



Department of Pediatrics Faculty
Meeting:
Diversity Update

March 6, 2023

Why It Matters

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Department of Pediatrics Diversity, Equity, and Inclusion Committee

Mission Statement

The Department of Pediatrics at the University of Louisville School of Medicine pursues excellence in every domain of our mission. We continually work towards these goals as we teach learners, deliver clinical care, conduct research, and serve our community. Fostering an inclusive environment that values the diverse experiences and perspectives of faculty, staff, learners, patients, and partners drives our ability to innovate and serve our community.

We treasure inclusion as part of our mission – it is intrinsically valuable. The Department of Pediatrics faculty and staff believe that the constant adoption of inclusive practices will allow us to create a vibrant, welcoming, and culturally diverse environment where each individual has the opportunity to learn, succeed, and improve the health care needs of children during the ongoing pursuit of excellence.

Why It Matters: Definitions

louisville.edu/medicine/departments/pediatrics/diversity-and-inclusive-excellence/why-it-matters

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What is unconscious bias?

- Take a test: Visit [Project Implicit](#), in partnership with Harvard University, to explore your individual associations between concepts and evaluations or stereotypes.
- [We all have implicit biases. So what can we do about it?](#) | Dushaw Hockett
- [Implicit Bias in Pediatrics: An emerging focus in health equity research](#) | Jean L. Raphael, MD and Suzette O. Oyeku, MD

What is racism?

- [Levels of Racism: A theoretical framework and a gardner's tale](#) | Camarra Phyllis Jones

What is Institutional Racism?

Defined as differential access to society's goods, services, and opportunities by race. Institutionalized racism is normative, sometimes legalized, and often manifests as inherited disadvantage. It is structural, having been codified in our institutions of custom, practice, and law, so there need not be an identifiable perpetrator.

- [How Racism is Built into Louisville's Infrastructure](#) | Louisville Political Review
- [The Segregation Myth: Richard Rothstein Debunks an American Lie](#) | YouTube - NowThis News
- [Ninth Street Divide](#) | KY Place

[h-series/ninth-street-divide/](#)

Why It Matters: Why focus on racism?

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Racism has a cost for everyone

[Racism makes our economy worse](#) -- and not just in ways that harm people of color, says public policy expert Heather C. McGhee. From her research and travels across the US, McGhee shares startling insights into how racism fuels bad policy making and drains our economic potential -- and offers a crucial rethink on what we can do to create a more prosperous nation for all. "Our fates are linked," she says. "It costs us so much to remain divided."

Confronting Racism in Pediatric Care

Check out Benjamin Danielson's [article](#) published in Health Affairs (doi.org/10.1377/hlthaff.2022.01157) for his public call to pediatricians to address racism in pediatric care.

The Impact of Racism on Child and Adolescent Health

The [American Academy of Pediatrics](#) is committed to addressing the factors that affect child and adolescent health with a focus on issues that may leave some children more vulnerable than others. Racism is a social determinant of health that has a profound impact on the health status of children, adolescents, emerging adults, and their families. Although progress has been made toward racial equality and equity, the evidence to support the continued negative impact of racism on health and well-being through implicit and explicit biases, institutional structures, and interpersonal relationships is clear. The objective of this policy statement is to provide an evidence-based document focused on the role of racism in child and adolescent development and health outcomes. By acknowledging the role of racism in child and adolescent health, pediatricians and other pediatric health professionals will be able to proactively engage in strategies to optimize clinical care, workforce development, professional education, systems engagement, and research in a manner designed to reduce the health effects of structural, personally mediated, and



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Racism and Health

- [How does your consumption of media that portrays racism impact your health? Nia Heard-Garris, MD says it's not good.](#) | National Center for Institutional Diversity
- [Transmitting Trauma: A systematic review of vicarious racism and child health](#) | Science Direct
- [2022 Kids Count](#) project by Kentucky Youth Advocates
- [The problem with race-based medicine](#) | Dorothy Roberts
- [Eliminating Race-Based Medicine](#) | Pediatrics

Why It Matters: Racism, Privilege, and Intersectionality

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Racism, Privilege, and Intersectionality

- [Understanding My Privilege](#) | Susan E. Borrego
- [Glasses you put on](#) | Serap Asar Brown
- [The Power of Privilege: Tiffany Jana](#) at TEDxRVAWomen
- [Intersectionality](#) | Kimberle Crenshaw at Ted + Animation

Why It Matters: Racism and the Law

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Racism and the Law

- [We can't recover from this history until we deal with it](#) | Bryan Stevenson - Harvard Law School
- [Two Distant Strangers](#) | This short film examines the deaths of Black Americans during encounters with police through the eyes of a character trapped in a time loop that keeps ending in his death ([Wikipedia](#))
- [13th](#) | This documentary explores the intersection of race, justice, and mass incarceration in the United States, it is titled after the Thirteenth Amendment to the United States Constitution, adopted in 1965, which abolished slavery throughout the United States and ended involuntary servitude except as a punishment for conviction of a crime. ([Wikipedia](#))

Other Upcoming Events

LGBT+ Affirming Healthcare Series



LGBTQ+ Affirming Healthcare Series, Sixth and FINAL Session

Presented by the University of Louisville LGBT Center

Achieving Health and Aging Equity: Caring for LGBTQ+ Older Adults

Facilitated by Sebastian 'Crash' Hamilton, (he/they)

Description: This session is aimed toward anyone in the health care profession that works with older adults, but all are welcome to attend. LGBTQ older adults face many barriers when it comes to obtaining and maintaining health care and quality of life. This presentation discusses those barriers and the various societal factors that cause LGBTQ older adults to face these challenges. We will look at how this plays out in different settings, such as treatment in nursing facilities and visits with primary care, and discuss why these issues are important. Resources for further learning and support will be provided.

Learning objectives:

- Barriers that older adults face
- Societal factors that lead to these challenges
- Examples of affirming care in various healthcare settings
- Why these issues are important
- Resources for further learning and support

Date: March 23, Thursday

Time: 12 Noon – 1:00 PM

Format: Hybrid

More: In-person location and virtual link will be emailed to registrants; participants are welcome to attend sessions, even if they don't complete the series; complimentary lunch provided, first-come, first-served; session will begin promptly at 12 Noon.

Continuing Education Credits:

(complete details will be emailed)

Dentist: CE Provided

Nurses: 1.2 contact hours through University of Louisville Hospital, provider number 4-0068-12-24-831

Physicians: Category 1.0 CME credit offered

Register:



Brief Biosketch: Sebastian "Crash" Hamilton (he/they) is currently in the last semester of the MSSW program at the University of Louisville's Kent School. He is a student intern at UofL's Trager Institute Optimal Aging Clinic, where they do therapy, chronic care management, and research about how to provide the best care to LGBTQ older adults. Crash has previously been part of the LGBT Center's Affirming Healthcare Series as a facilitator for patient simulations, panels, and presentations. They previously worked for Louisville area non-profits, where he led groups for clients and provided training and education for staff and the public.