

An illustration of five diverse women from various ethnicities and cultures, shown from the chest up. They are all raising their right arms in a gesture of solidarity or support. The women have different hair colors and styles, and are wearing different colored long-sleeved shirts. The background is a solid, muted brown color.

Justice/Equity in OB-GYN

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@cjangerhofer



Objectives

To explore the key concepts and definitions of diversity, equity, inclusion, and justice

Review the history and provide context to understand why reproductive justice and equity is so important today

Provide tools to critically analyze ourselves and our working environments to overall improve the healthcare of our patients





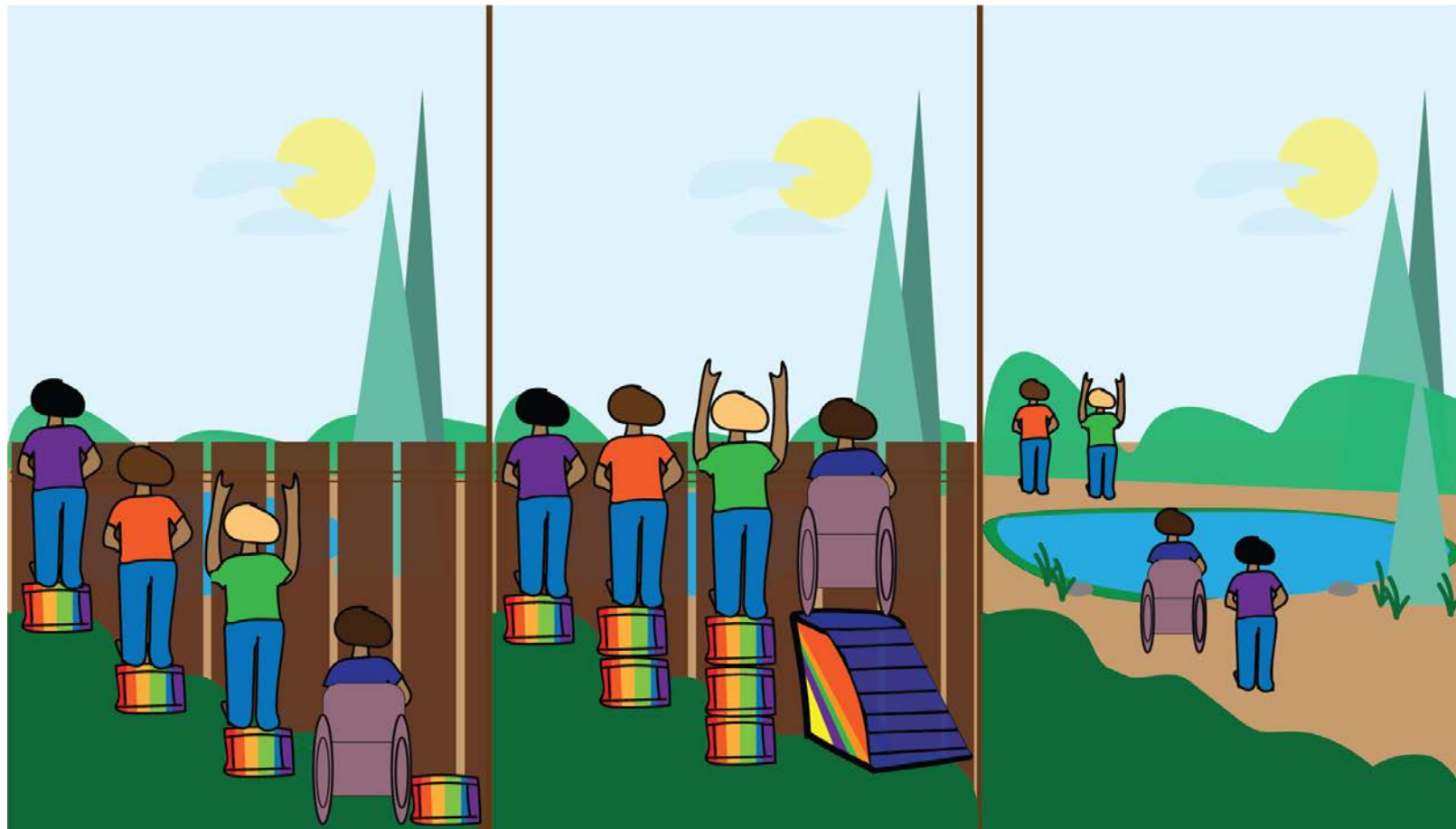
What is DEIJB?

