



# **P.E.A.C.E. TEAM**

*Promoting Equity Among  
Communities Effectively*

Wednesday May 11, 2022

# YOUR FACILITATORS



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STRUCTURAL RACISM V.  
COLORBLIND IDEOLOGY

# Colorblind Ideology Says

"Only the absence of accounting for race will bring racial equality. We must reject all racial categorizations, record-keeping, and make no distinctions based on race. Race no longer matters."

"Assumes that racial hierarchies are not already in play. If left to its own devices, the world would be a just and harmonious place. If we end the ability to see color, society on its own will adjust."

"Since most people believe in racial equality, since the laws have been changed to "outlaw" discrimination and since I don't see color (so I can't be racist) and since no special benefits are accrued to me based on whiteness, racism isn't causing these inequalities."

What remains as a possible reason? Behavior.

“The central conservative truth is that it is culture, not politics that determines the success of a society.”

Daniel Patrick Moynihan

*The Negro Family: The Case for National Action, 1965*

"We have got this tailspin of culture, in our inner cities in particular, of men not working and just generations of men not even thinking about working or learning the value and the culture of work, and so there is a real culture problem here that has to be dealt with."

**Paul Ryan**

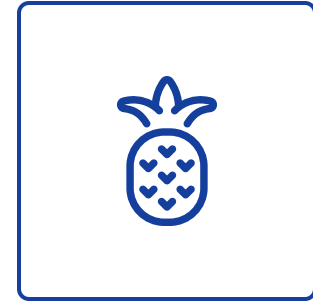
***The War on Poverty  
50 Years Later 2014***



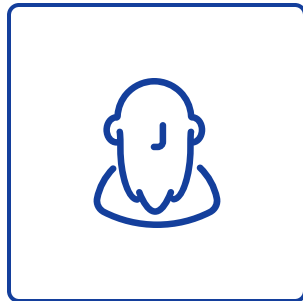
# MARKERS OF SUCCESS



Healthy Families



Food Access



Longevity



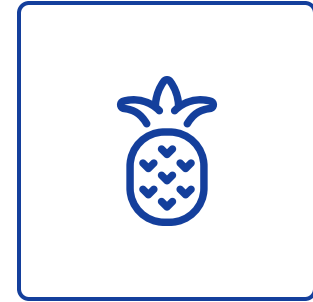
Access to Care



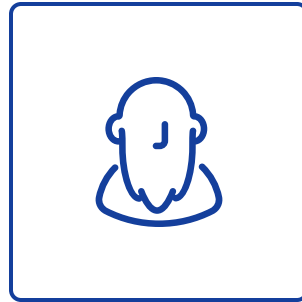
# BARRIERS TO SUCCESS



Healthy Families



Food Access



Longevity



Access to Care



The image features a background of a standard ECG (heart rate) grid. The grid consists of a light gray background with a pattern of small orange dots. Overlaid on this grid is a dark, semi-transparent rectangular area. Within this dark area, the text "Healthy Families" is written in a bold, white, sans-serif font. The text is centered horizontally and vertically within the dark area. The overall aesthetic is clean and professional, suggesting a medical or healthcare context.

**Healthy Families**

**A black woman** is 22% more likely to die from heart disease than a white woman, 71% more likely to perish from cervical cancer, and 243% more likely to die from pregnancy- or childbirth-related causes.



