educational programs at MD Anderson.

This included:

- 1,796 clinical residents and fellows,
- 753 nursing trainees,
- 394 School of Health Professions students,
- 329 research trainees,
- 477 student program participants, and
- 412 observers and visitors in special programs

MD Anderson Cancer Center partnered with local health professional students.
Since December 2017, our community education team has collaborated with more than 500 schools, churches and other community organizations to deliver nearly 1,500 cancer prevention education programs reaching more than 100,000 people. Nearly 79% of people planned to adopt a new healthy behavior after attending an MD Anderson health education program.

MD ANDERSON CANCER CENTER PARTNERED WITH LOCAL HEALTH PROFESSIONAL STUDENTS
Mount Sinai eases translation in 200 languages through its Epic telehealth platform.

“Our pool of in-house interpreters is limited; it only covers a few languages."

From the language access and patient experience perspective, de la Iglesia would encourage stakeholders to work together, in a creative and agile manner, and explore all possibilities the telehealth platform offers. Oftentimes, it does not require a lot of financial investment or bringing a completely new vendor into the picture.
Mount Sinai eases translation in 200 languages through its Epic telehealth platform.

When we first launched this technology solution as audio, we assumed our patients expected to see the interpreters on video; however, 86% of the surveyed patients indicated satisfaction with audio interpreting as it is.
So I’m happy to have people seek services there in a friendly, non-stigmatizing way,” Colavito says. “It’s an urgent care. Walk in and get services, including access to psychiatry.
What will Your encore Be?

ACHIEVING RACIAL EQUITY INFUSES $8 TRILLION INTO THE AMERICAN ECONOMY
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