

Reimagining Leadership: Leveraging Your Team's Potential

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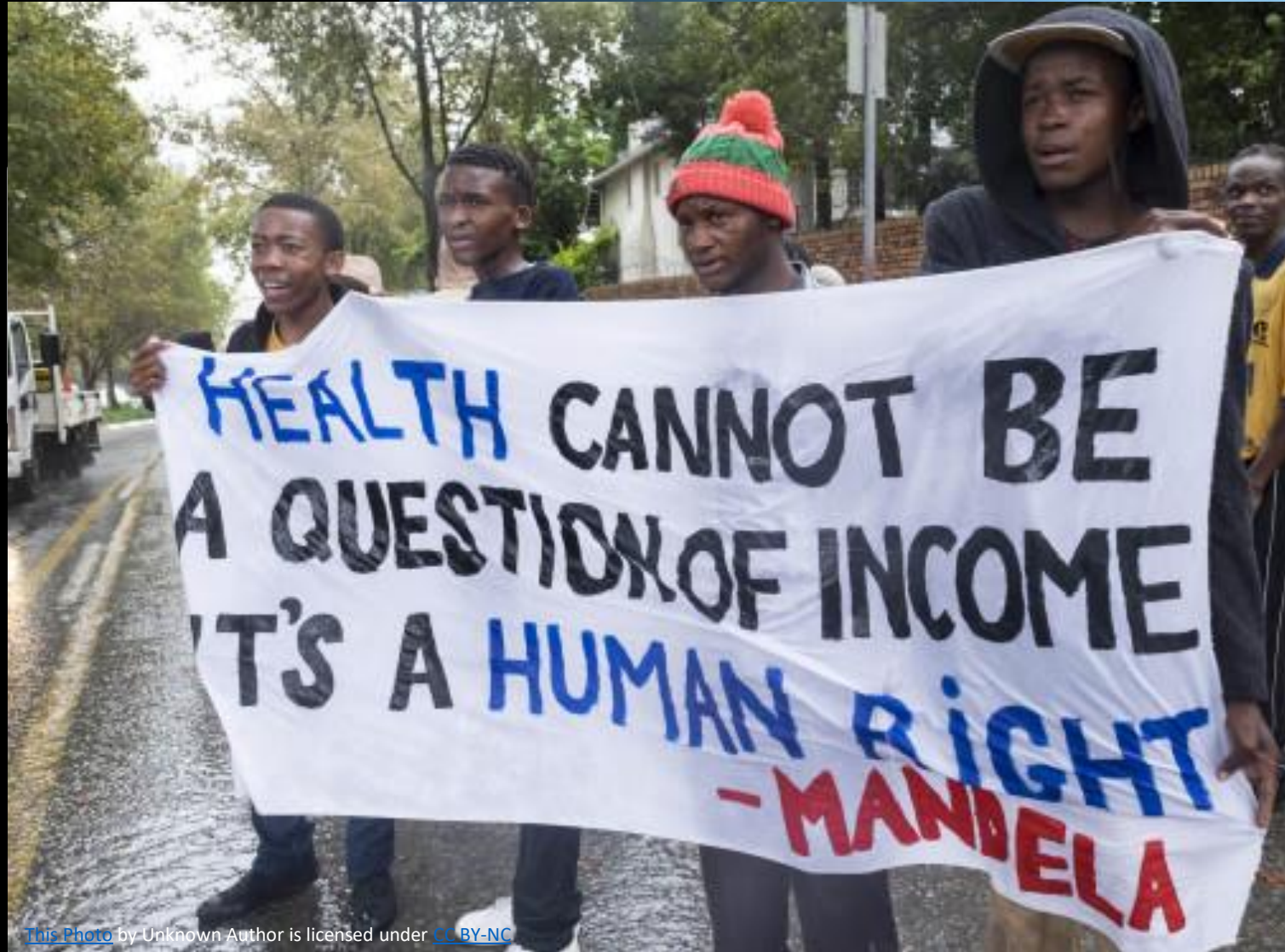
Learning Objectives