Equality versus Equity

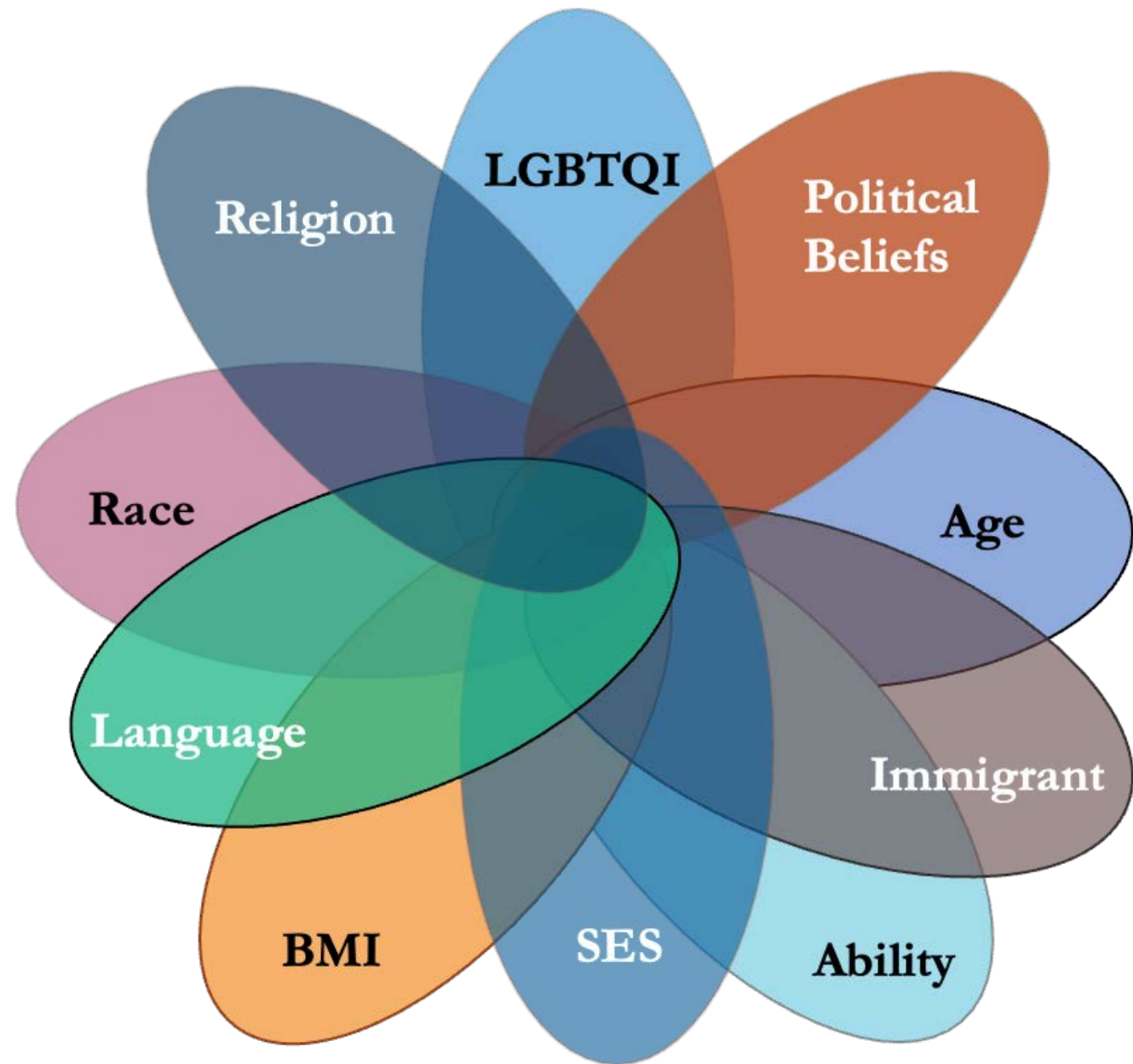
Equality

Equity

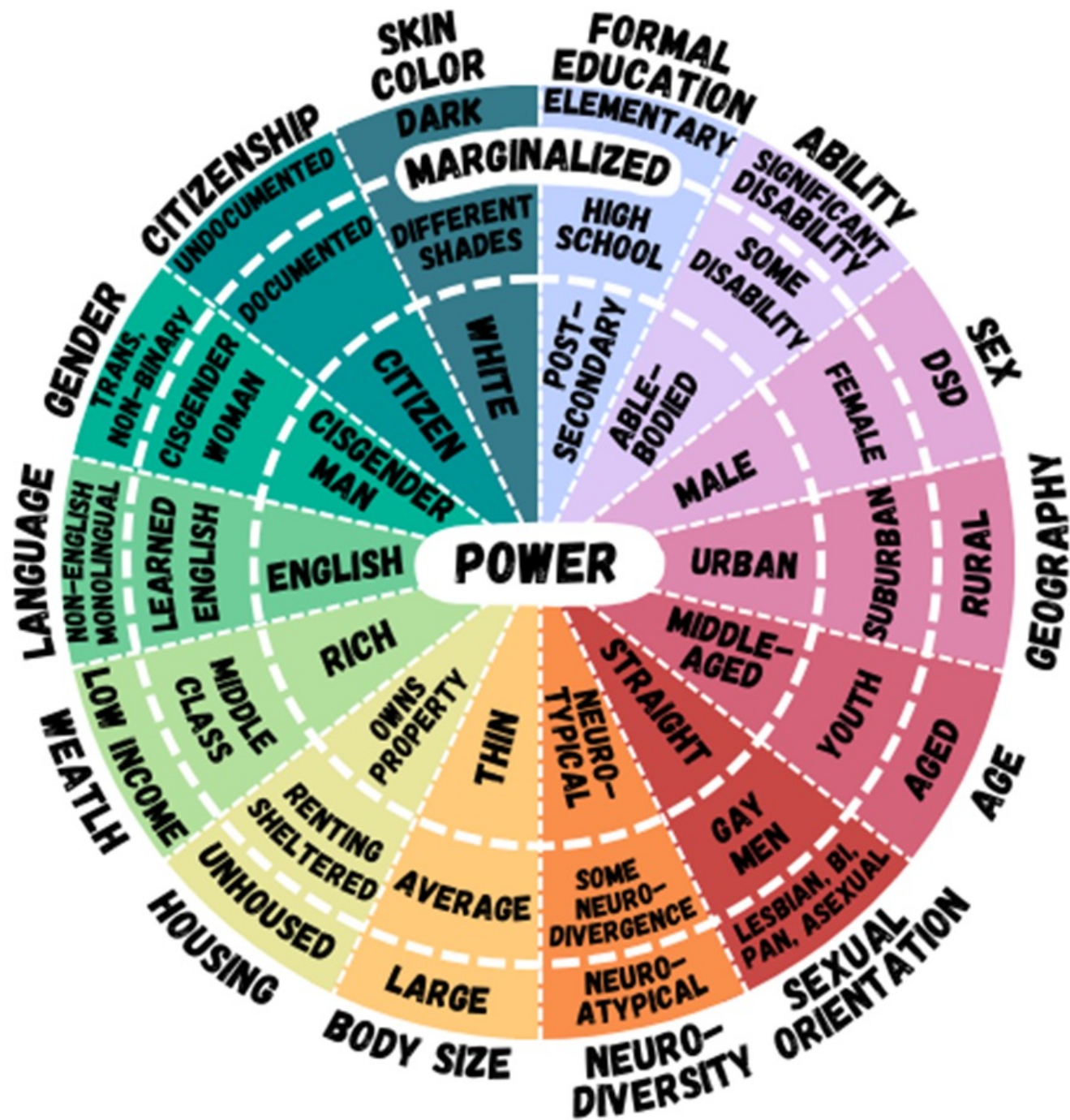
Justice



Who are we
talking
about?



