

# Approaching Practice through an Anti-Racist Lens

August 12, 2021

11am EST

# Objectives

At the conclusion of this webinar, participants will be able to:

- 1) Highlight the legal underpinnings of racial health inequities we see today;
- 2) Distinguish racism from bias;
- 3) Characterize the three levels of racism; and
- 4) Describe frameworks for understanding racism's impact on the everyday practice of public health; and
- 5) Identify strategies for initiating and sustaining equity focused individual and organizational shifts



**Moderator**

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Director

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National Network of Public Health Institutes



**Dawn Hunter, JD, MPH**

Director

Southeastern Region  
Network for Public Health Law



**Priscilla Keith JD, MPH**

Lecturer of Health Administration, NYU Wagner  
Director of Program Management  
RIP Medical Debt

# Today's Speakers



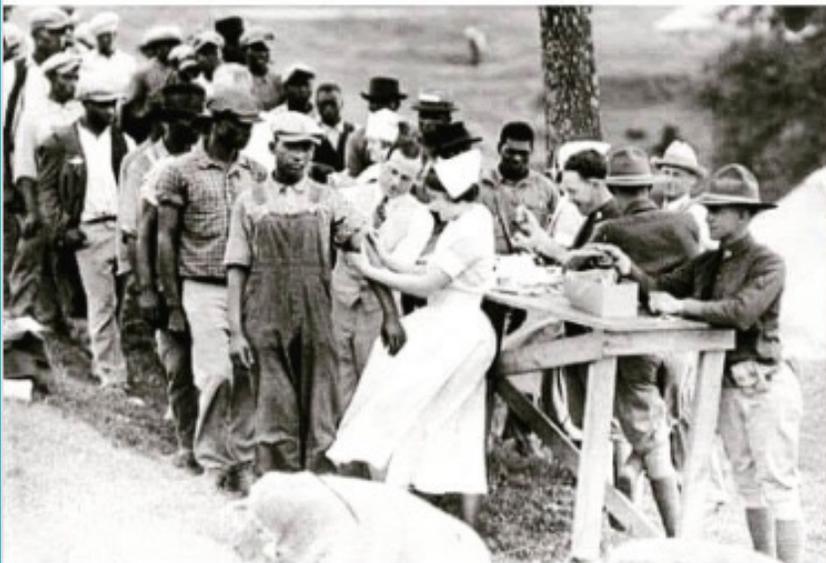
## The heaviness of history

- During slavery, black slaves were seen as suitable human specimens for medical experiment and demonstration.
- In 1839, abolitionist Theodore Dwight Weld said, “Public opinion’ would tolerate surgical experiments, operations, processes, performed upon [slaves] which it would execrate if performed upon their master or other whites.”
- The US Public Health Service Syphilis Experiments in which black American men with syphilis were purposefully left untreated by the U.S. government.
- According to one study, that crime left such a deep psychic scar that the distrust it created reduced life expectancy among Black men in America by more than a year.



Open Your Eyes And Wake The F  
14 hrs · 🌐 Up, ...

**US government offers free healthcare to southern rural blacks. Intentionally injects them with syphilis**



**STILL WANT A CORONA VACCINE?**

March Against Corruption  
Yesterday at 12:32 PM · 🌐



Follow

Have you learned the risk of trusting known liars?

Don't believe this happened? Type "Tuskegee experiment" into your nearest search engine and discover American history not taught in schools or on corporate state tell-lie-vision networks.

Subtle, and not so subtle, forms of racism impact our sense of ***belonging*** and create foreseeable aura of distrust that affects the health of black Americans...whether we actually know ***the details*** of what happened half a century ago or not.

What does  
approaching  
practice  
through an  
anti-racist lens  
mean to you?

Dawn Hunter

### Confirmation Bias

We tend to find and remember  
information that confirms our  
perceptions.



*You can confirm a conspiracy  
theory based on scant evidence  
while ignoring contrary  
evidence.*



- What are your own pre-conceived notions about racial equity?
- About people of different races and abilities?
- How do these beliefs influence your actions?

### In-Group Favoritism

We favor people who are in  
our in-group as opposed to an  
out-group.