22%



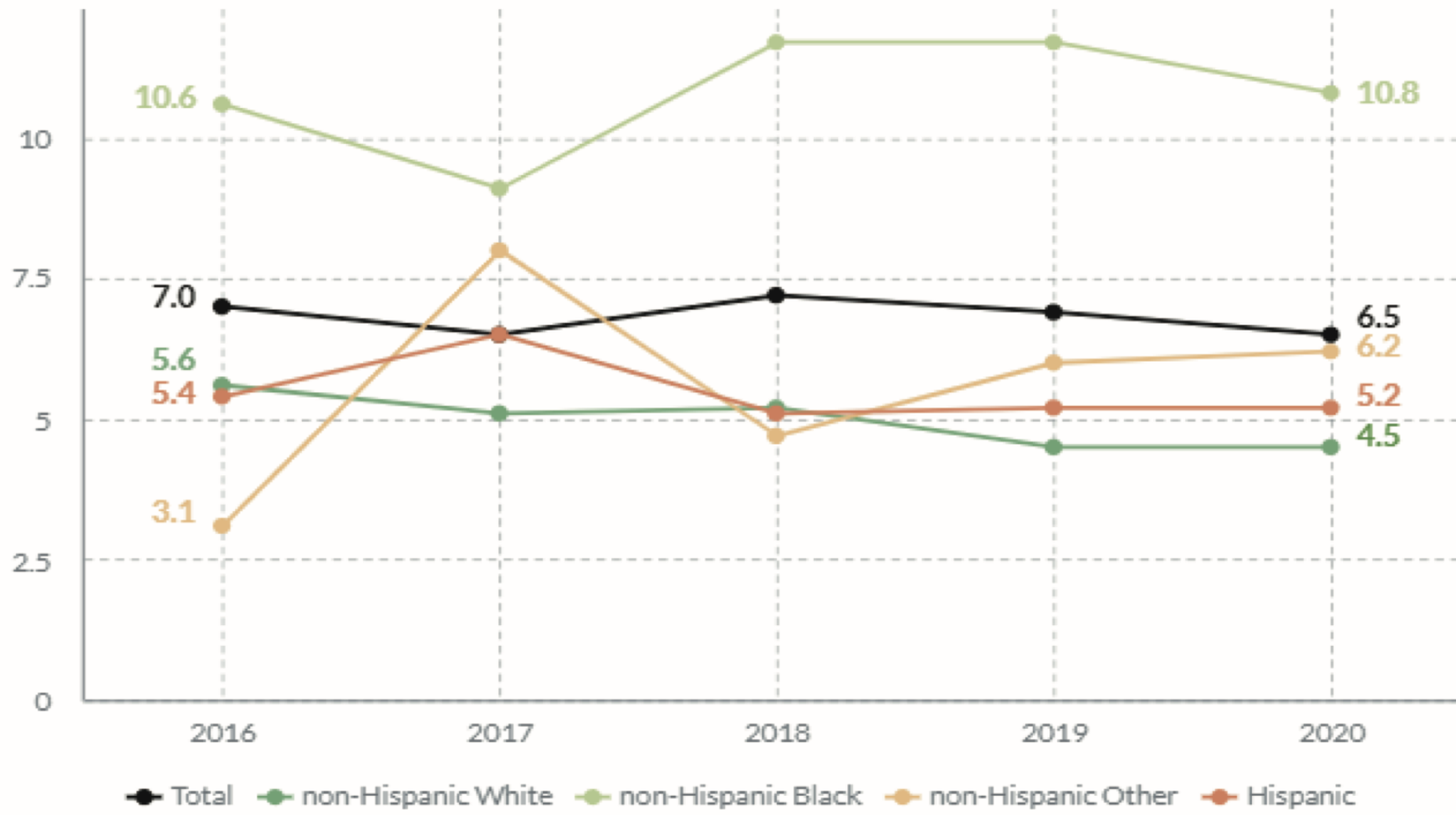
71%



243%

Data: Nina Martin and Renee Montagne, "Nothing Protects Black Women from Dying in Pregnancy and Childbirth," ProPublica, Dec. 17, 2017.

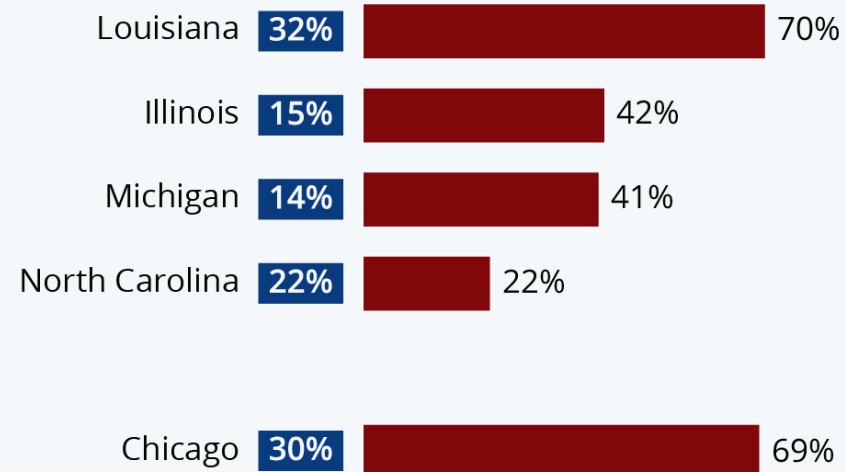
Trend in Infant Mortality, by Race and Hispanic Origin of the Mother: 2016-2020  
Rate per 1,000 live births