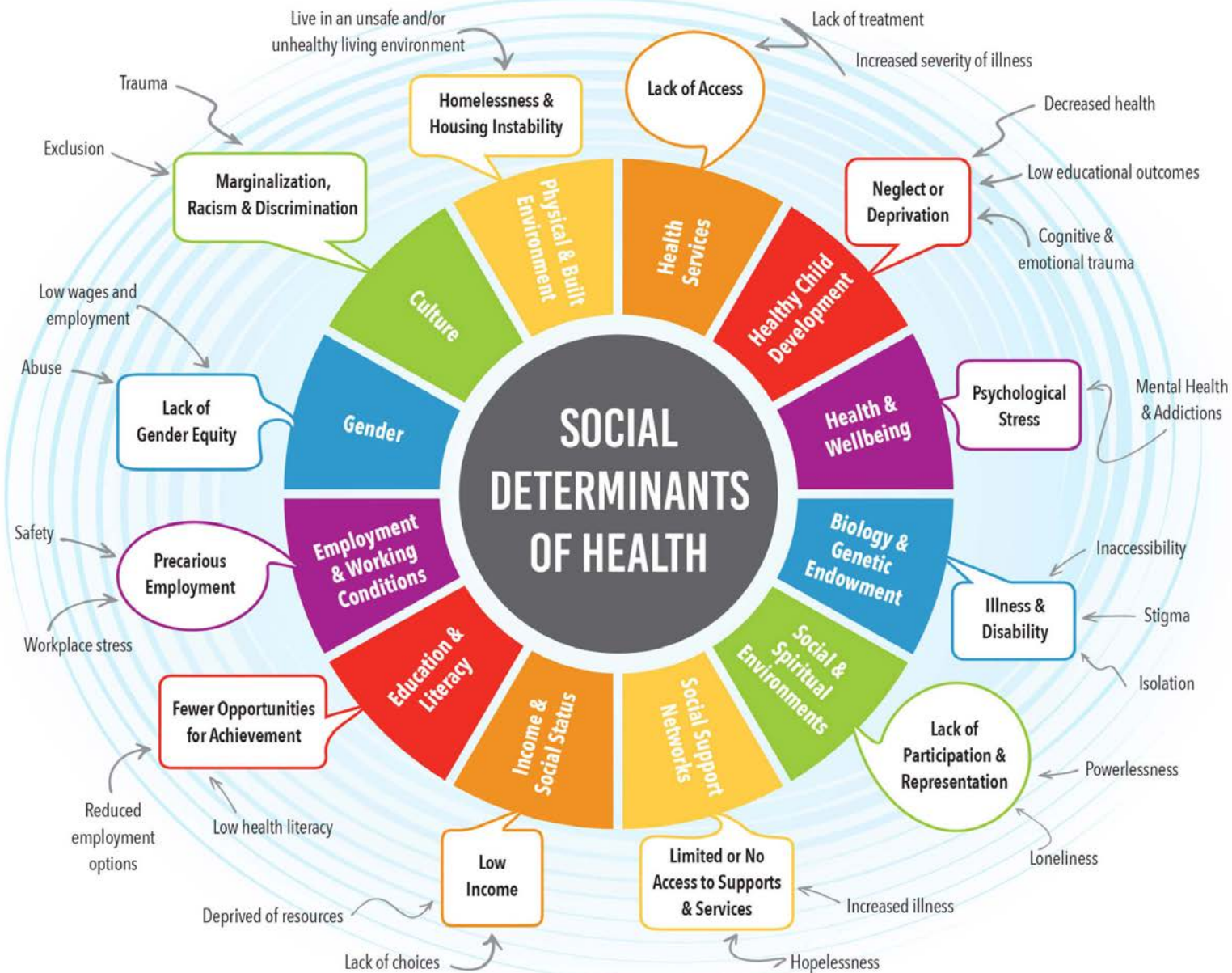
Power





Advantage and Disadvantage

FIGURE 1: SOCIAL DETERMINANTS OF HEALTH AND WELL-BEING¹⁴





**Race is a
social
construct**

Race is a human-invented term used to describe and categorize people into various social groups based on characteristics like skin color, physical features, and genetic heredity.

Over time, “race” was created to oppress others, predominantly Black Americans

Science was complicit

The racial groupings we have invented are genetically more similar to each other than they are different²

Reckoning

Nuriddin A, Mooney G, White AIR. Reckoning with histories of medical racism and violence in the USA. Lancet. 2020 Oct 3;396(10256):949-951. doi: 10.1016/S0140-6736(20)32032-8. PMID: 33010829; PMCID: PMC7529391.

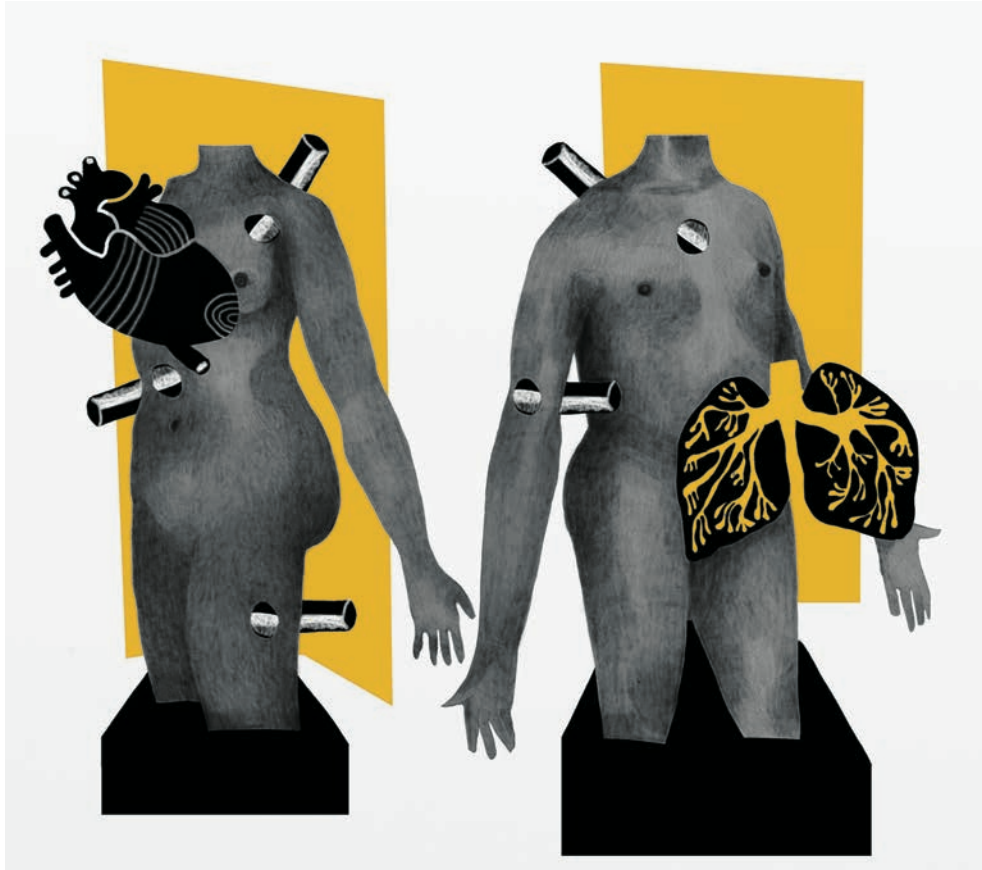


ILLUSTRATION BY DIANA EJAITA

1790 founding father and professor at University of Pennsylvania Benjamin Rush taught that **blackness was a form of leprosy**.

Medical schools relied on enslaved Black bodies as “anatomical material” and recruited students in southern states by advertising its abundance.