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

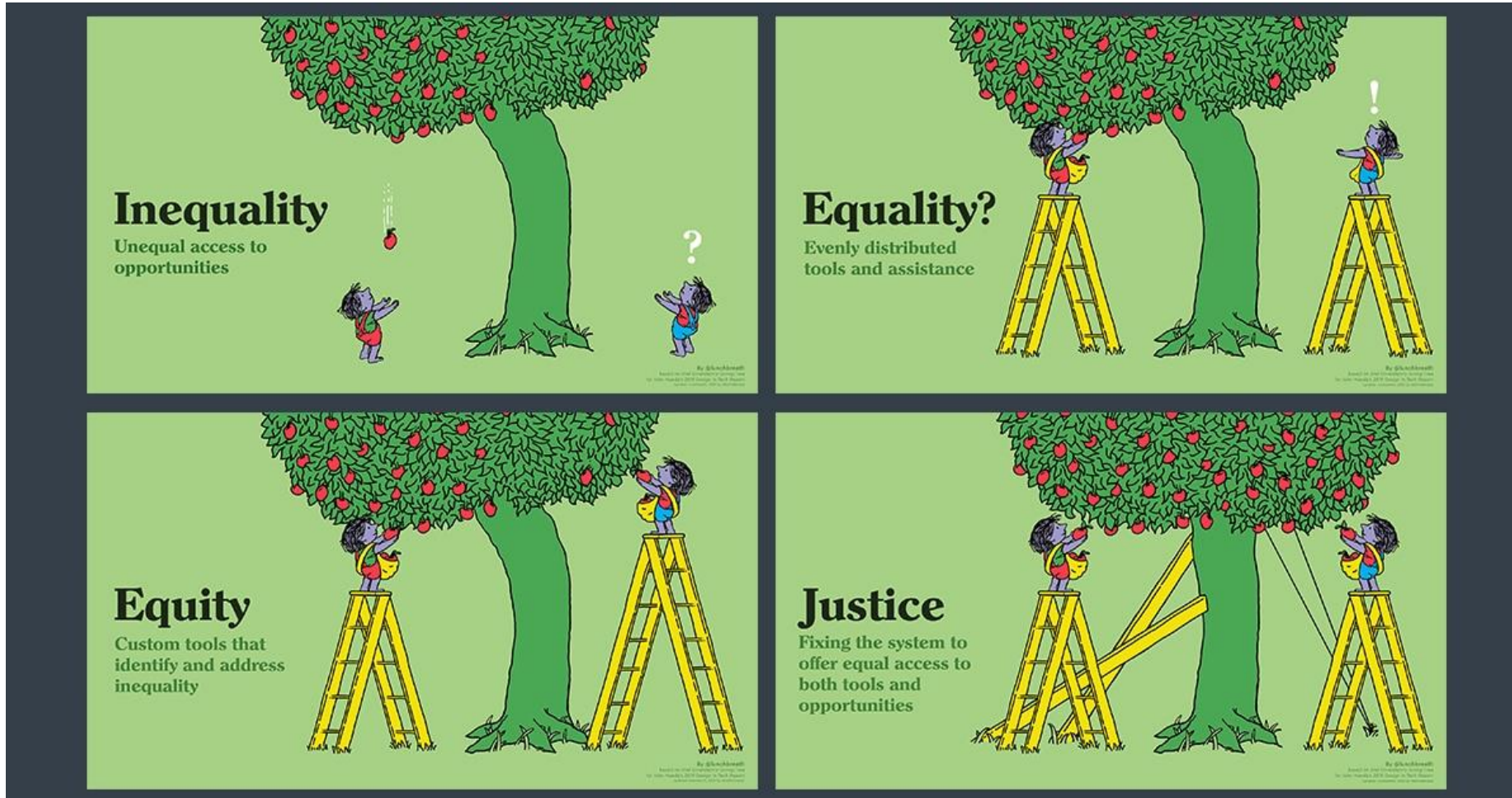
Our Commitment

- 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?