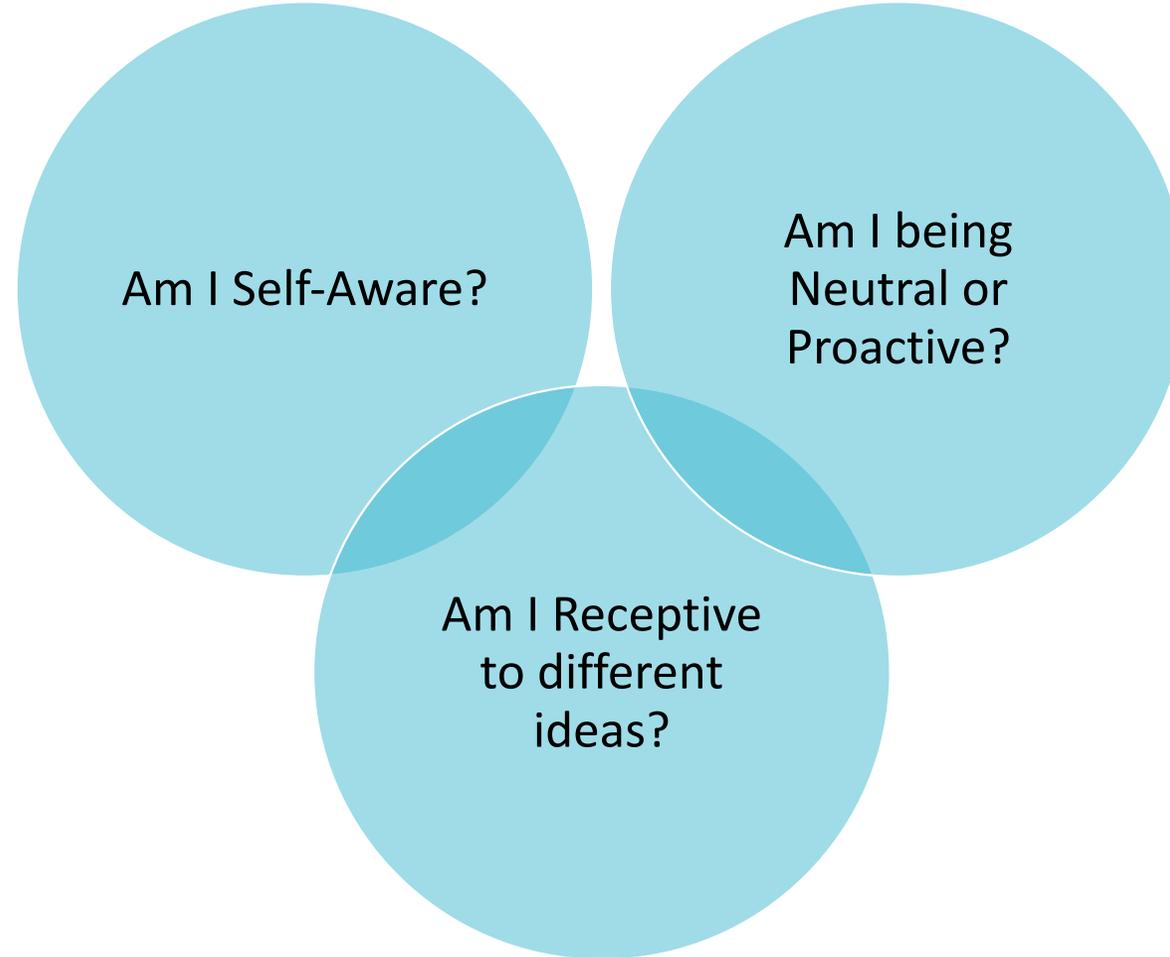
*Francis is in your church, so  
you like Francis more than  
Sally.*



- What groups do you belong to?
- How diverse are they?
- Do the people you interact with at work look like any of the groups you belong to?

What does  
approaching  
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through an  
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mean to you?

Priscilla Keith



How does racism show  
up in public health  
policies and practices?