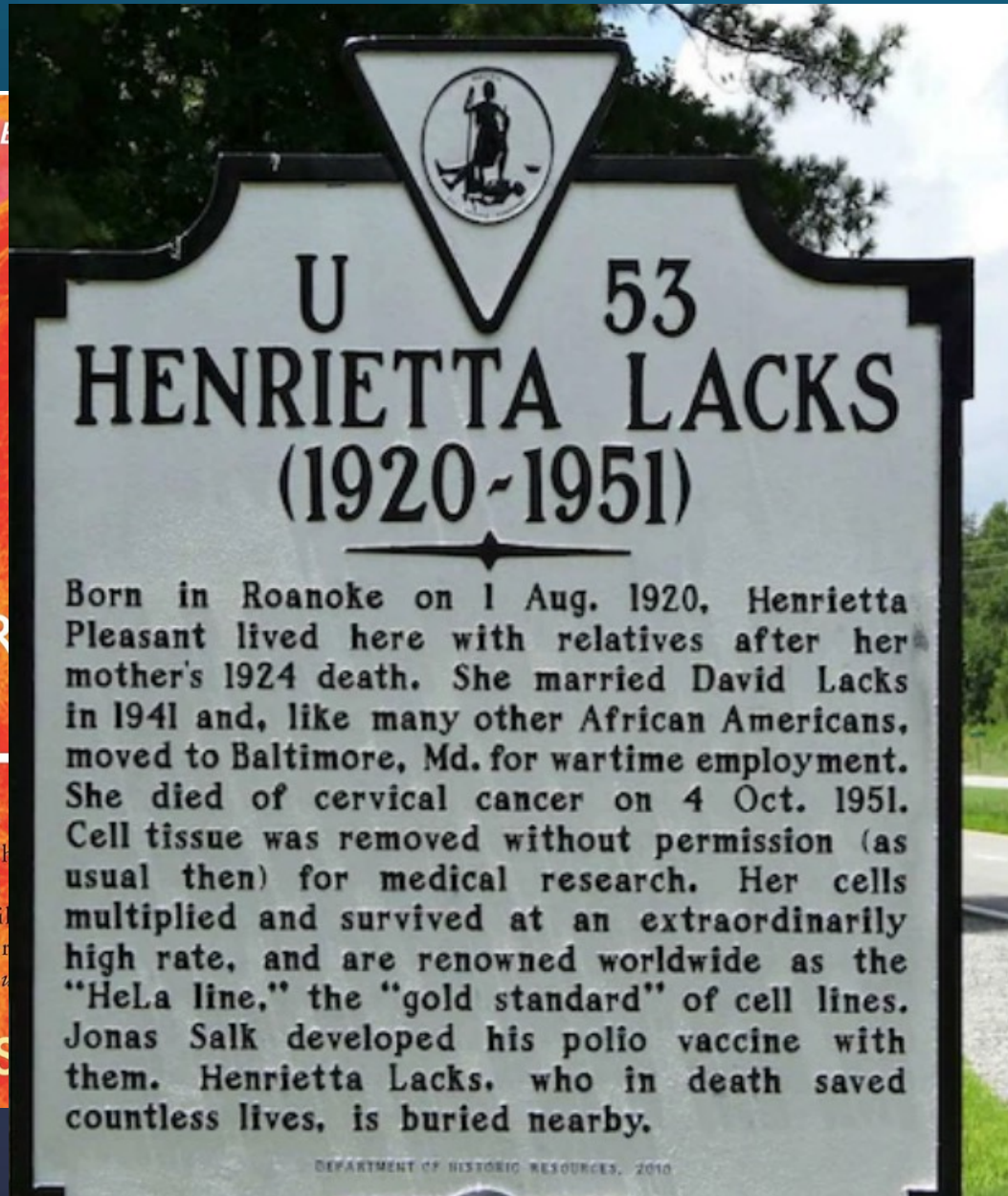
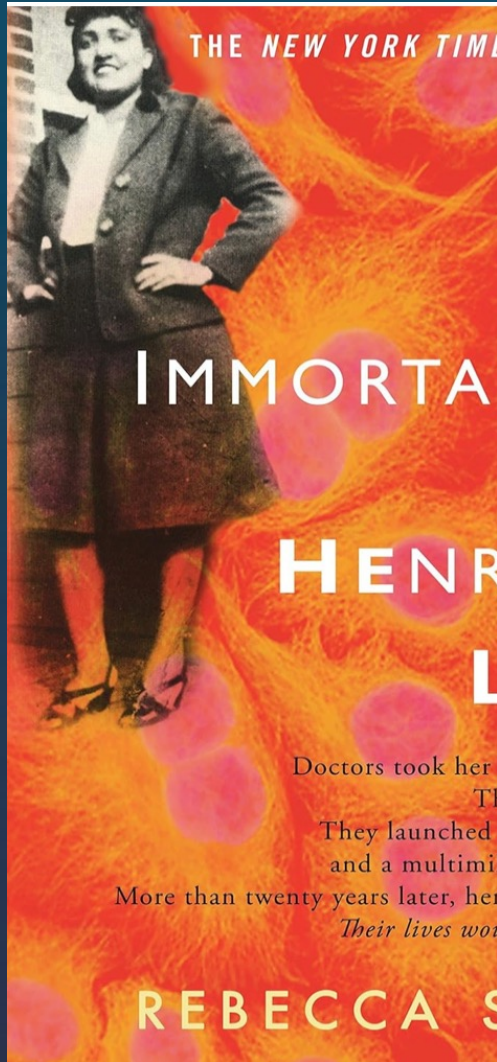
The Virginia Medical College employed a Black man named Chris Baker as its “resurrectionist” to steal freshly buried Black bodies to use for dissection.

John Brown, an enslaved man, was "**lent**" to Dr. Thomas Hamilton to experiment on to determine the **thickness of Black skin**.

1875 Essay, Physician Josiah Nott taught that Black people were **immune to tropical disease** such as malaria and yellow fever

SIMS









Today

After reports of forced sterilizations in Californian prisons, the state launched an investigation and determined that at least 144 incarcerated women were illegally sterilized between 2005-2013

In 2020, allegations by a whistleblower of involuntary hysterectomies in a US Immigration and Customs Enforcement facility are concerning if confirmed.

The disparity in infant mortality between White and Black people in the USA is even higher now than it was in the Antebellum period; hospitals serving predominantly Black and Latinx patients are underfunded.



WHEN A BLACK MOTHER DIES,

THERE IS A RIPPLE EFFECT

ONYX
COLLECTIVE

ABC NEWS STUDIOS

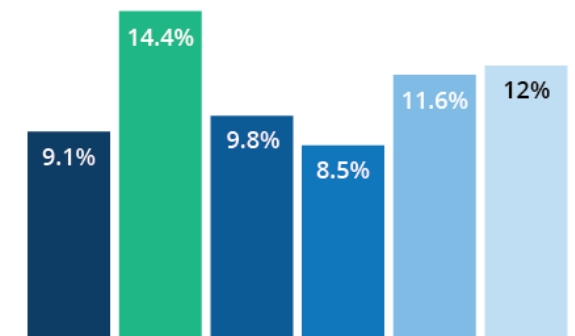
Aftershock

ORIGINAL DOCUMENTARY
PREMIERES **JULY 19** **hulu**

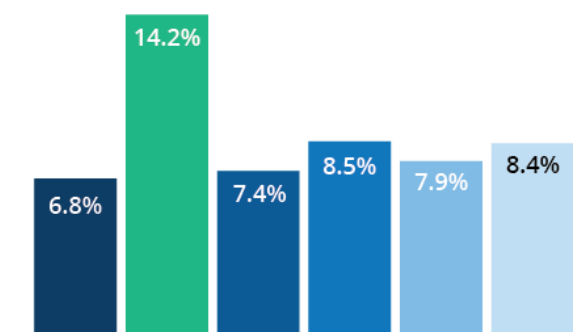
A Look at Key Maternal and Infant Health Disparities Among Black People