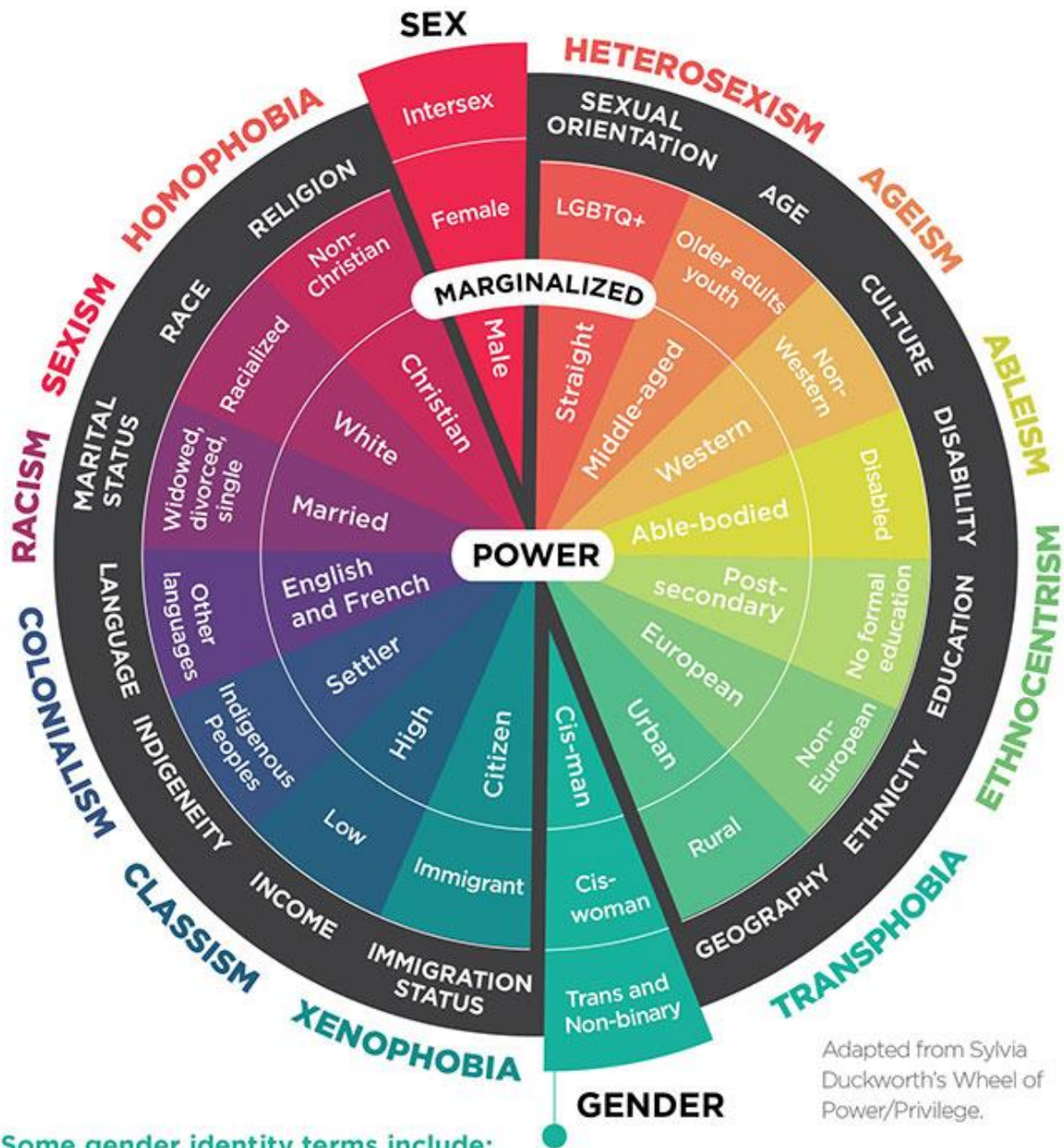
Equity



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



Making it personal

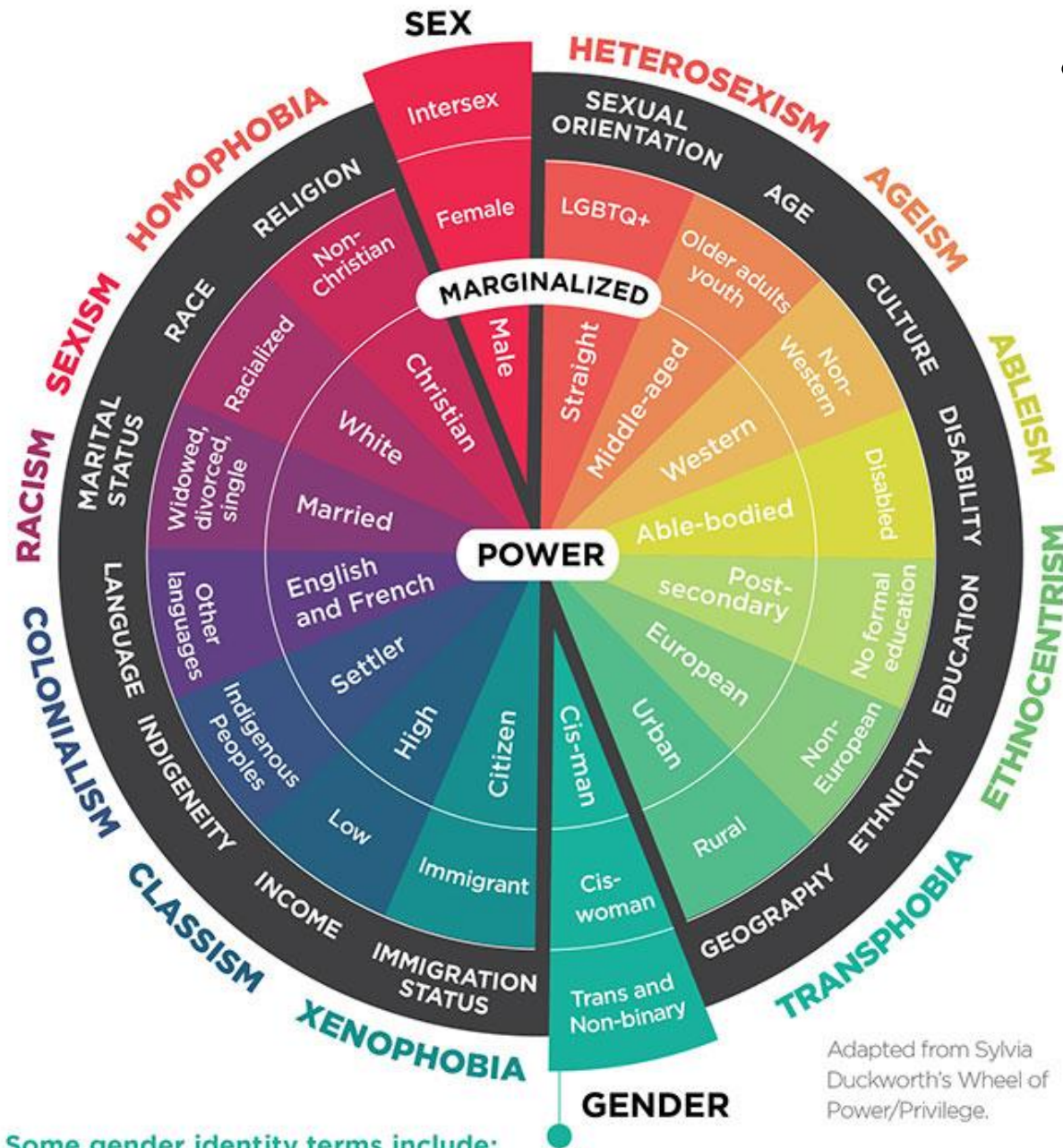


1. Reflect on the various identities/ characteristics and the areas where you hold privilege
2. What is 100% within your control?
3. What ways does identity and privilege/power impact achieving the highest attainable standard of
 - Mental health?
 - Physical health?

Some gender identity terms include:

Agender	Genderfluid	Gender neutral	Transgender man
Bigender	Genderqueer	Non-binary	Transgender woman

- How am I intentionally creating a space of belonging for my colleagues and patients regarding their identity?



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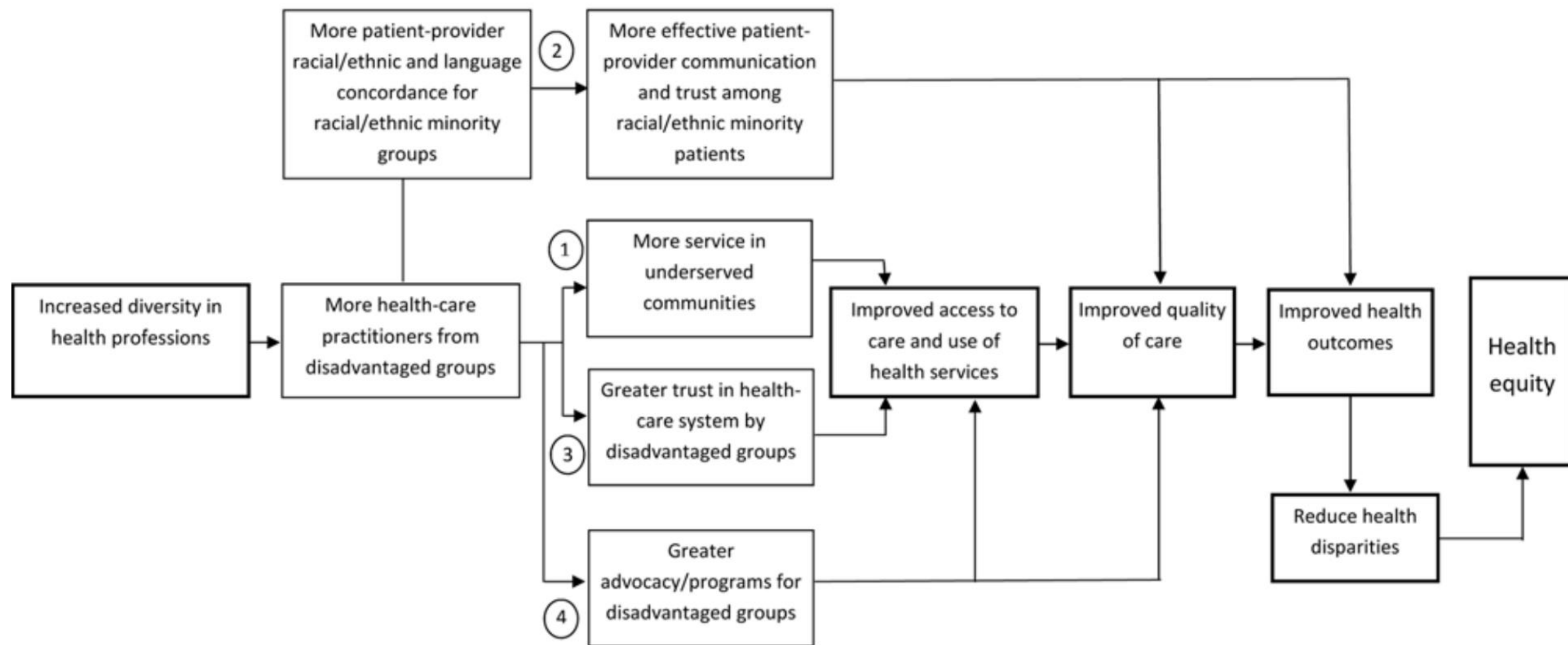
- How do colleagues and patients with different identities thrive within my organization/department?
- How can we leverage our privilege/power to cultivate a culture of belonging and equity for colleagues and patients with different identities within my organization/department?
- What systemic changes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