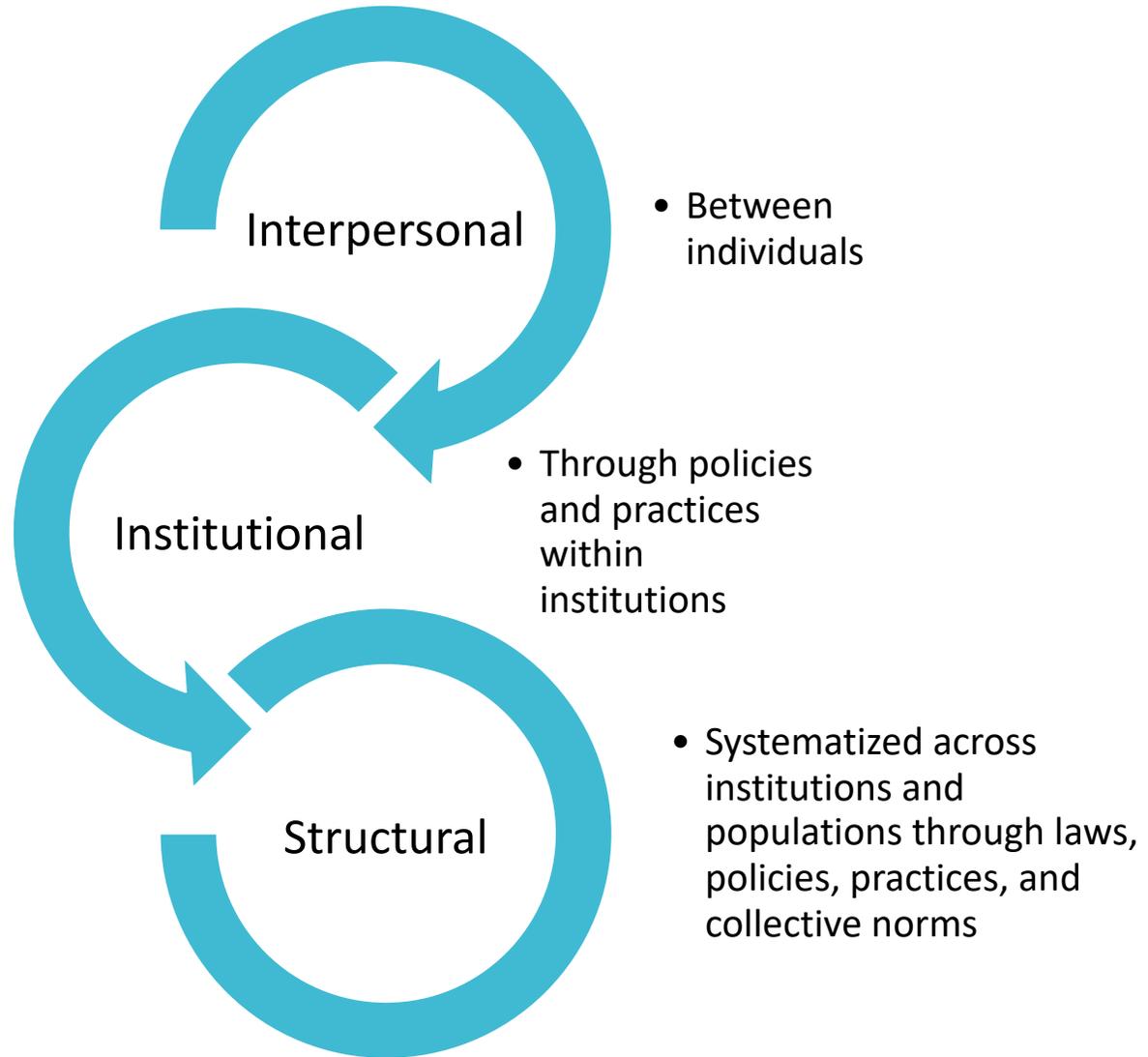


Will Jawando, Montgomery  
County (MD)  
Councilmember

“[w]hether it is police-involved killings or disparate health outcomes where [Black-American] patients can’t get treatment because they are not seen as being sick, or financial redlining in certain ZIP codes, food deserts, or people of color getting hit by cars more often because their communities aren’t walkable -- it’s all ultimately due to racism.”

How does racism show up in public health policies and practices?