● White ● Black ● Hispanic ● Asian ● AIAN ● NHOPI

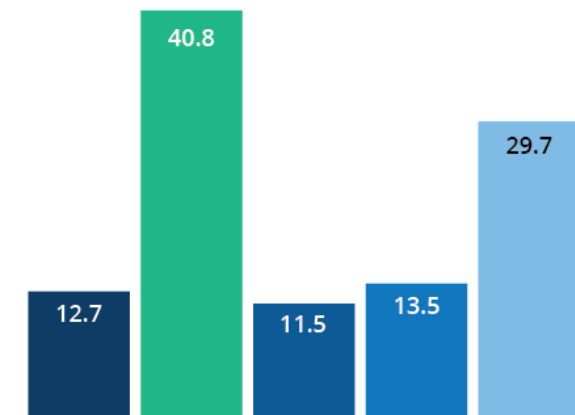
Preterm Births, 2020



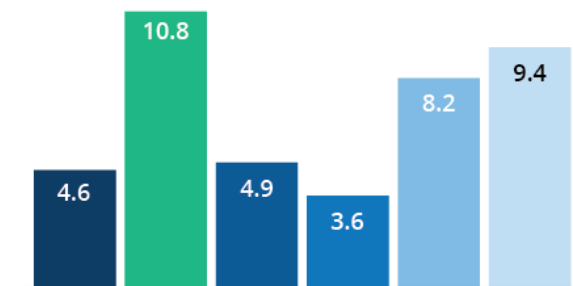
Babies Born Low Birthweight, 2020



Pregnancy-Related Mortality (per 100,000 births), 2007-2016



Infant Mortality (per 1,000 live births), 2018



NOTE: AIAN refers to American Indian or Alaska Native. NHOPI refers to Native Hawaiian or Other Pacific Islander.

SOURCE: Original source information and data available at www.kff.org/report-section/key-facts-on-health-and-health-care-by-race-and-ethnicity-health-status-outcomes-and-behaviors/





Responding to racism in healthcare can force Black patients to choose between basic respect and continued care

Which of the following have you done because of racism you've experienced while dealing with the healthcare system?



Among Black respondents who reported experiencing racism in a healthcare setting. N=322

VBAC Calculator

VAGINAL BIRTH AFTER CESAREAN

Early Pregnancy

Delivery Admission

Maternal age (range 15-50 years):

Height Unit:

inches

centimeters

Height (range 119-191 cm):

Weight Unit:

pounds

kilograms

Pre-pregnancy weight (range 34-206 kg):

Body mass index: kg/m²

Obstetric History:

Previous VBAC



Arrest disorder indication for prior cesarean?

No



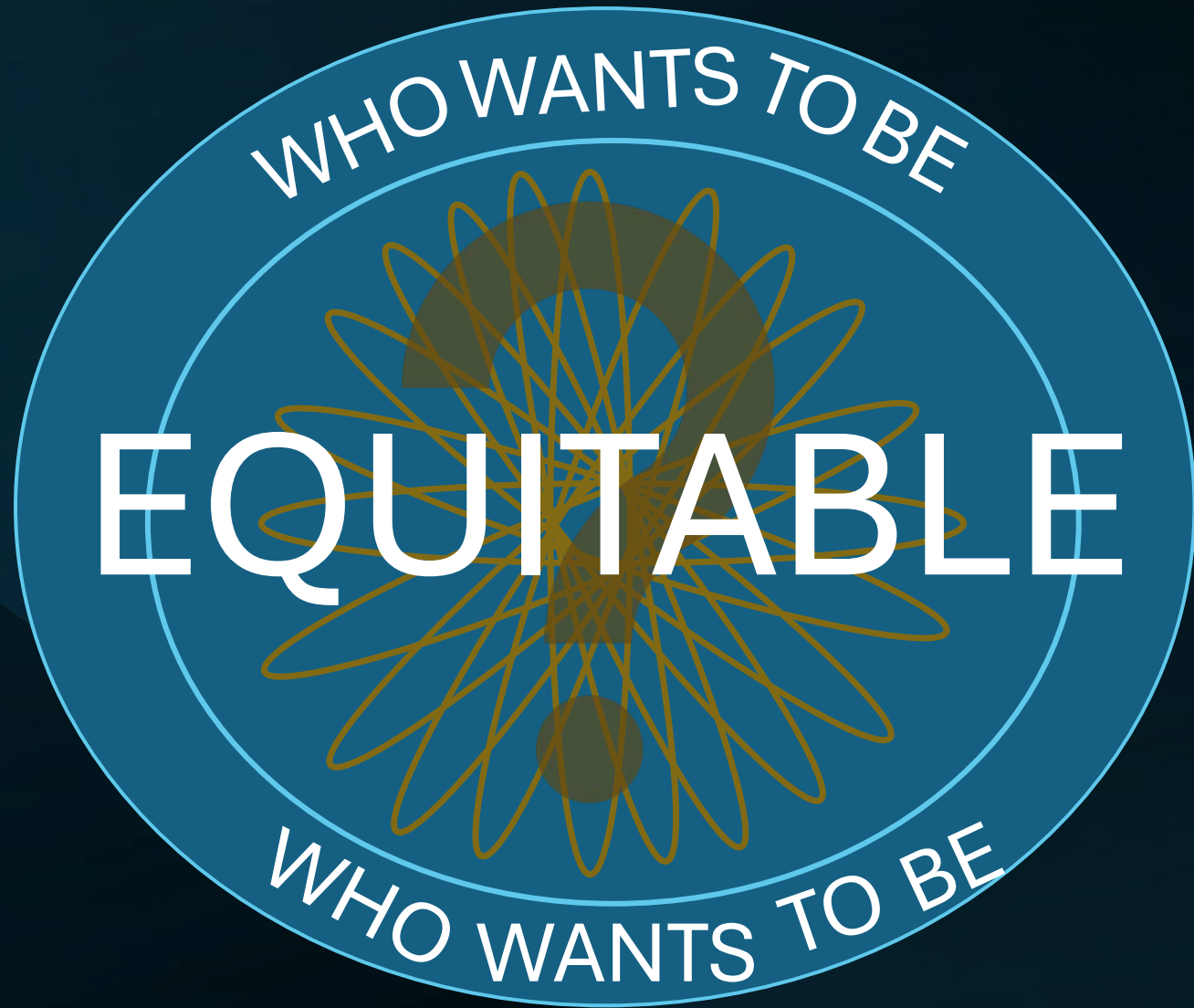
Treated chronic hypertension?

No





Who Else?