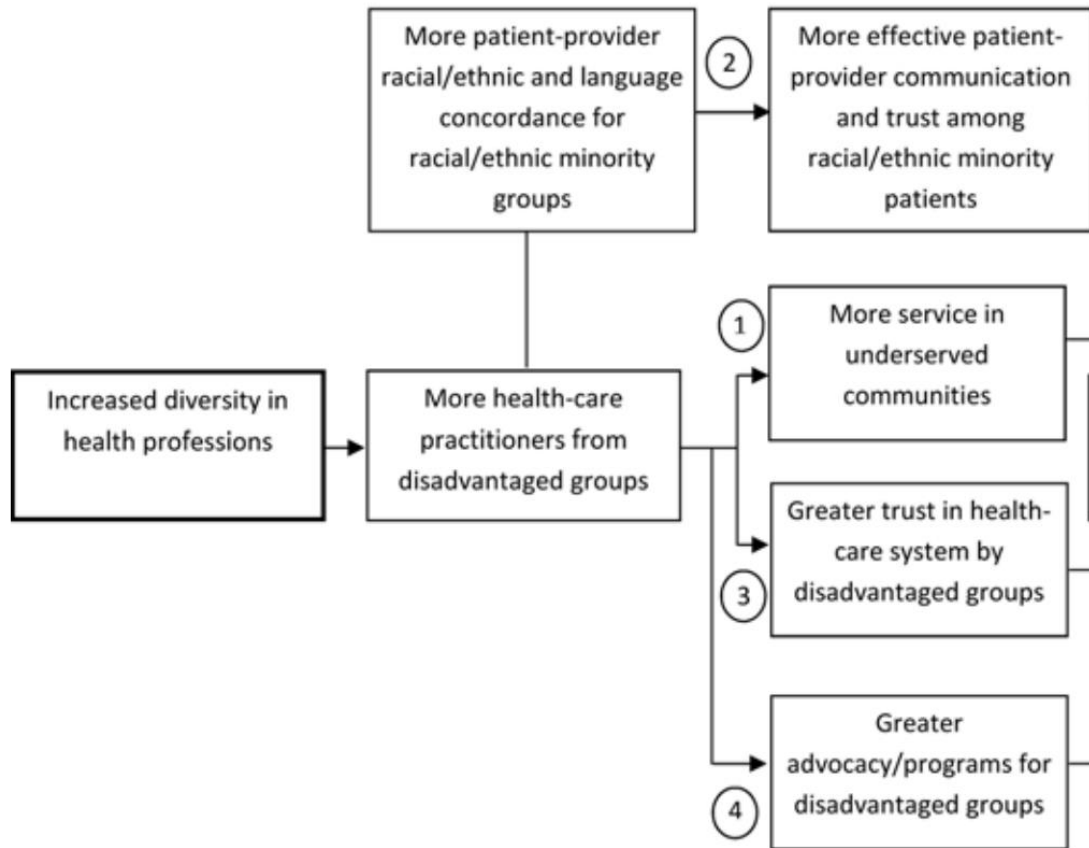
Rachel Buckle-Rashid, MD
@RABuckle

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.



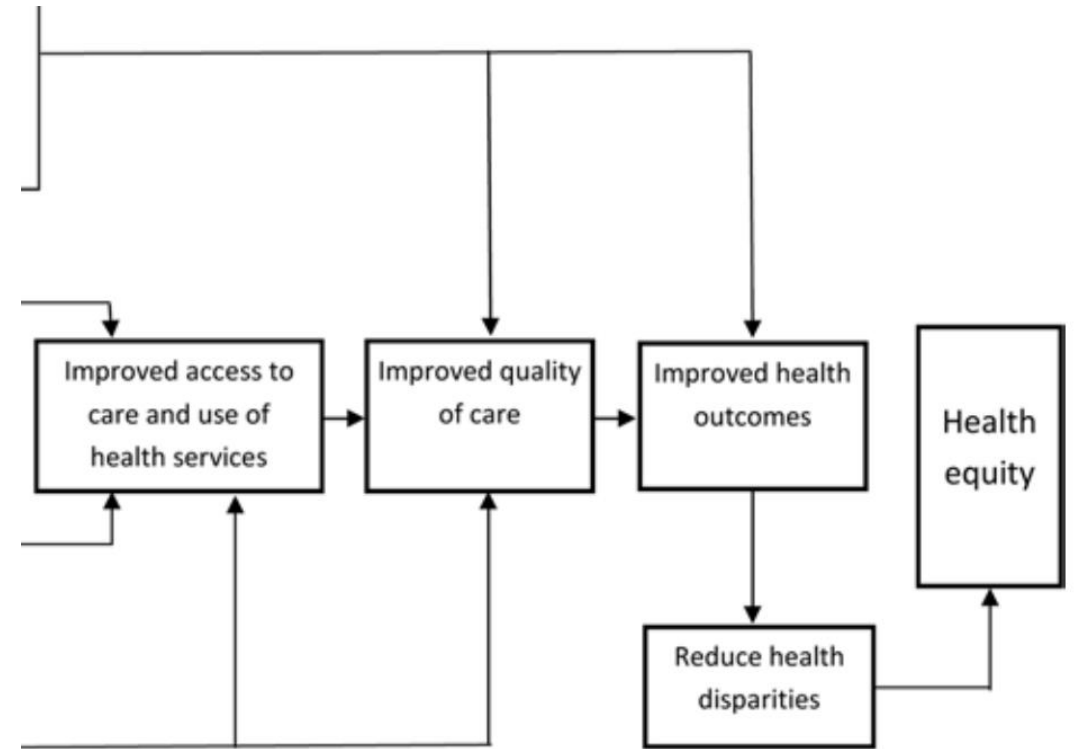
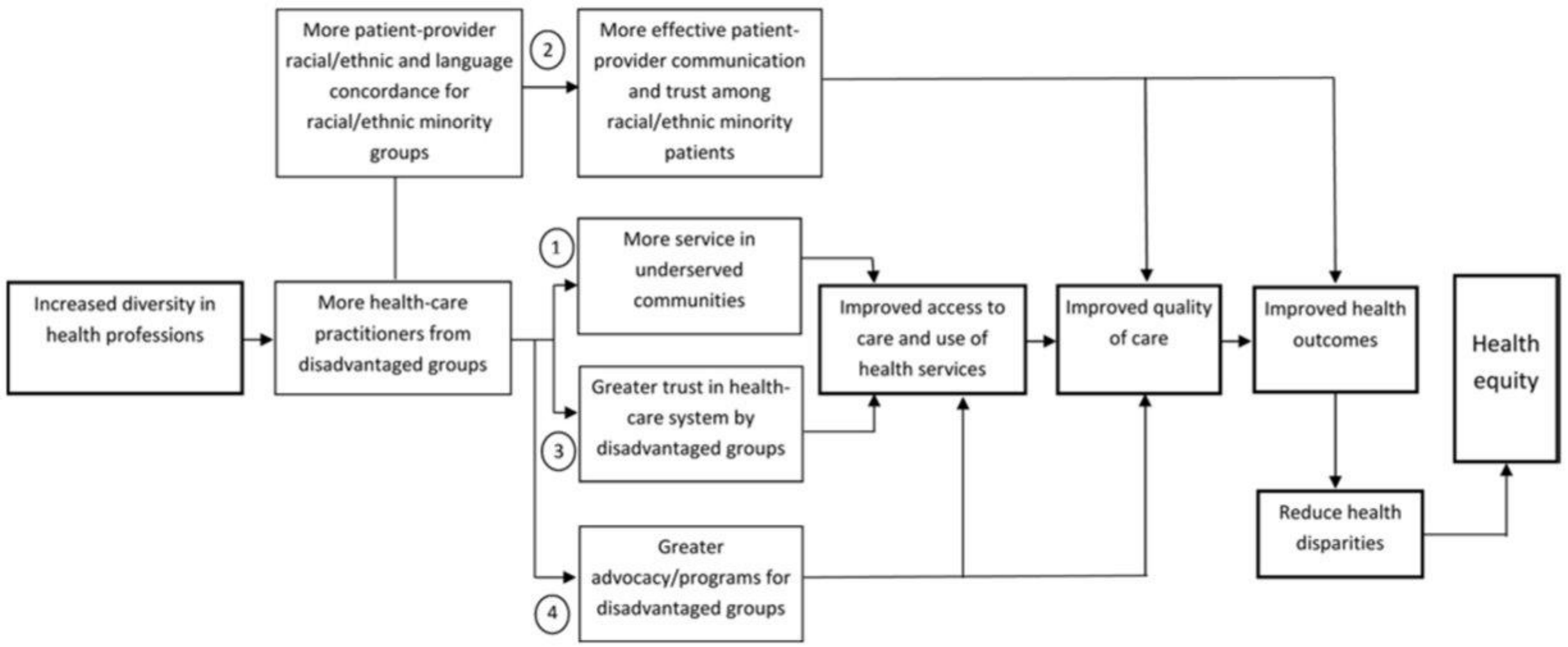