Dawn Hunter



# How does racism show up in public health policies and practices?

Priscilla Keith

- Current question: “What’s wrong with Black, Indigenous, People of Color?”
- Lean –in question: “What’s wrong with the policies and institutions?”
  - Redlining and Racialized Residential Segregation
  - Unequal Access to Health Care and Lack of Cultural Competency
  - Disparate Environmental Treatment and Policies
    - Landfills
    - Toxic dumps
    - Rise in temperature(s)
  - Chronic Stressors/Weathering Concept

How did we get here?

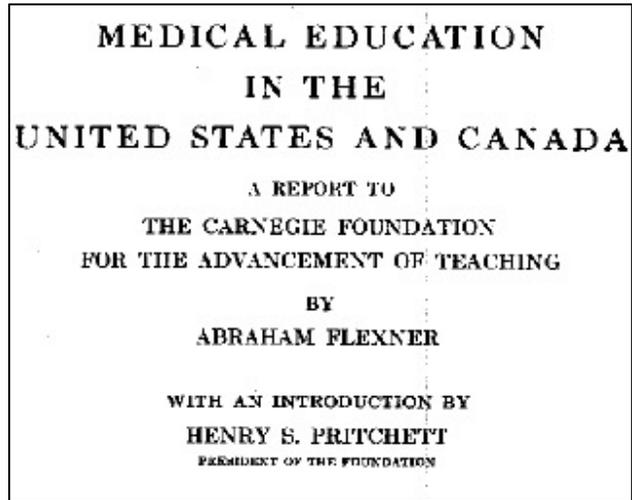
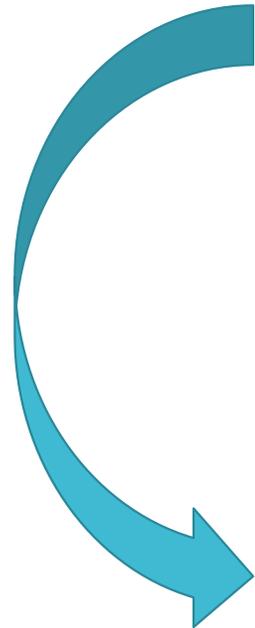
How did we  
get here?

Priscilla Keith

- Tuskegee Experiment
- Henrietta Lack
- Eugenics Movement
- Compulsory Sterilization Movement
- Marion Sims, Father of modern gynecology, performed repeated operations, without anesthesia, on enslaved women

How did we  
get here?

Dawn Hunter



The Flexner Report of 1910,  
commissioned by the Council on  
Medical Education of the  
American Medical Association.

