OUR TIME TO R.I.S.E

Dr. Victoria Haynes, Associate Dean for Multicultural Education

UND School of Medicine and Health Sciences

Objectives

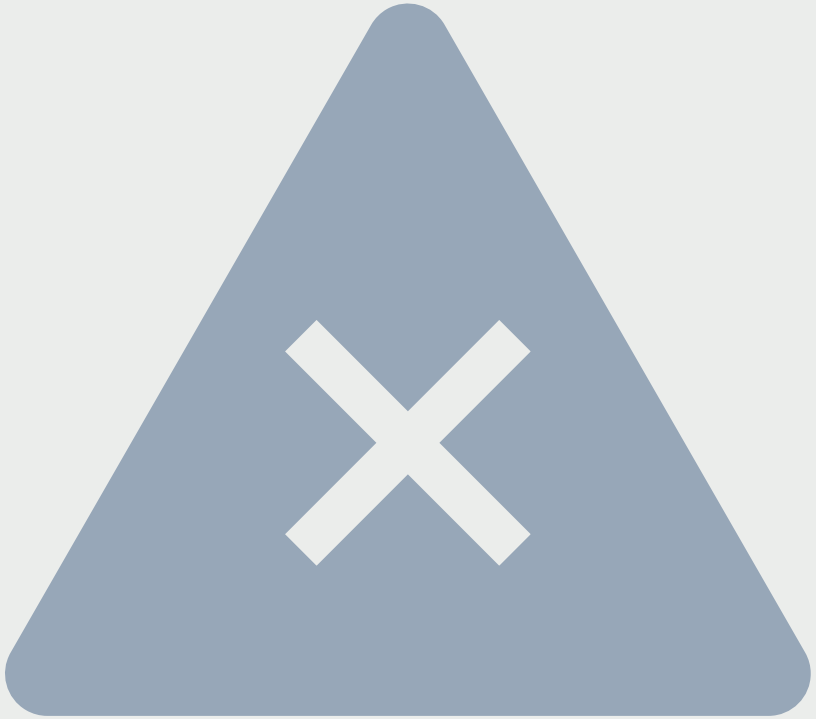
During this presentation, issues related to racism, discrimination, inequality, and social justice will be discussed. The participants will learn about health disparities and their impact on people of color. Participants will also learn tangible ways to challenge racism in healthcare and beyond along with the opportunity to engage in meaningful dialogue on the topic.

By the end of the presentation, participants will be able to:

1. Describe issues related to racism, discrimination, & inequality in healthcare and beyond.
2. Recognize the impact of health disparities on people of color.
3. Identify tangible ways that they can take action against racism in healthcare and beyond.

Conflict(s) of Interest

None to disclose



Discrimination in Healthcare

Discrimination is “negative actions or lack of consideration given to an individual or group that occurs because of a preconceived and unjustified opinion.” (Togioka, et.al, 2023)

- Leads to poorer health outcomes for people of color (POC).
- Reluctance to seek care*

Perceived Discrimination and Privilege in Health Care: The Role of Socioeconomic Status and Race - PMC (nih.gov)

Diversity and Discrimination in Healthcare - StatPearls - NCBI Bookshelf (nih.gov)

Impact of Racism on Health

- The CDC states that racism is “the fundamental cause of health inequities, health disparities, and disease” (CDC, 2017).
- Racial and ethnic minorities experience higher rates of diseases like hypertension, diabetes, and heart disease compared to Whites.
- COVID highlighted these disparities and showed higher rates of hospitalizations and deaths with minorities.
- Addressing discrimination and racism in healthcare is imperative.

Impact of Racism on our Nation’s Health | Minority Health | CDC

Health Disparities Defined

“Health disparities are preventable differences in the burden of disease, injury, violence, or in opportunities to achieve optimal health experienced by socially disadvantaged racial, ethnic, and other population groups, and communities.”(CDC, 2017).