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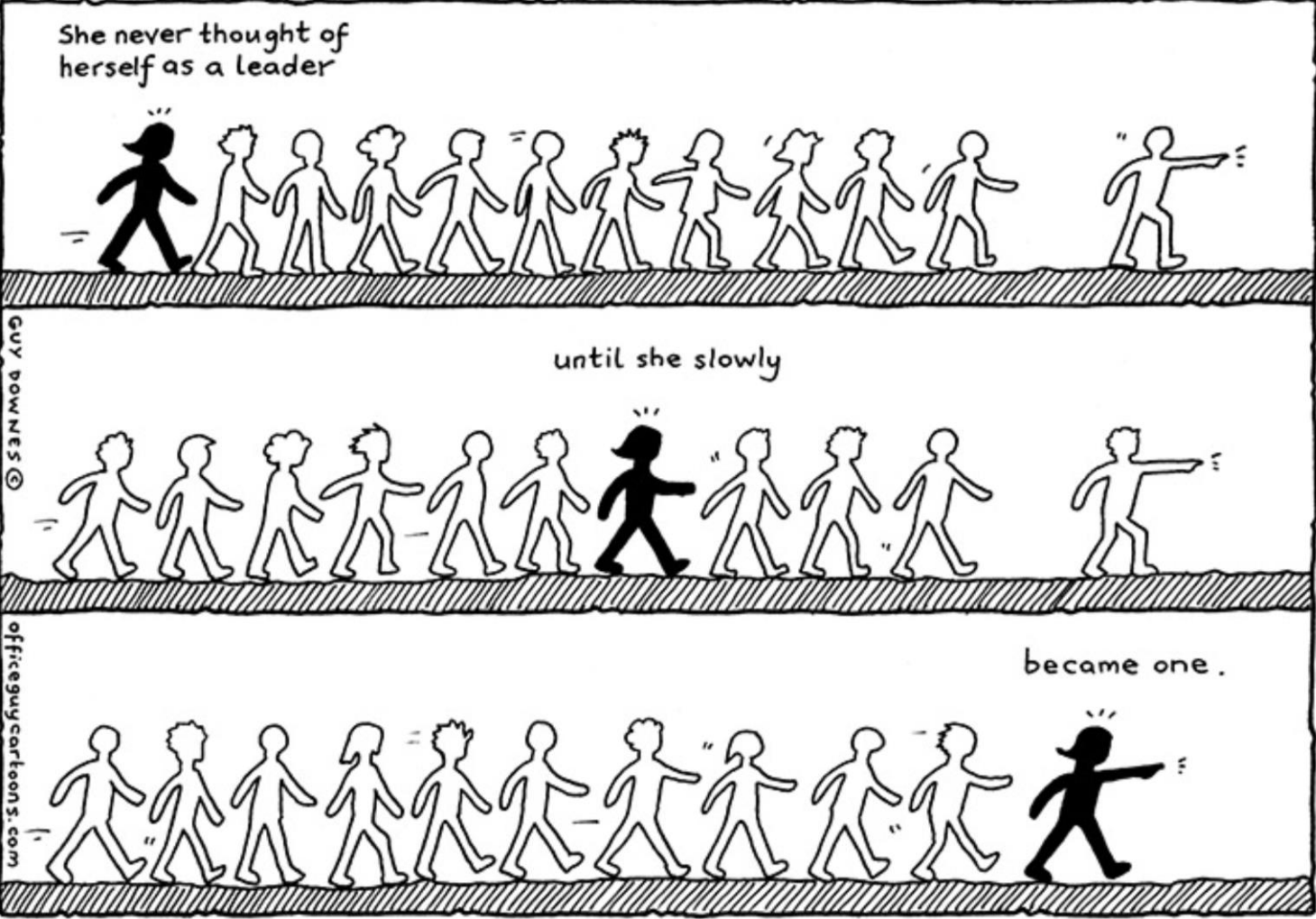


