Reimaging Leadership: Leveraging Your Team's Potential

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Learning Objectives

- Reflect on identity development and center/margin theory
- Describe the dimensions and value of diversity
- Create inclusive leadership action plan to promote health equity

Our Commitment

- We are all individuals with multiple sociocultural identities that intersect and shape our worldview through the lens of privilege and oppression.
- How can we minimize systemic forces of oppression within the graduate school, such as ableism, classism, racism, sexism, transphobia, and heterosexism, to create a safe environment for all of us.
- Let's all make a commitment to foster respect for one another, enhance solidarity, and build community.

Is health a right or a privilege?



Equity



No one is disadvantaged from achieving their full potential because of social position, identity or other socially determined circumstances

Making it personal



- Reflect on the various identities/ characteristics and the areas where you hold privilege
- 2. What is 100% within your control?
- What ways does identity and privilege/power impact achieving the highest attainable standard of
 - Mental health?
 - Physical health?

Institute of Gender and Health. Meet the Methods Series. Quantitative Intersectional Study Design and Primary Data Collection. February 2021 <u>https://cihr-irsc.gc.ca/e/52352.html</u>; Adapted from Sylvia Duckworth's Wheel of Power/Privilege



- How am I intentionally creating a space of belonging for my colleagues and patients regarding their identity?
 - How do colleagues and patients with different identities thrive within my organization/department?
 - How can we leverage our privilege/power to cultivate a culture of belonging and equity for colleagues and patients with different identities within my organization/department?
 - What systemic changes (policies, practices, norms) should we address?

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Rachel Buckle-Rashid, MD @RABuckle

Little girl just jumped into my arms. Her dad said "she's never seen a black doctor before and she thinks you're Doc McStuffins" 🥺

Figure 2. Expanded conceptual model linking health professions diversity to health disparity and health equity outcomes, 2012^a



^aAdapted from: Department of Health and Human Services (US), Health Resources and Services Administration, Bureau of Health Professions. The rationale for diversity in the health professions: a review of the evidence. Rockville (MD): HHS; 2006.









Figure 2. Expanded conceptual model linking health professions diversity to health disparity and health equity outcomes, 2012^a



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Health Disparities

• Health disparities:

- preventable differences in
 - the burden of disease, injury, violence,
 - opportunities to achieve optimal health
- experienced by socially disadvantaged racial, ethnic, and other population groups, and communities.

--CDC





Educated



https://www.huffingtonpost.com/2014/05/20/black-college-graduates_n_5358983.html

Leadership and learning are indispensable to each other. -John F. Kennedy



http://naturemoms.com/blog/2018/02/14/black-panther-fueled-lots-strong-women/

Strength

Dismantling Health Inequities



Structural Barriers

What causes Health Disparities?

Social determinants of health drive more than **80%** of health outcomes

- non-medical factors that influence health outcomes
- conditions in which people are born, grow, work, live, and age
- the wider set of forces and systems shaping the conditions of daily life





Making it personal



Call to Action

Call to Action

- Conversations about identities, but especially about race
- Ask hard questions
- Awareness of social environment

Shared Meaning

- Sex at Birth
- Gender Identity
- Gender Expression
- Sexual Orientation
- Agender
- Cisgender
- Transgender

• Trans

- Transition
- Transgender Man
- Transgender Woman
- Nonbinary People
- Gender Non-Conforming
- Drag Performance

Sexual Orientation, Gender Identity & Expression Glossary of Terms: <u>https://lgbtqequity.org/wp-content/uploads/2021/04/SOGIE-Glossary.pdf</u> GLAAD Glossary of Terms:

https://www.glaad.org/reference/trans-terms?gclid=Cj0KCQjw166aBhDEARIsAMEyZh6DCmtfZC33ZZheQ8Lzikd6VvP6vbP85LhcNByE-oxO9TLXxjoWtMkaAibQEALw_wcB



Considerations

Sex vs gender identity (information systems, survey, EHR)	Misgendering	Gender pronouns in email signature/presentations
Using "everybody," "folks"	Gender earning disparities; Gender climate disparities	Gender and mental health



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Shared Meaning

Spirituality

- Journey, search for truth
- Abstract and subjective
- Interconnection of something beyond ourselves and connecting something within ourselves

Religion

- Traditional values and practices related to certain groups of people or faiths
- Associated with a particular belief, God, sacred scriptures, values, and ethics
- Guided by tradition, rules, culture, and thoughtful intentions

Faith

 An expression of expectation and expecting something from a Higher Being

Considerations

- Normalization/Centering of Christian holidays and calendars
- Socialization
 - Alcohol, food-based events or assuming certain dates are free for scheduling
- Navigating feeling called to be a representative or defendant of religion
 - Islam has increasingly been analyzed within the context of terrorism and extremism
 - Antisemitism



Thomander, SD, Maljii, A. (2022) Religious minorities and the graduate school experience Scheitle CP, Howard Ecklund E. Individuals' Experiences with Religious Hostility, Discrimination, and Violence: Findings from a New National Survey. Socius. January 2020. doi:10.1177/2378023120967815

Considerations

- Religious lifestyle
 - Clothing, Marrying practices
- Your religious affiliation and beliefs are personal matters
 - Disclosing your affiliation/belief is often necessary to receive accommodations, explain your background and research interests, and engage in other opportunities
- Discrimination, microaggressions, and unwelcome questioning or criticisms about faith practices as well as outright harassment and assault



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Helpful Websites and Resources

- DREXEL Religious Observance Calendar 2022
- U.S. Department of Education's Office of Civil Rights
- U.S. Equal Employment Opportunity Commission Religious Discrimination
- U.S. Department of Justice Civil Rights Division: Discrimination
- How to be an Ally for Those Experiencing Microaggressions
- Ronald A. Berk's Publications on Microaggressions
- <u>Harris and Wood's R.A.V.E.N. Process for Responding to</u> <u>Microaggressions</u>





Call to Action

- Acknowledge privilege
- Implicit Bias



Call to Action

Take racism out of medical algorithms

Call to Action

Create an anti-oppression action plan



American Medical Association

Acknowledging	Identifying	Encouraging	Supporting	Working
Acknowledging the harm caused by racism and unconscious bias within medical research and health care	Identifying tactics to counter racism and mitigate its health effects	Encouraging medical education curricula to promote a greater understanding of the topic	Supporting external policy development and funding for researching racism's health risks and damages	Working to prevent influences of racism and bias in health technology innovation

https://www.ama-assn.org/delivering-care/health-equity/ama-racism-threat-public-health



Health Disparities are Driven by Social and Economic Inequities

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community, Safety, & Social Context	Health Care System
		Racism and	Discrimination		
Employment Income	Housing Transportation	Literacy Language	Food security Access to	Social integration Support systems	Health coverage Provider & pharmac
Expenses Debt Medical bills Support	Parks Playgrounds Walkability Zip code/ geography	Early childhood education Vocational training Higher education	healthy options	Community engagement Stress Exposure to violence/trauma Policing/justice policy	availability Access to linguistically and culturally appropriat & respectful care Quality of care
CRO Mo	rtality, Morbidity, Life Exp			h Status, Functional Lim	



Key points/takeaways/questions?