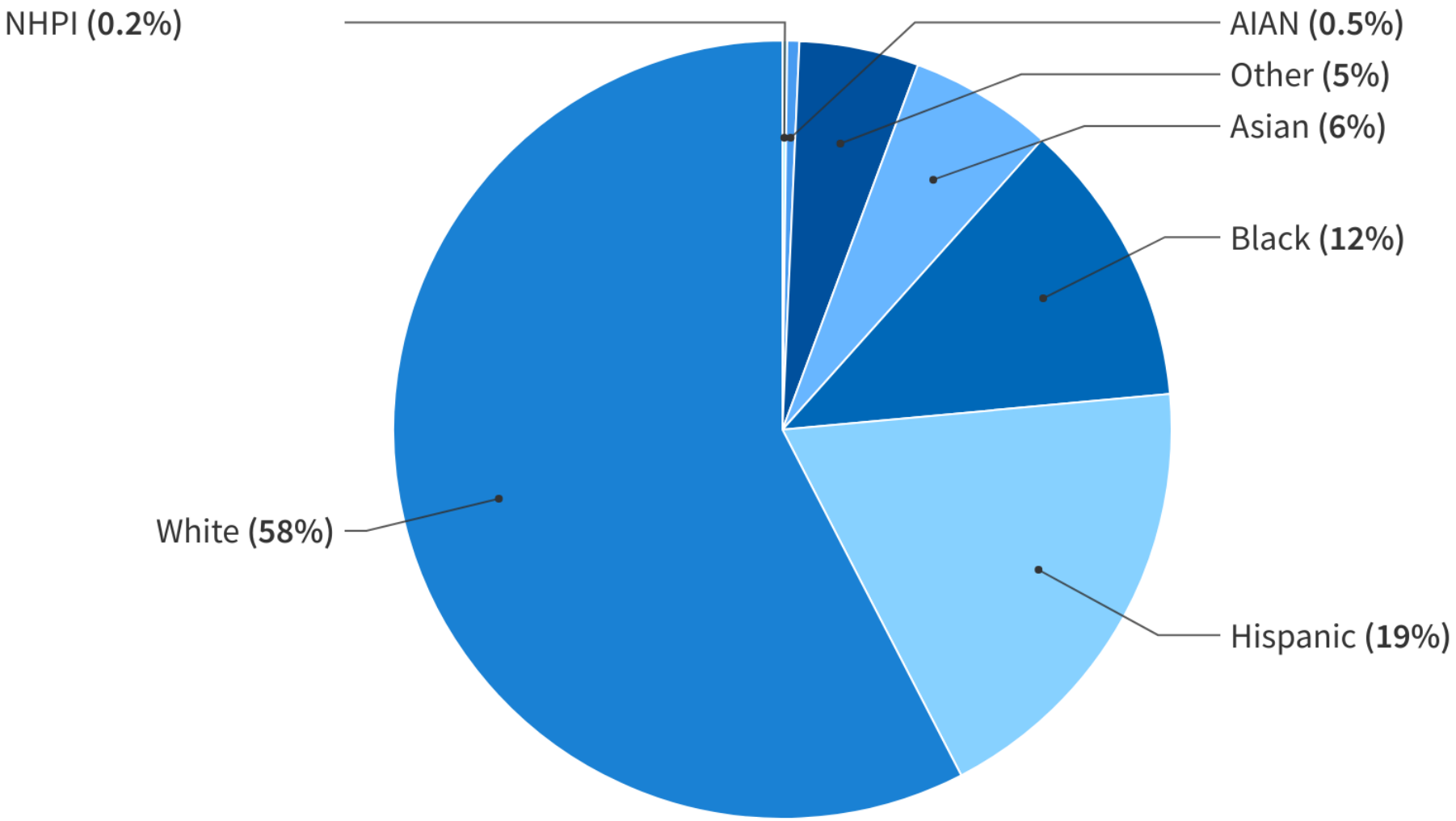
Health Disparities | Healthy Aging | CDC