Health Disparities

- **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

Leadership



Educated

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



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



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

Strength

Dismantling Health Inequities



Resources

Wealth

Power

Bias

Policies

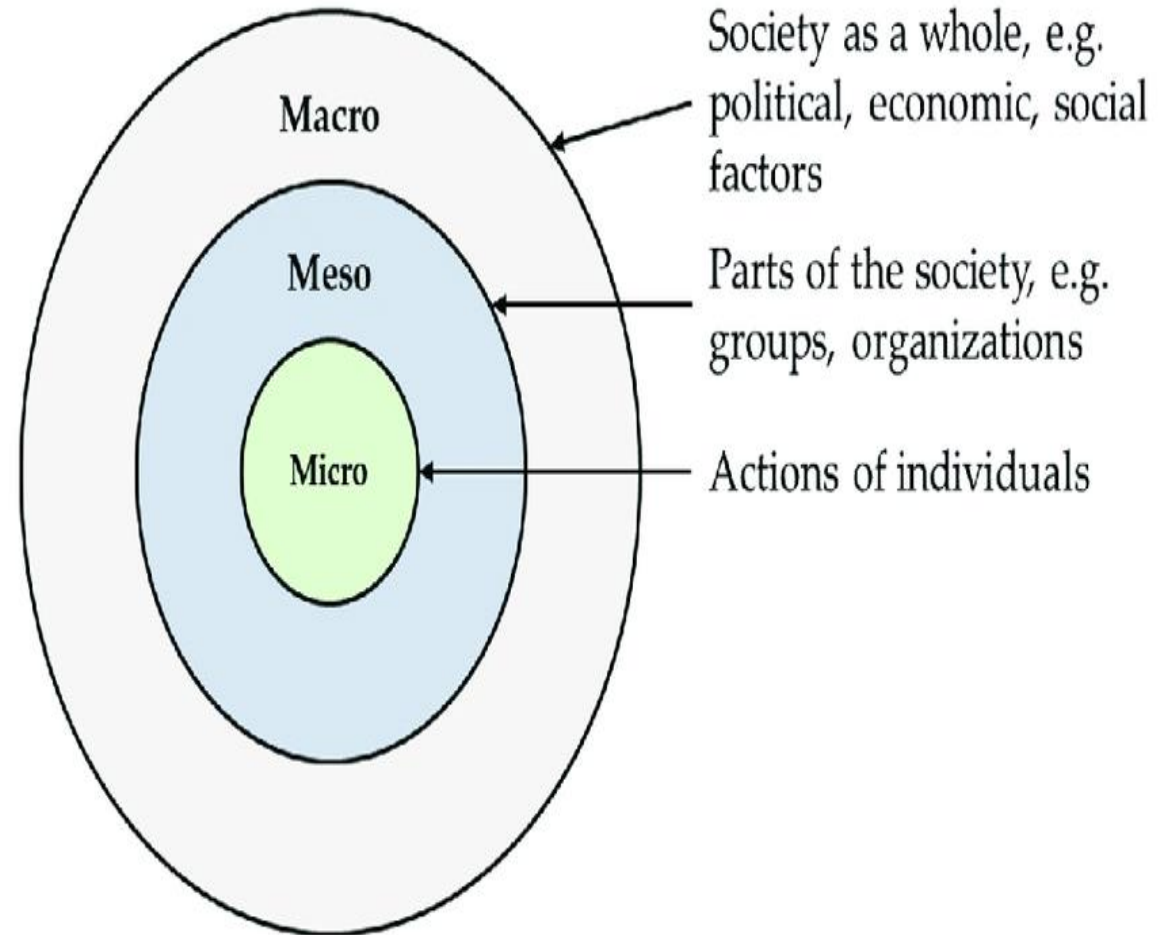
Education

Structural Barriers

What causes Health Disparities?

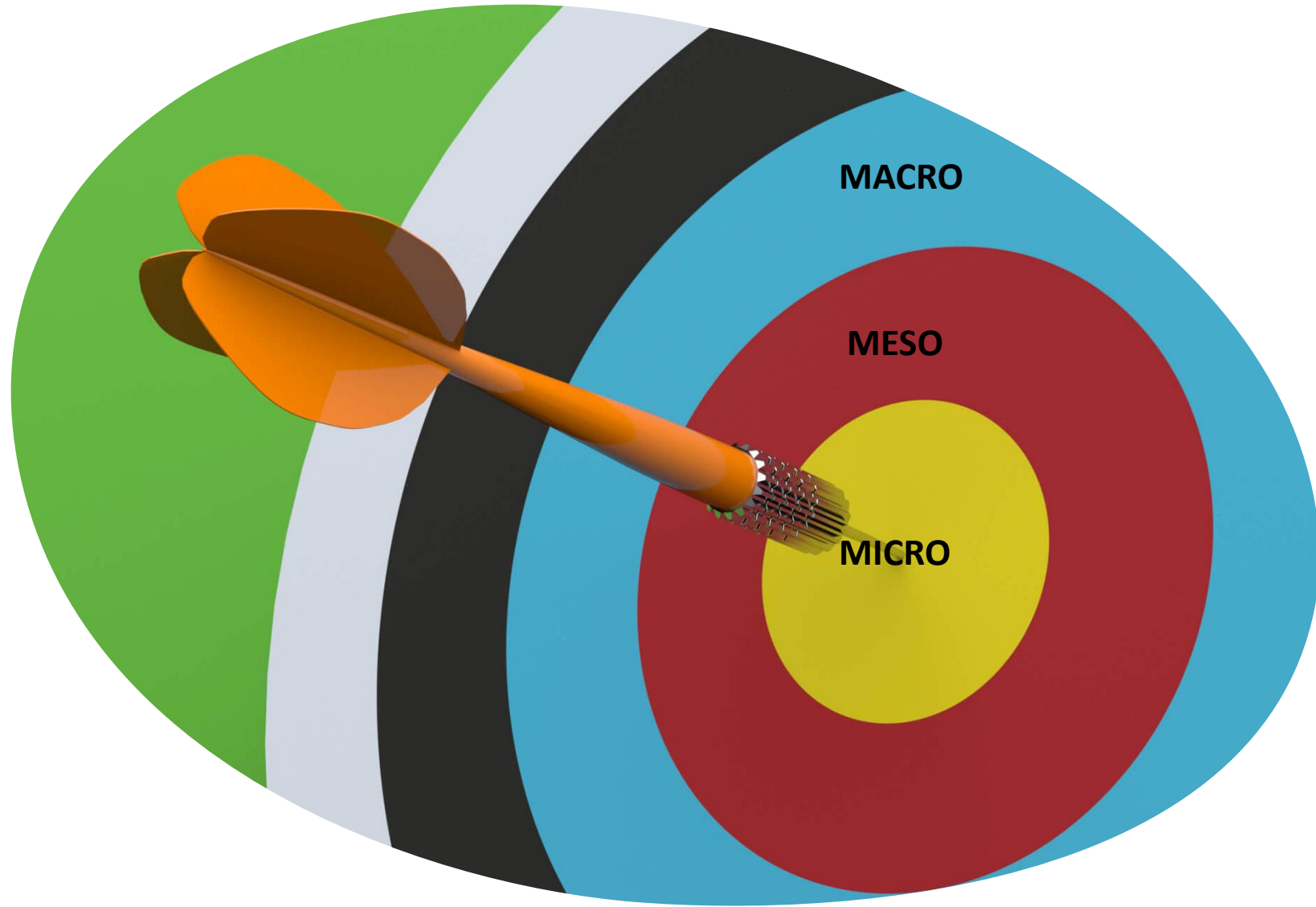
Social determinants of health drive more than **80%** of health outcomes

- 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



Considerations

Sex vs gender identity
(information systems,
survey, EHR)