# COVID-19's Devastating Impact On African Americans

African American share of state/city populations and COVID-19 deaths (as of Apr 06, 2020)

■ Share of state/city's population ■ Share of COVID-19 deaths



Sources: 2010 Census, respective state/city health departments



“Could it just be that African-Americans or the colored population do not wash their hands as well as other groups or wear a mask or do not socially distance themselves?” he said. “Could that be the explanation of why the higher incidence?”

Stephan A. Huffman, MD – Ohio Senator on June 9, 2020



Food Access

- Food Desert

an area that has limited access to affordable and nutritious food, in contrast with an area with higher access to supermarkets or vegetable shops with fresh foods, which is called a food oasis. Could be misleading because it implies that it's a natural occurrence.

- Food Apartheid

a system of segregation that divides those with access to an abundance of nutritious food and those who have been denied that access due to systemic injustice.

- Food Swamp

an area with a large supply of fast food and other unhealthy options.

- food sovereignty

the right of peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems.



# FAQS

IN A 2014 STUDY PUBLISHED IN “HEALTH AND PLACE”

Predominately black neighborhoods had higher access to fast food restaurants while poverty was not an independent predictor of fast food access.



# Longevity

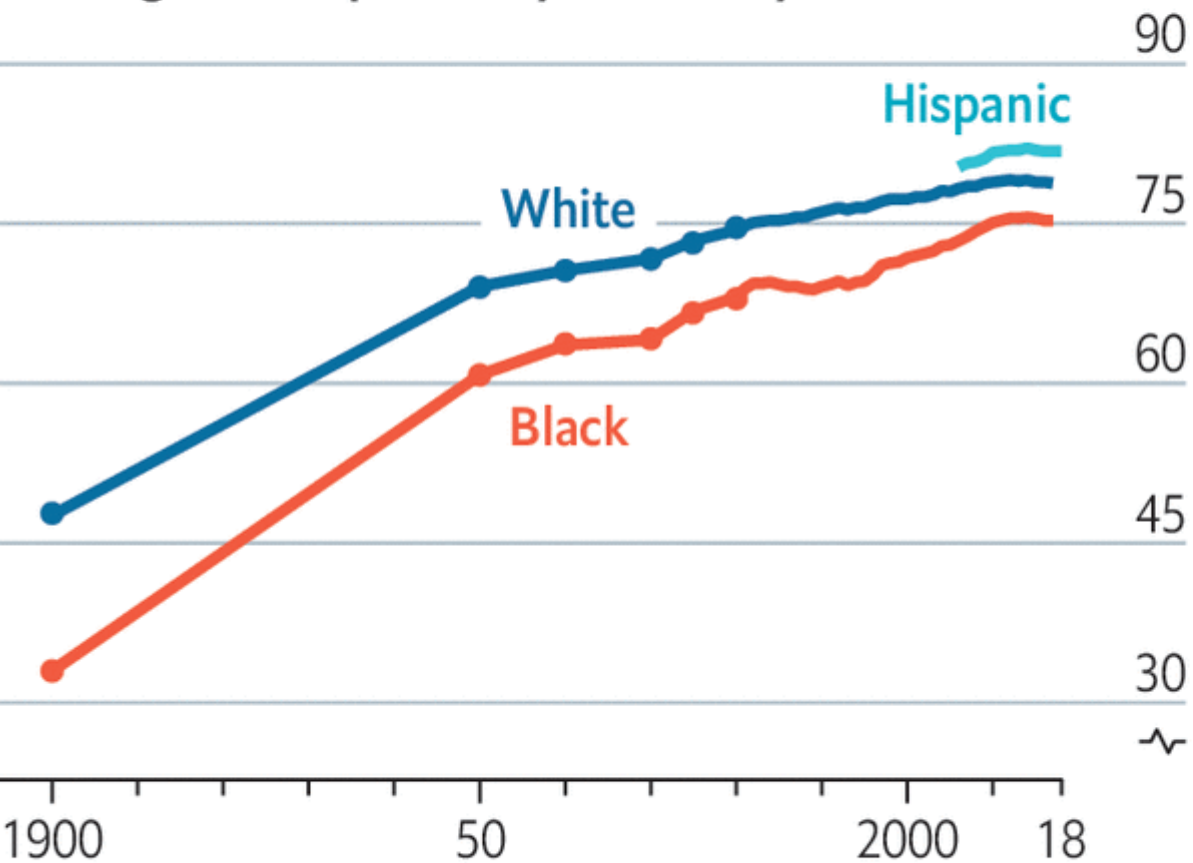




# Live long...

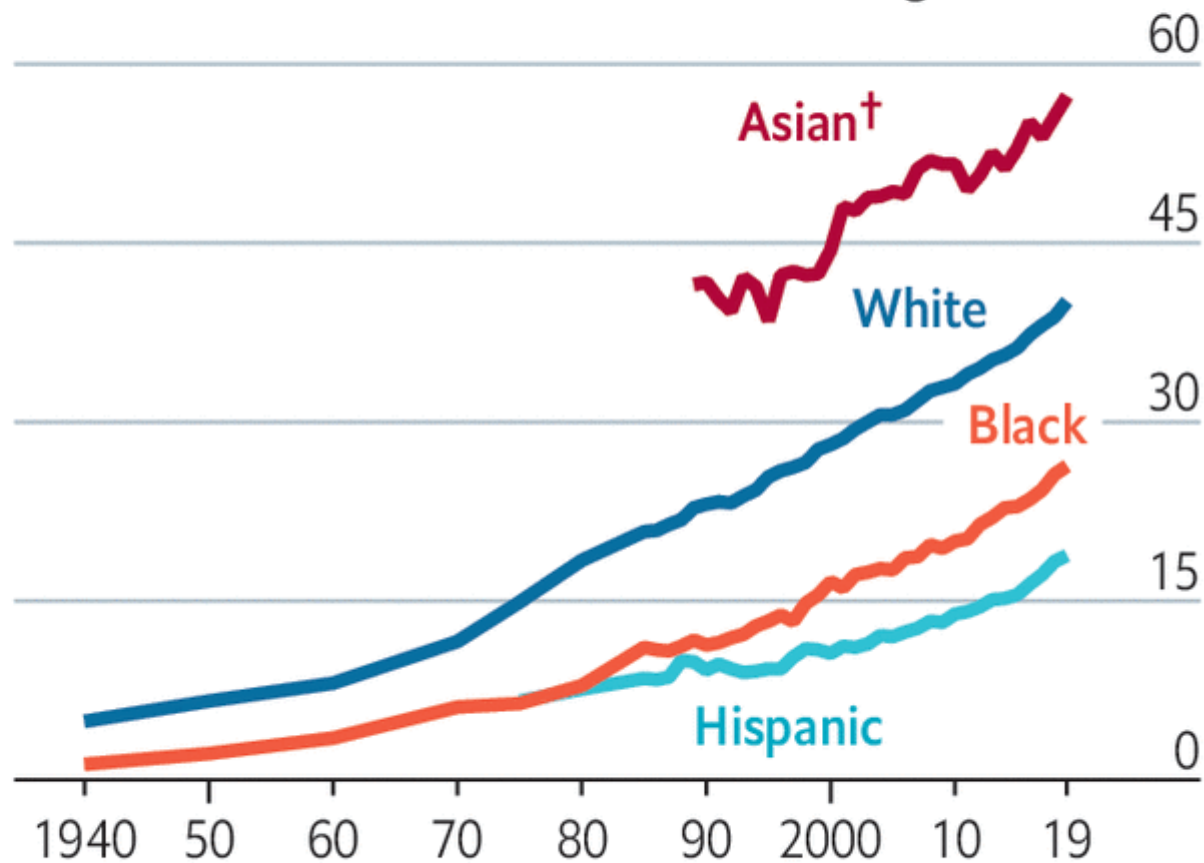
United States, by race and ethnicity