 health Food Fitness Wellness Parenting Vital Signs

 LIVE TV Edition   

## Black newborns more likely to die when looked after by White doctors

By [Rob Picheta](#), CNN

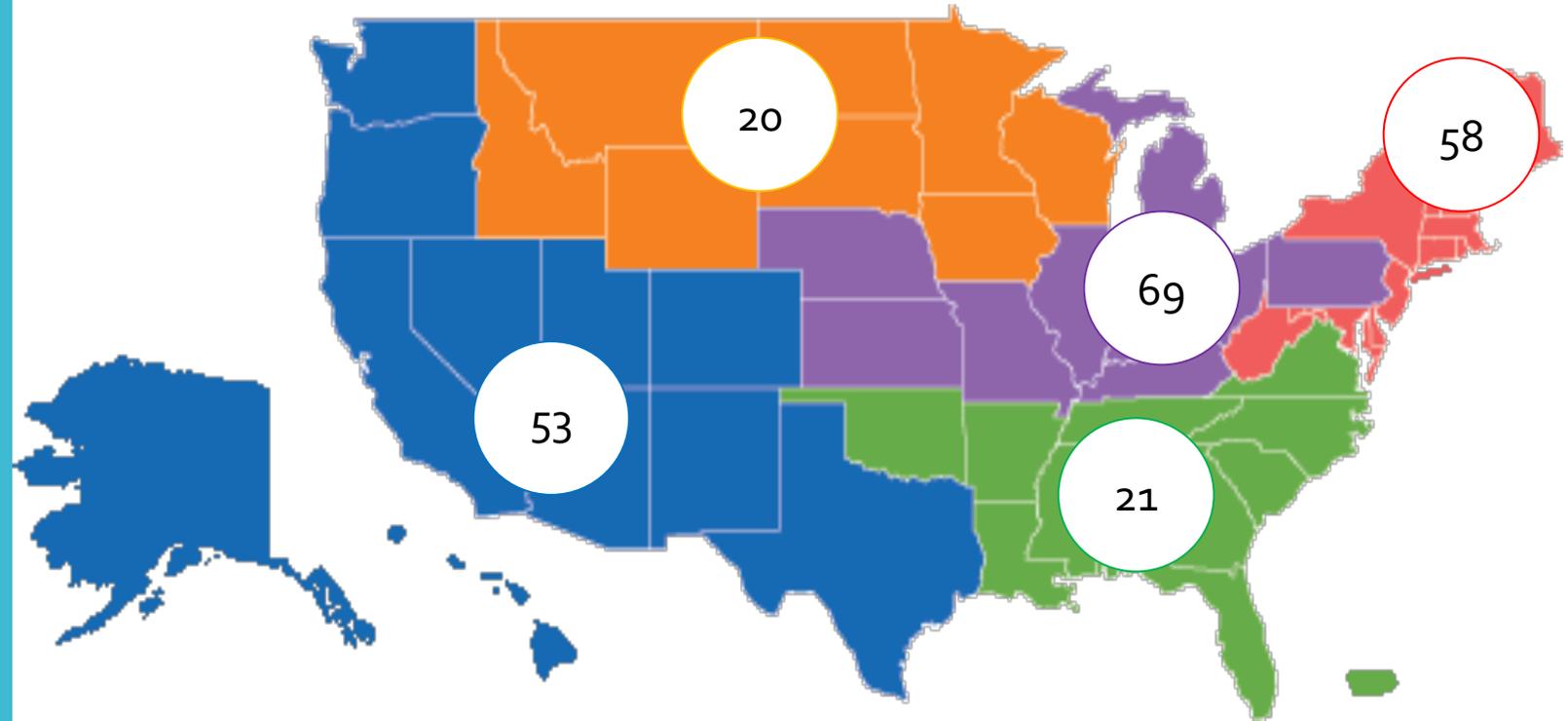
🕒 Updated 4:40 AM ET, Thu August 20, 2020

# Racism as a public health crisis

What do these declarations of racism as a public health crisis mean?

Dawn Hunter

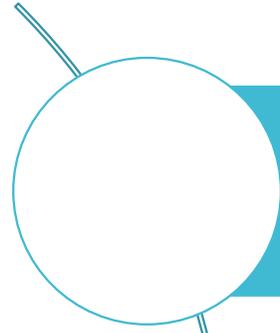
## Analysis of Declarations Introduced by Government Entities in Each Network Region



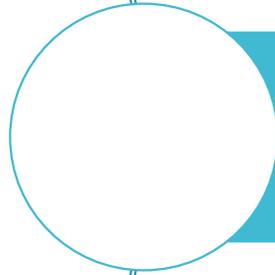
Through June 22, 2021

What do these declarations of racism as a public health crisis mean?

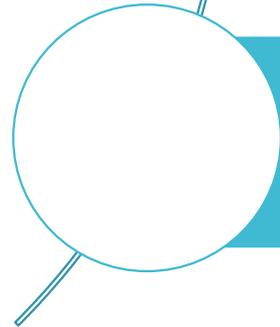
Priscilla Keith



Racism is a public health issue



Public health protects the health and wellness of the communities



Identify issues and solutions from a systemic approach

# Approaching Practice through an Anti-Racist Lens

# Racism, Bias and Microaggressions in Times of Stress

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## Cognitively Strained

- Emotionally stressed
- Under time constraints
- Distracted

## Operating on auto-pilot

- Acting on gut feelings and knee-jerk reactions
- Acting without being self-reflective and mindful
- More habitual responses than goal-directed choices
- Less likely to adjust initial judgment

## Approaching Practice through an Anti-Racist Lens

- Public health is among the most altruistic professions in the world.
- But--when we are stressed, we might have very altruistic intentions, unbiased intentions....but our actual actions might be less so.
- But we can take steps to identify and reduce our implicit biases.