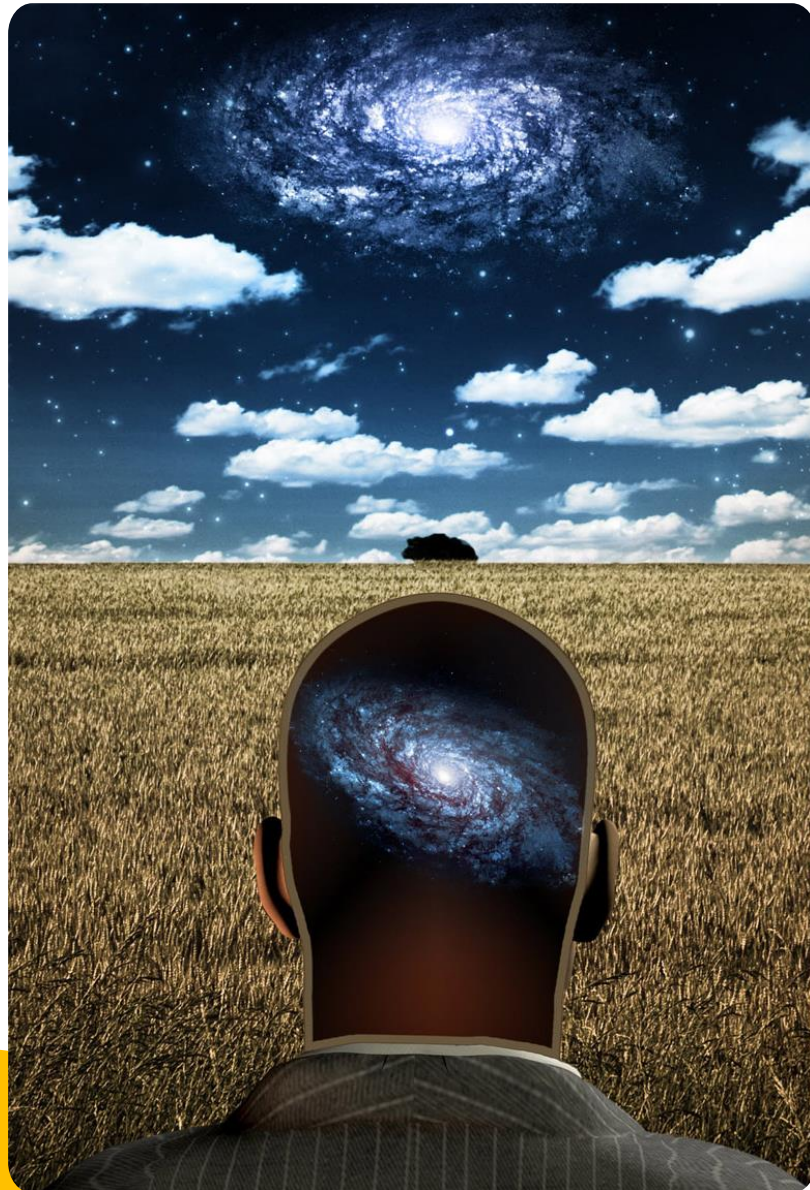
Misgendering

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

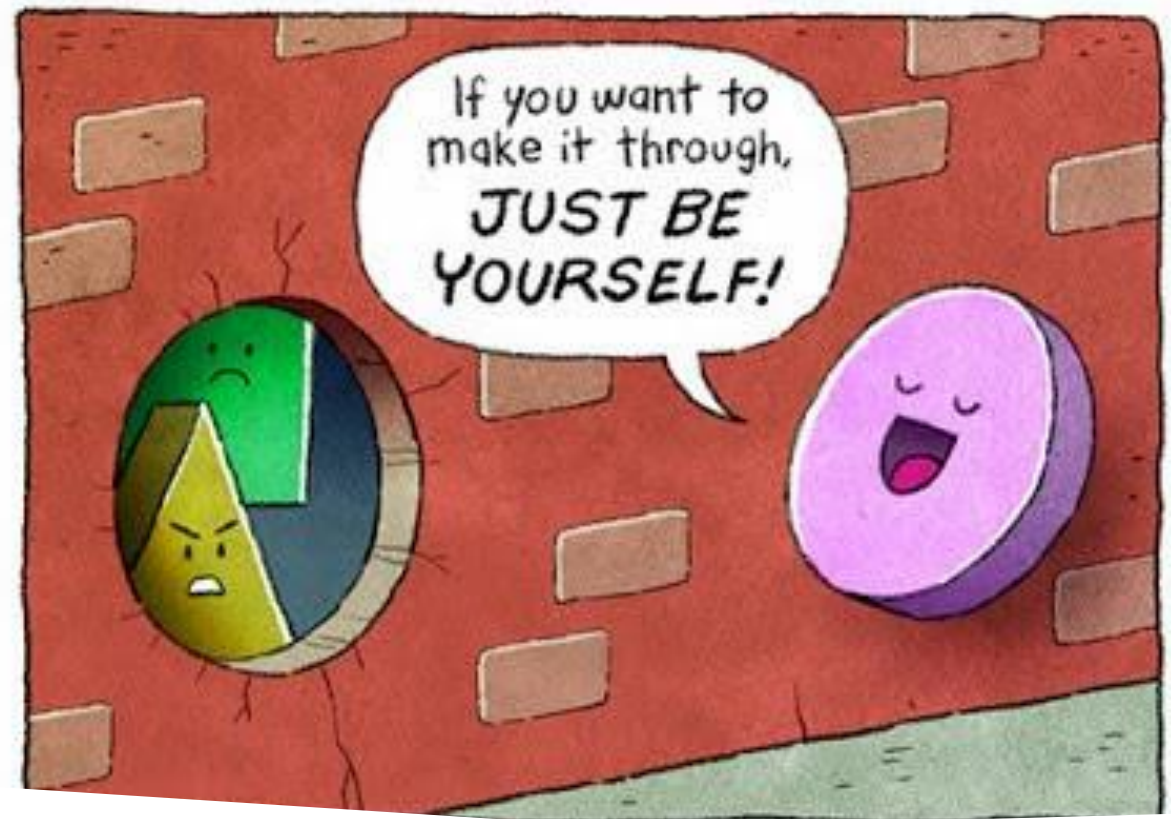
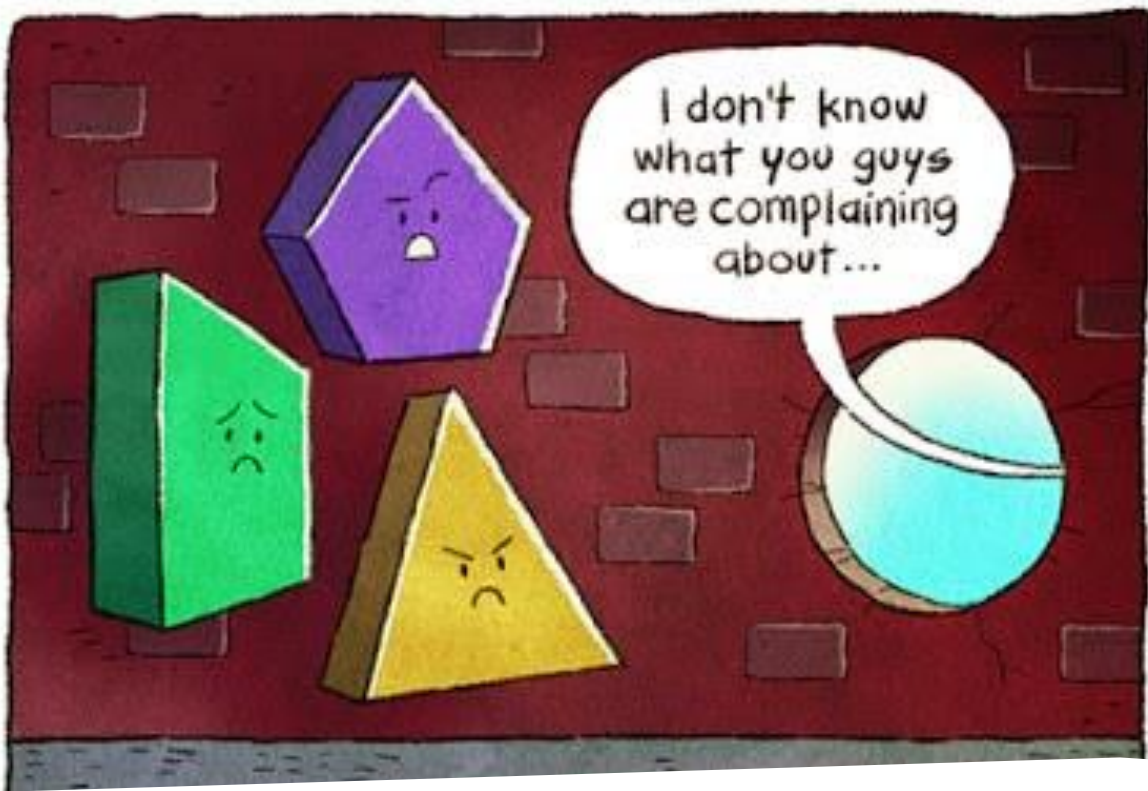
Considerations