## Average life expectancy at birth, years



Sources: Centres for Disease Control;  
National Centre for Education Statistics

## Share of over-25s with a bachelor's degree\*, %



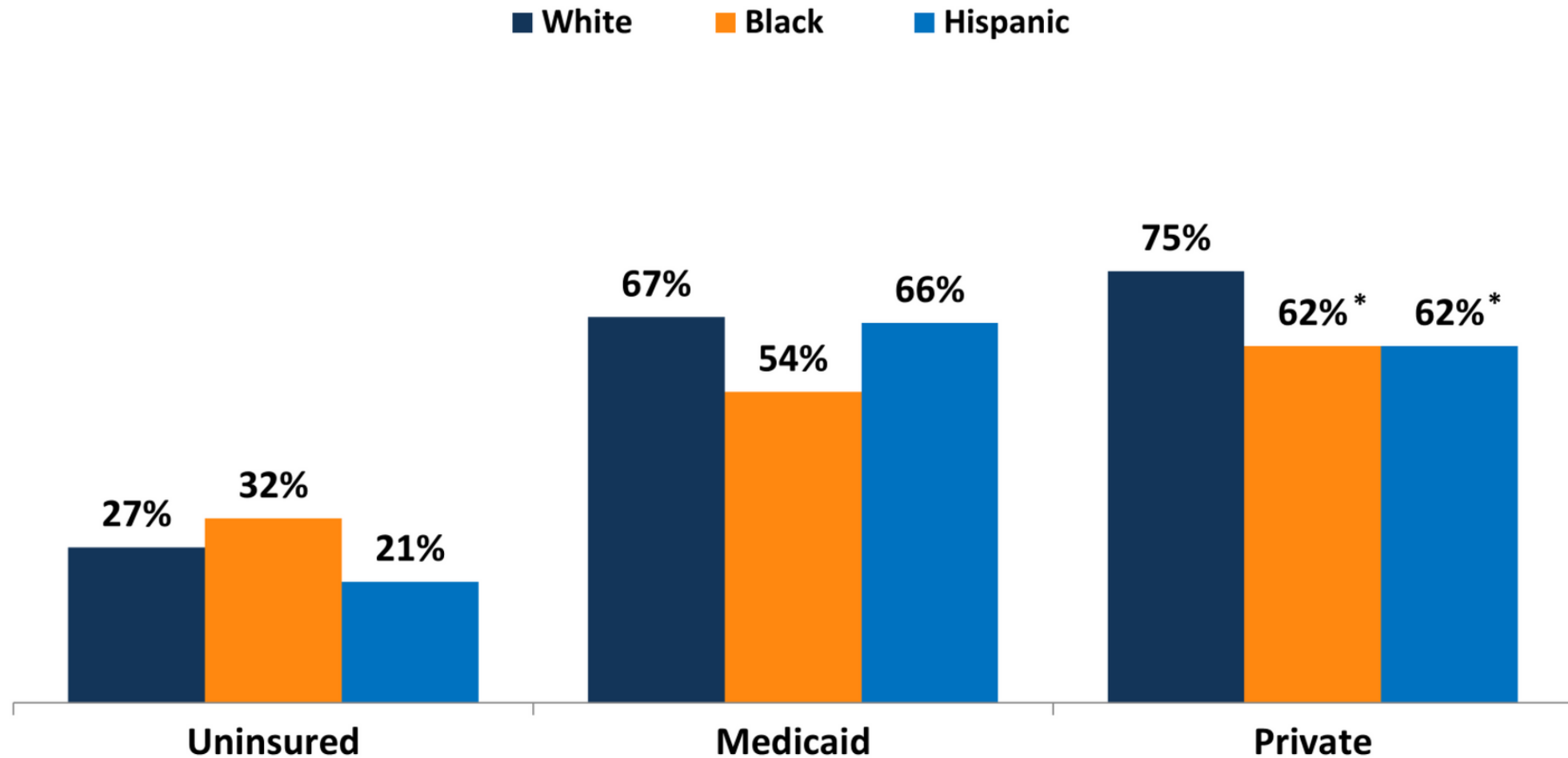
\*Share with four or more years of college for years before 1993

†includes Pacific Islanders

A blurred background of a park with people and trees, overlaid with a patterned blanket in the foreground. The text "Access to Care" is centered in white, bold font.

# Access to Care

# Has a Regular Doctor at Usual Source of Care by Coverage Type and Race/Ethnicity



\* Indicates statistically significant difference from White, Non-Hispanic of same insurance type at  $p < 0.05$  level.  
SOURCE: 2014 Kaiser Survey of Low-Income Americans and the ACA.