National Disparities Stats

Figure 2

Total United States Population by Race and Ethnicity, 2022

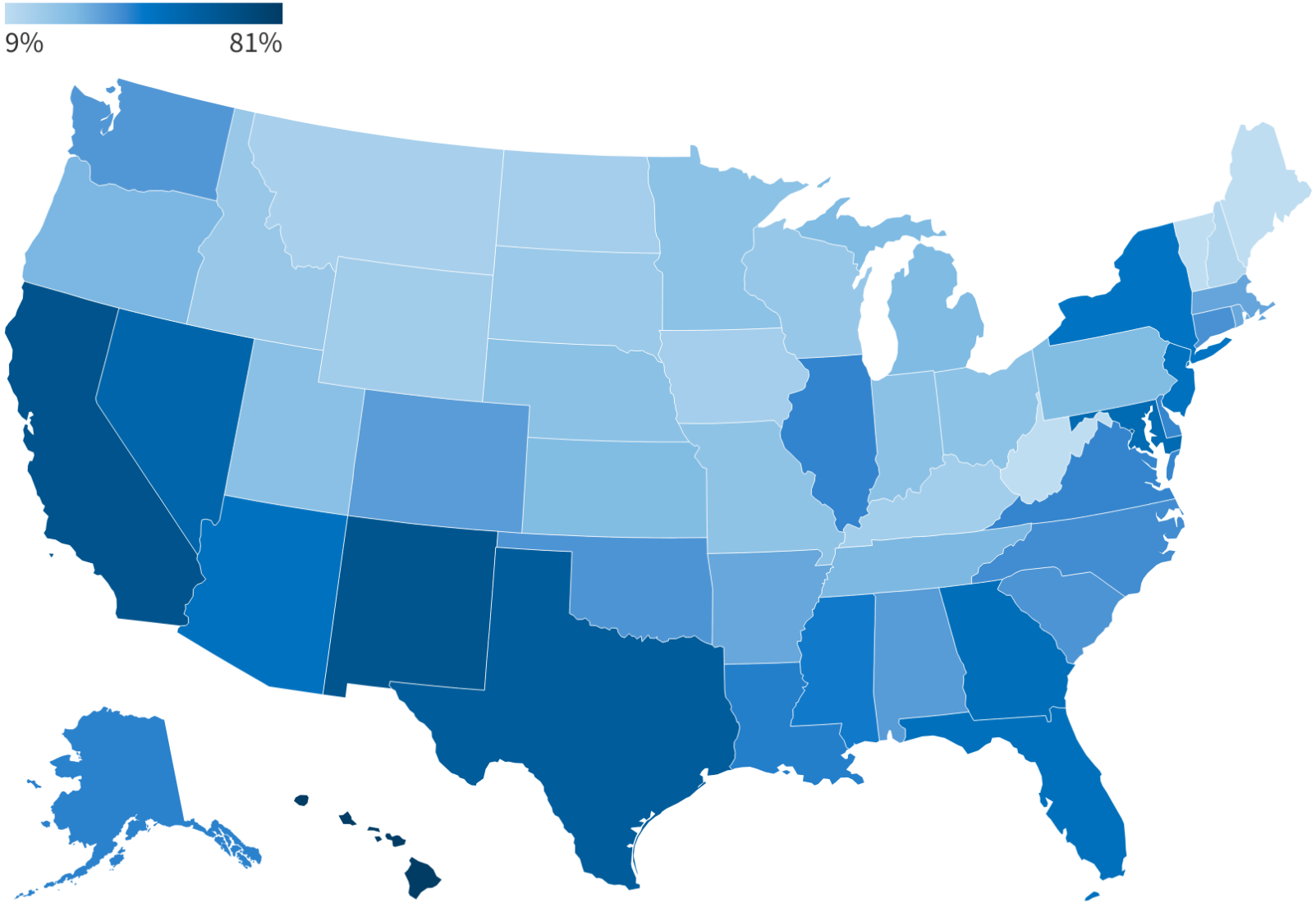
Total population: 324.5 million people



Key Takeaways - Key Data on Health and Health Care by Race and Ethnicity | KFF

Figure 3

People of Color as a Share of the Total Population by State, 2022



Source: KFF analysis of 2022 American Community Survey, 1-Year Estimates