- 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



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](#)
- [Harris and Wood's R.A.V.E.N. Process for Responding to Microaggressions](#)



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

ACTION PLAN			
WHO	WHAT	WHEN	HOW

American Medical Association

Acknowledging

Acknowledging the harm caused by racism and unconscious bias within medical research and health care

Identifying

Identifying tactics to counter racism and mitigate its health effects

Encouraging

Encouraging medical education curricula to promote a greater understanding of the topic

Supporting

Supporting external policy development and funding for researching racism's health risks and damages

Working

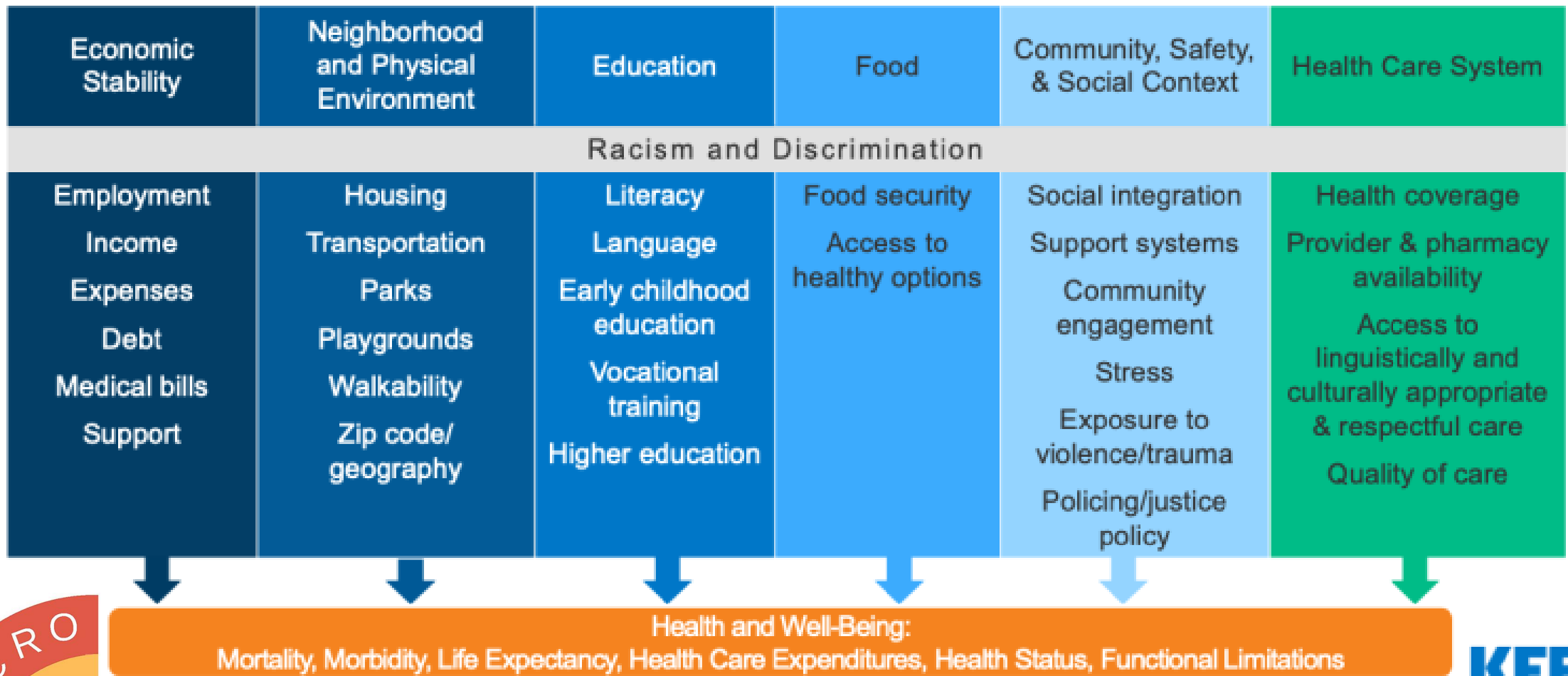
Working to prevent influences of racism and bias in health technology innovation

Action Continuum



Figure 1

Health Disparities are Driven by Social and Economic Inequities



Disparities in Health and Health Care Diagram: <https://www.kff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-5-key-question-and-answers/>



Key points/takeaways/questions?