In small groups,  
discuss the  
information that  
you just heard.  
What did you  
know? What  
surprised you?

# Break Out Groups



# 5-MINUTE BREAK

An hourglass with blue sand is the central focus, resting on a bed of smooth, grey and brown pebbles. The hourglass is made of dark wood and has a clear glass bulb. The sand is a vibrant blue color. The background is a soft, out-of-focus landscape of a beach with green grass and a clear sky. The text '5-MINUTE' is written in a large, white, sans-serif font across the top, and 'BREAK' is written in the same font across the bottom, partially overlapping the hourglass.



# WHAT IS UNCONSCIOUS BIAS?



# **Unconscious Bias definition**

- **Unconscious Bias refers to the attitudes, stereotypes and beliefs that affect our understanding, actions and decisions in an unconscious manner. It can impact how we judge people and how we treat people.**

# COMMON ASSUMPTIONS

- Good people are not biased. Bad people are biased- I'm a good person
- I know what my unconscious bias were and I got rid of them
- Everyone is biased so we don't need to worry about them
- If my bias is unconscious, there's nothing I can do about it



# WHY DO WE ALL HAVE BIASES?

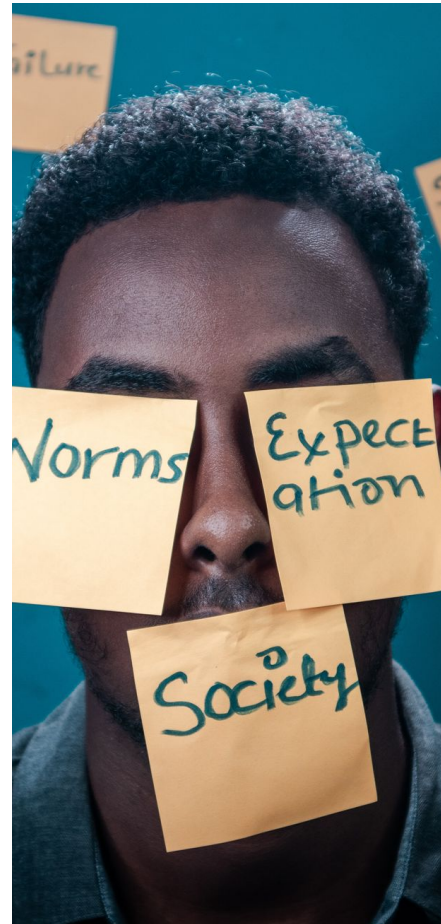
based on research from the Kirwin Institute at Ohio State University



Brain



Unconscious



Systemic



Awareness



Memory

**Video**

# Exercise #1

If you can read this paragraph, it's because our minds are very good at putting together pieces of information in a way that is easy for us to make sense of. Our minds do this automatically, without our conscious control.

# Exercise #2

|               |               |
|---------------|---------------|
| <b>Red</b>    | <b>Blue</b>   |
| <b>Blue</b>   | <b>Orange</b> |
| <b>Orange</b> | <b>Red</b>    |
| <b>Brown</b>  | <b>Brown</b>  |
| <b>Green</b>  | <b>Red</b>    |



# Exercise #3

|               |               |
|---------------|---------------|
| <b>Brown</b>  | <b>Red</b>    |
| <b>Green</b>  | <b>Brown</b>  |
| <b>Red</b>    | <b>Orange</b> |
| <b>Orange</b> | <b>Red</b>    |
| <b>Blue</b>   | <b>Blue</b>   |

# GROUP DISCUSSION



NAME ONE BIAS  
INCIDENT YOU MAY  
HAVE SEEN OR  
EXPERIENCED IN  
YOUR WORKPLACE.