Lesbian and bisexual patients have risk factors that are associated with ovarian and breast cancer

True

False



Lesbian and bisexual patients have risk factors that are associated with ovarian and breast cancer

True

False

Lesbian or transmasculine patients do not require pap testing

True

False



Lesbian or transmasculine patients do not require pap testing

True

False

More than half of transgender patients are denied transition surgery coverage

True

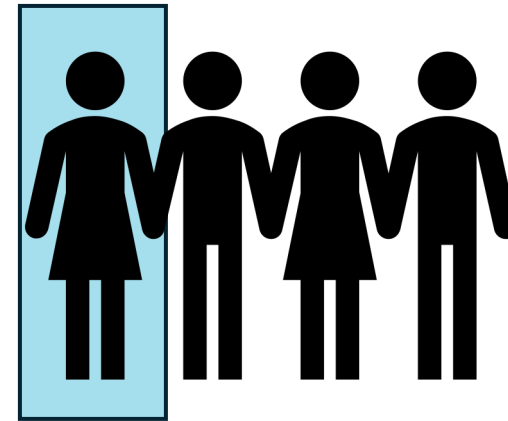
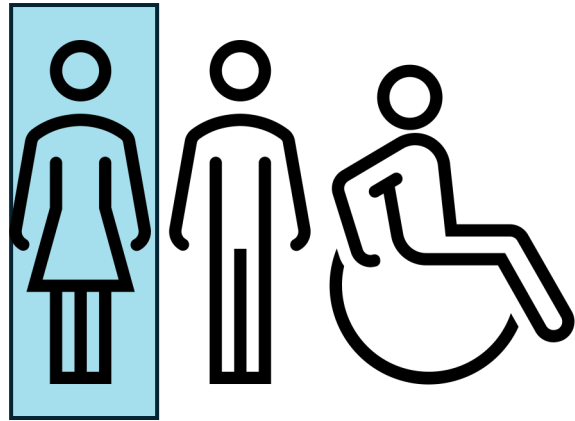
False



More than half of transgender patients are denied transition surgery coverage

True

False



Personal

Private beliefs,
prejudices,
& ideas that
individuals have

Institutional

Discriminatory
treatment, policies
& practices, within
organizations

It starts with YOU!

Interpersonal

Expression of
racism between
individuals

Cultural

in which
public policies,
institutional practices,
and other norms
perpetuate racial
group inequality

4 Levels of Racism

The Role of Senior Leaders in Building a Race Equity Culture
Kerrien Suarez Director at Equity in the Center

Personal Level

Awareness and Choice

Awareness of core beliefs

Breaking old habits and learning new approaches

Sustainable behavioral change

Accountability

Owning power and privilege

Recognition and mitigation of implicit bias



Chal

Commo

Learne

Pervasiv

Unconsci

Conseque

Conscious Bias

Self-aware intentions and predeterminations of people based on explicit prejudice or stereotypes

rganize

LINE OF

CONSCIOUSNESS

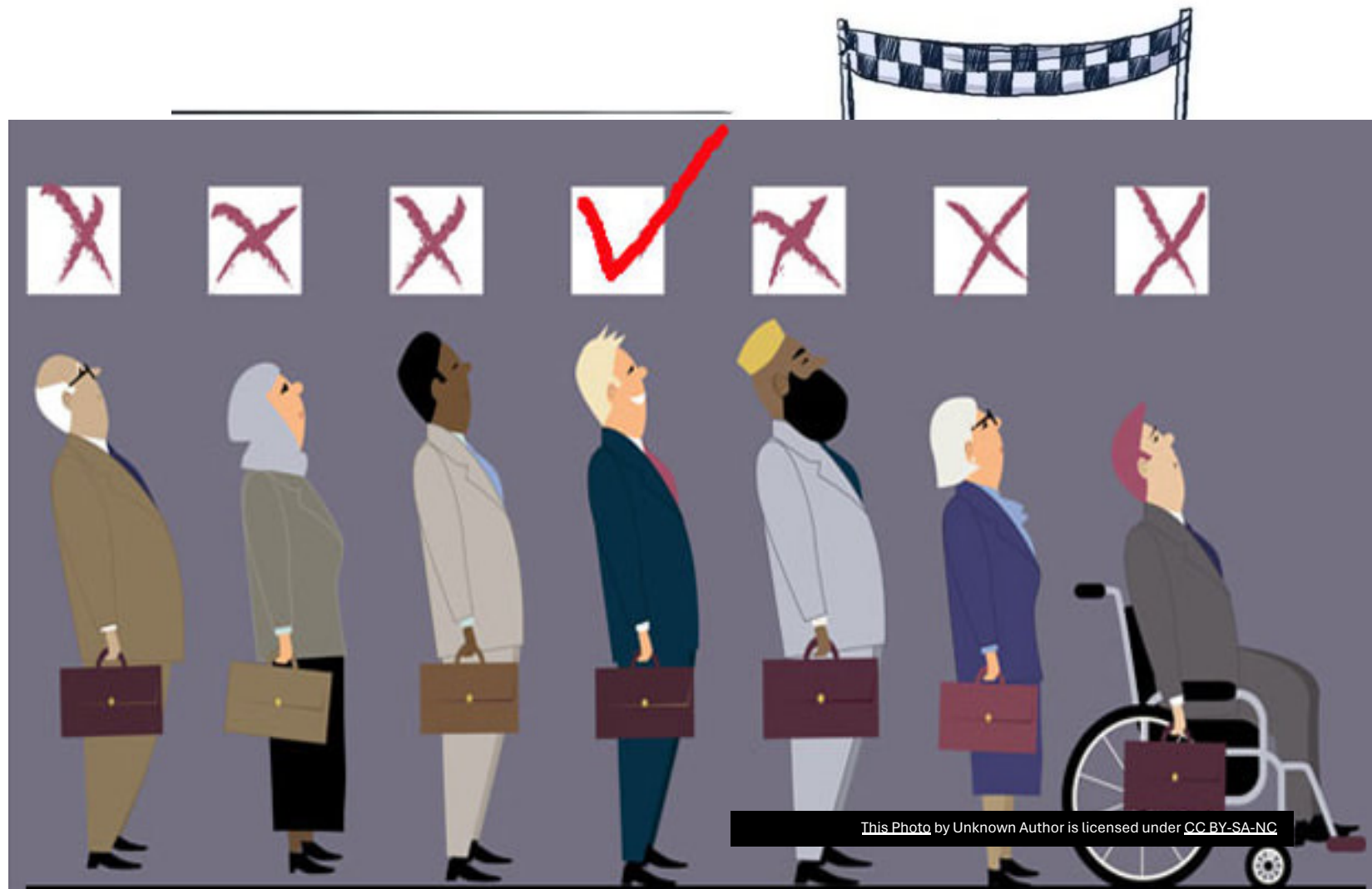


Unconscious Bias

Unconscious attitudes or beliefs we hold about different groups of people, as a response of our neurological shortcuts

ur explicit

Interpersonal Level



This Photo by Unknown Author is licensed under CC BY-SA-NC

“What’s the matter?
It’s the same distance!”

Privilege

It is a form of societal power that is derived from identity that is part of culture

You are likely to have tailwinds because, by your demographic membership, you are part of the dominant

“White privilege doesn’t mean your life hasn’t been hard. It means the color of your skin isn’t one of the things making it harder.”