# Identifying and Reducing Implicit Bias

- **I**ntrospection
- **M**indfulness
- **P**erspective-taking
- **L**earn to slow down
- **I**ndividuation
- **C**heck your messaging
- **I**nstitutionalize fairness
- **T**ake two

These eight tactics spell out “IMPLICIT,” and if you apply them, they can help you identify and reduce your own implicit biases.

What are some practical tips, frameworks, practice pointers for approaching our work in public health through an anti-racist lens?

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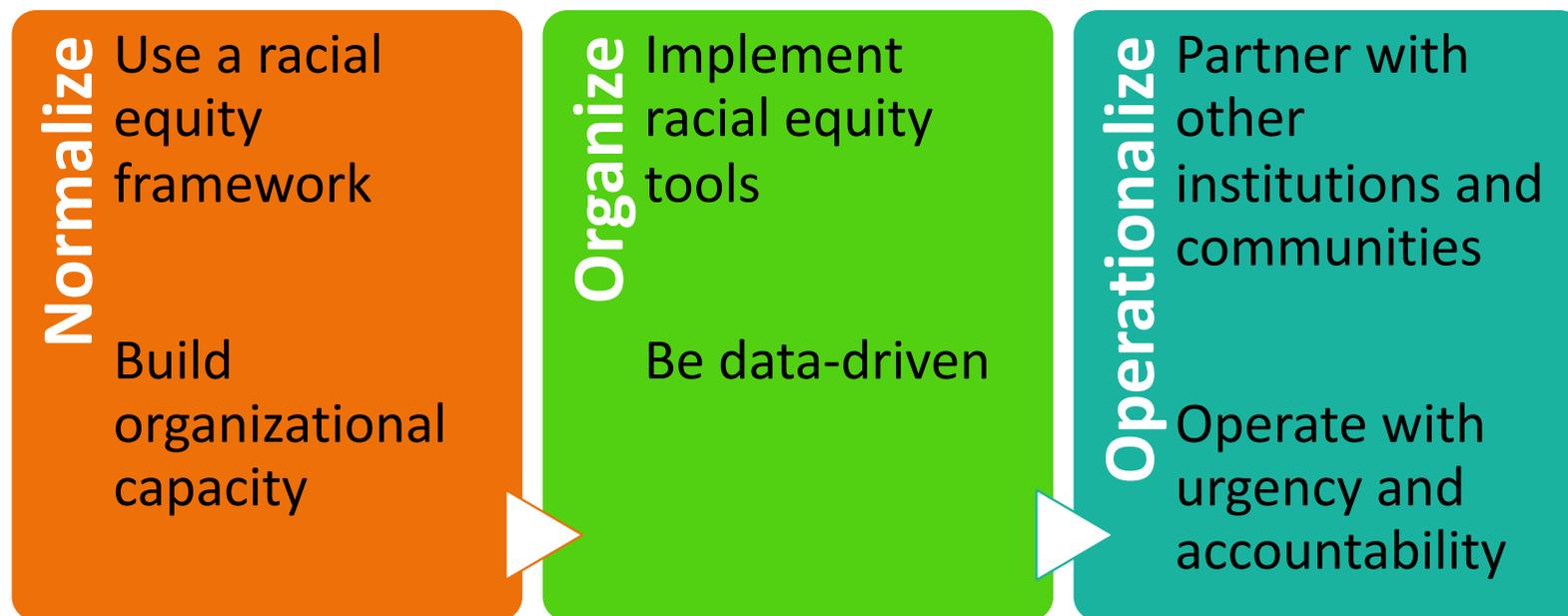
Dawn Hunter

-  Normalize conversations about race and health.
-  Establish a task force or working group with community partners.
-  Systematize the use of racial equity tools in your organization, including in performance management.
-  Strengthen data collection and evaluation, including requirements for reporting.
-  Fund specific programs or initiatives and engage in cross-sector collaborations to leverage funding.
-  Develop a racial equity action plan with clear goals and timelines.

What are some practical tips, frameworks, practice pointers for approaching our work in public health through an anti-racist lens?

Dawn Hunter

## GARE Racial Equity Framework



What are some practical tips, frameworks, practice pointers for approaching our work in public health through an anti-racist lens?

Priscilla Keith



Thank You  
Very Much



Questions

Please  
keep  
in  
touch!

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