Can be recent or in the past

**Video**

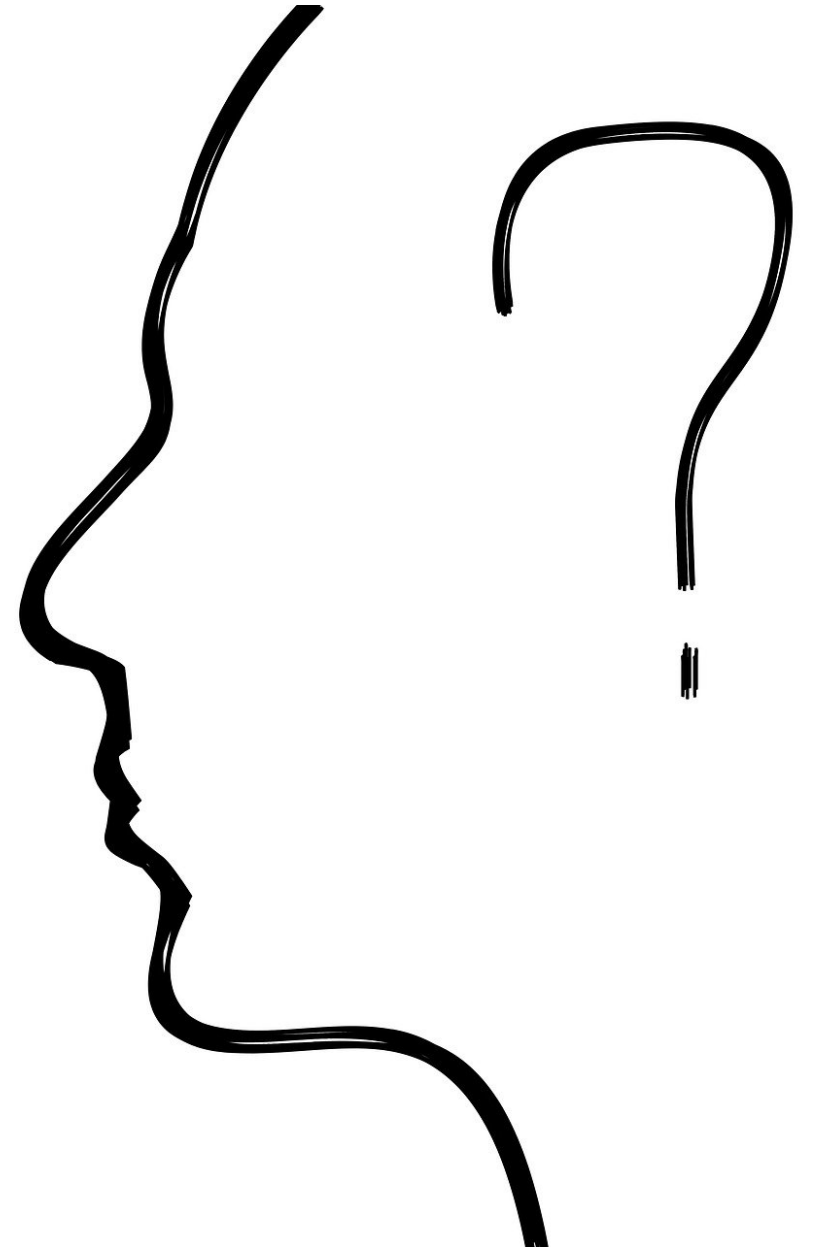
# STRATEGIES FOR COMBATTING BIAS IN HEALTH CARE

What actions can we take to affect unconscious bias in the workplace?

- 1 Examining institutional policies with an equity lens
- 2 Establishing accountability frameworks such as Coalition Consensus Tool
- 3 Reviewing clinical algorithms that erroneously rely on race
- 4 Listening to and learning from patients and health care professionals of color
- 5 Continuously educate leadership and staff in diversity, equity, inclusion and anti-racism principles
- 6 Creating real-time reporting initiatives to track and respond to racist or other discriminatory behavior
- 7 Reviewing vendor relationships to support Black and other minority-owned businesses
- 8 Creating more equitable workplaces, including efforts to build wealth and opportunities for advancement

HOW CAN YOU APPLY THE  
UNCONSCIOUS BIAS  
INFORMATION IN THE  
WORKPLACE? **WHAT DID YOU  
LEARN THAT SURPRISED YOU  
THE MOST?**

THOUGHTS? QUESTIONS?





**15 MINUTE BREAK**



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# 8 *GUIDEPOSTS*

- 1 **Be present and welcoming**
- 2 **Listen deeply to learn**
- 3 **No fixing**
- 4 **Suspend judgment and assumptions and seek understanding**
- 5 **Speak your truth and respect the truth of others**
- 6 **Maintain confidentiality**
- 7 **When things get difficult, turn to wonder**
- 8 **Accept “non-closure”**

# BREATHING EXERCISE