— Unknown

ork

Work Itself
compensation, others’
s, perceived value,
etc.

Sense of Self
Demeanor, values,
ethics, etc.

engagement is
sidered without
for privilege, we
Who controls the
context of work?

Safety
feel like people know
me and like me.”

ity
I need to
ell.”

Micr

Comments
painful bec
persons ide
subject to s

What messa

What's the r



I DIDN'T MEAN TO RUN OVER YOUR FOOT...
I'M A GOOD DRIVER!



Twitter: @kawai_lai



textPivotPoint



2nd class
citizen

Now what?



Take a breath

You can be a good person with positive intentions

Don't make it about you

The weight of historical oppression is heavy

Listen

Give people space to be heard, it's a gift for someone to share their lived experience with you

Learn

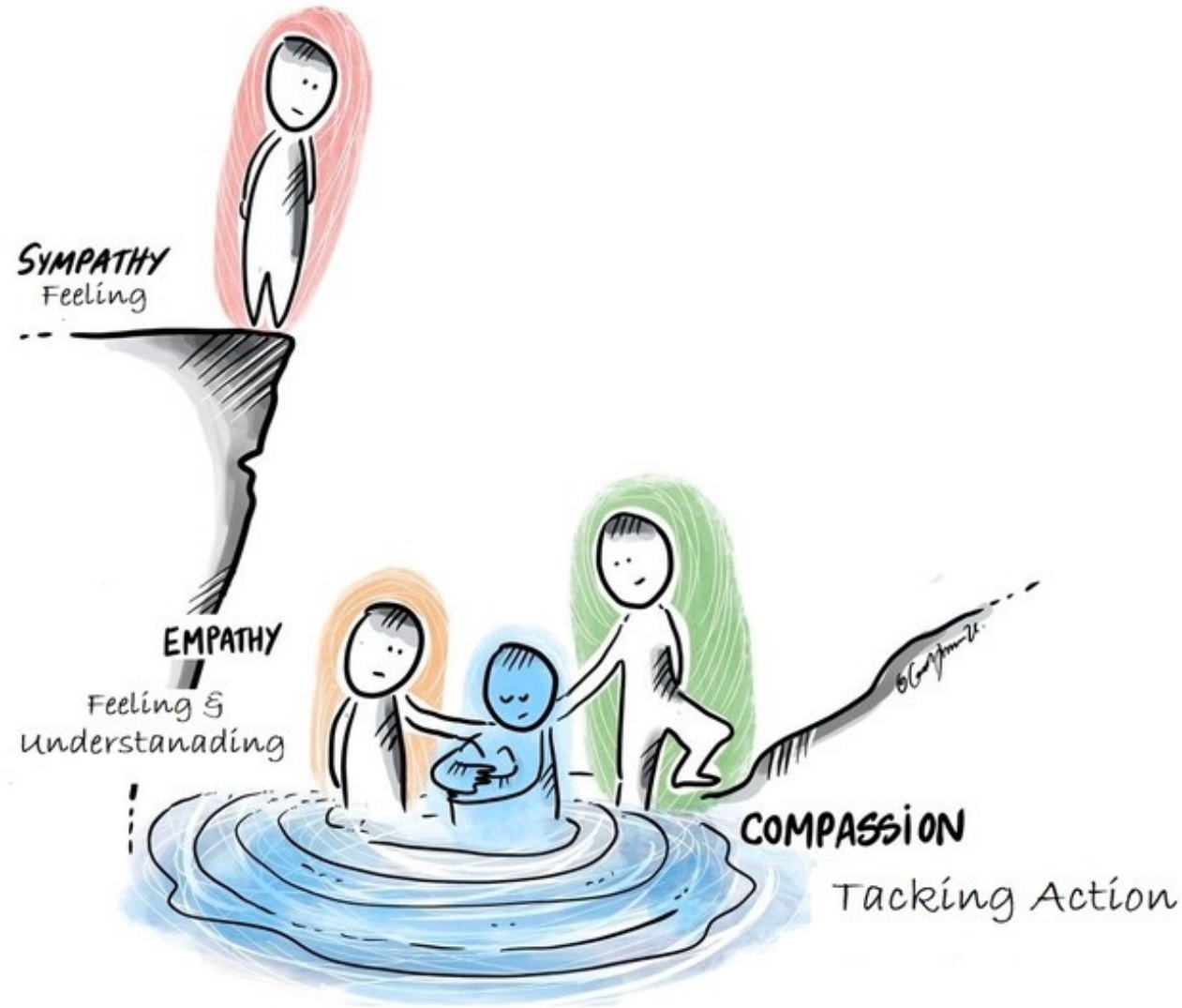
Educate yourself

The sincere apology

Address the hurtful comment(s) and acknowledge the impact.

Describe what you will do differently

Allyship and



@camillatuominenofficial

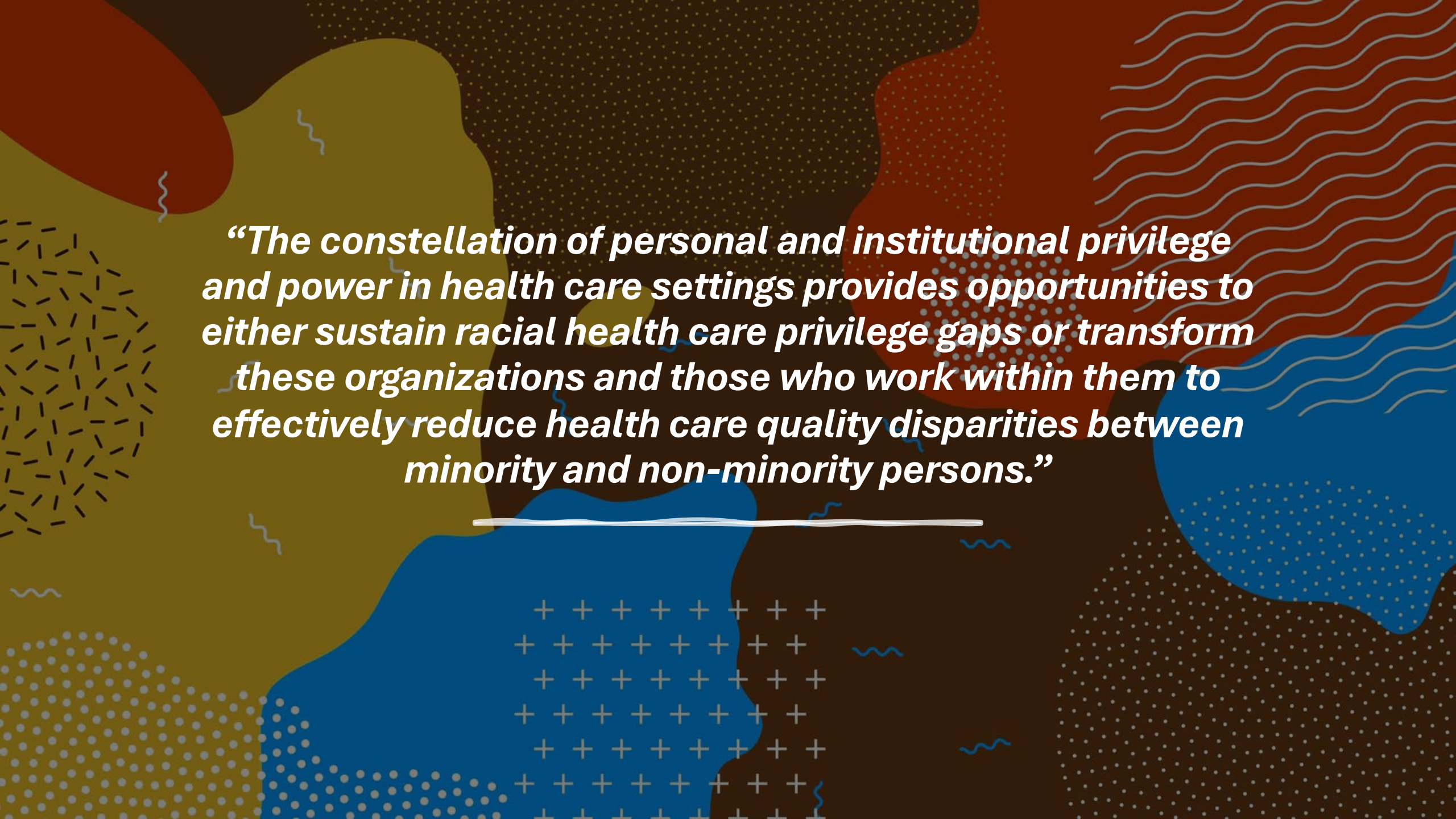
LY



ES TO
IDENTIFY
PRIVILEGE



INDS TO
KE ACTION
ND MAKE
A CHANGE

The background is a vibrant, abstract composition. It features several overlapping organic shapes in shades of olive green, burnt orange, and deep blue. The olive green shape on the left contains a pattern of small black dashes. The burnt orange shape in the upper right has a pattern of white wavy lines. The blue shape at the bottom center is filled with a grid of small white plus signs. The dark grey background is peppered with small white dots. A thin white horizontal line is positioned below the main text block.

“The constellation of personal and institutional privilege and power in health care settings provides opportunities to either sustain racial health care privilege gaps or transform these organizations and those who work within them to effectively reduce health care quality disparities between minority and non-minority persons.”

Power-Sharing in Patient Care

Explain that there are two experts in the clinical encounter—
describe the different but complementary knowledge

Understanding that physician power is not owned, but
activated through relational communication and experience

Being aware of power dynamics that might be hindering
communication

Affirming patient autonomy, and empowerment

Challenge attitudes that there are right and wrong decisions

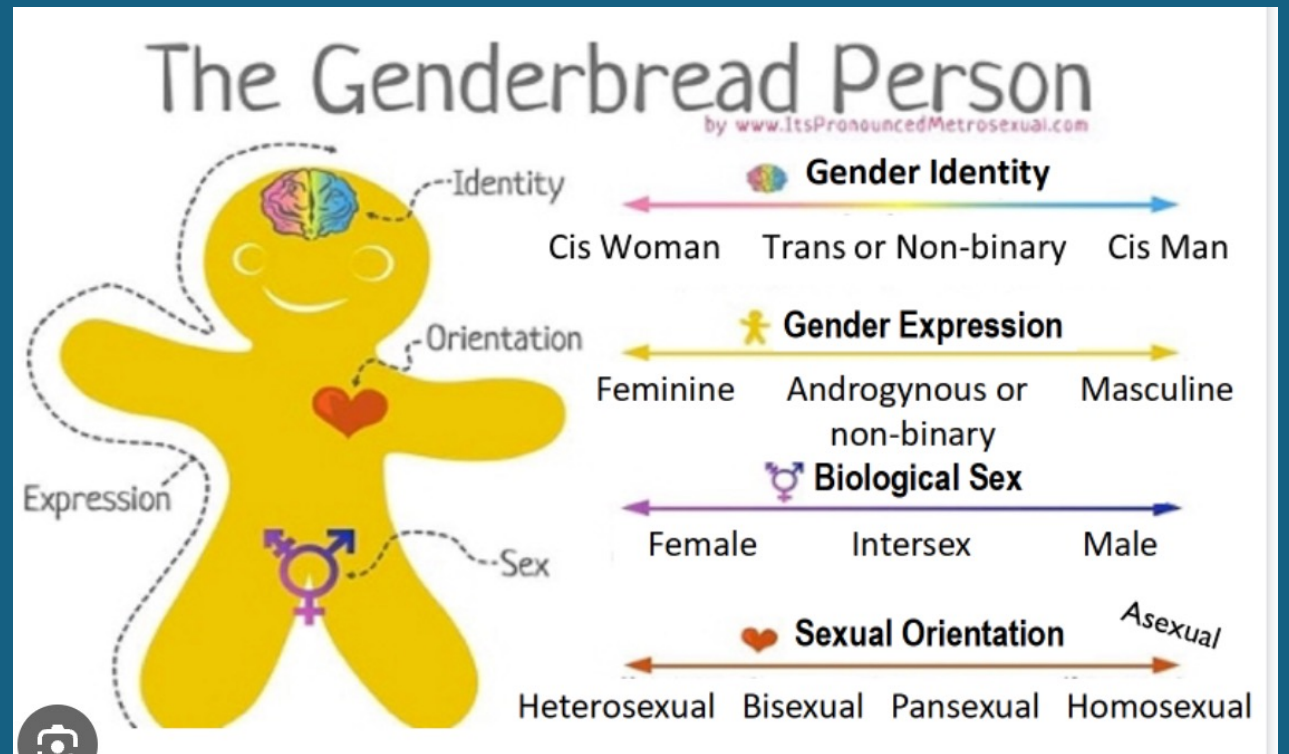
Redefine perceptions of a good patient and reassure patients
that participation will not result in retribution

Build patients' belief in their ability to take part.

Critical allyship

The “Handling” of power in the physician-patient encounter: perceptions from
experienced physicians

Power imbalance prevents shared decision making *Natalie Joseph-Williams,*





Create a More Inclusive Environment

Take the time to learn!

Staff education

Utilization of surveys

Inclusive signage and art

Ask yourself- What voices are we missing

Did I consider equity?

“Only when we consider racism and racial inequality to be persistent and implicit in our norms of practice and the ordering of society and not the exception, can we effectively begin to confront this issue.”



Getting to Justice

- Recognizing that racism is still a reality today, fed by institutional racism and culture.
- Affirm racism without intervention
- Denounce behaviors that perpetuate racism as determinants of health
- Work towards institutional and cultural change



Structural racism are still relevant
white dominant

Structural issues that

are indicators of

structural, interpersonal,