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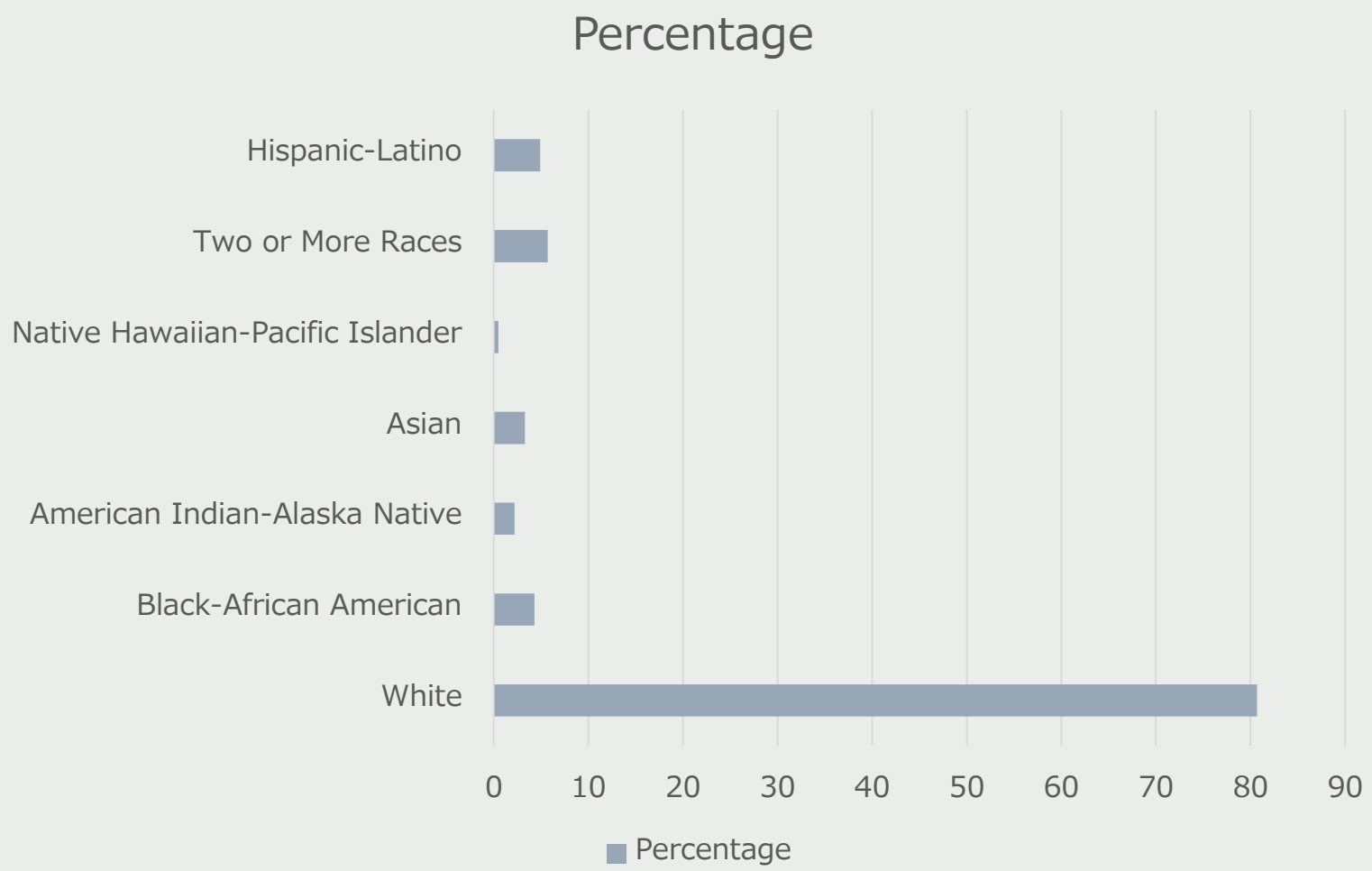
2023 Population Est



U.S. Census Bureau QuickFacts: Grand Forks city, North Dakota

Figure 1

Health and Health Care among People of Color Compared to White People

NUMBER OF MEASURES FOR WHICH GROUP FARED WORSE, THE SAME, OR BETTER COMPARED TO WHITE PEOPLE:

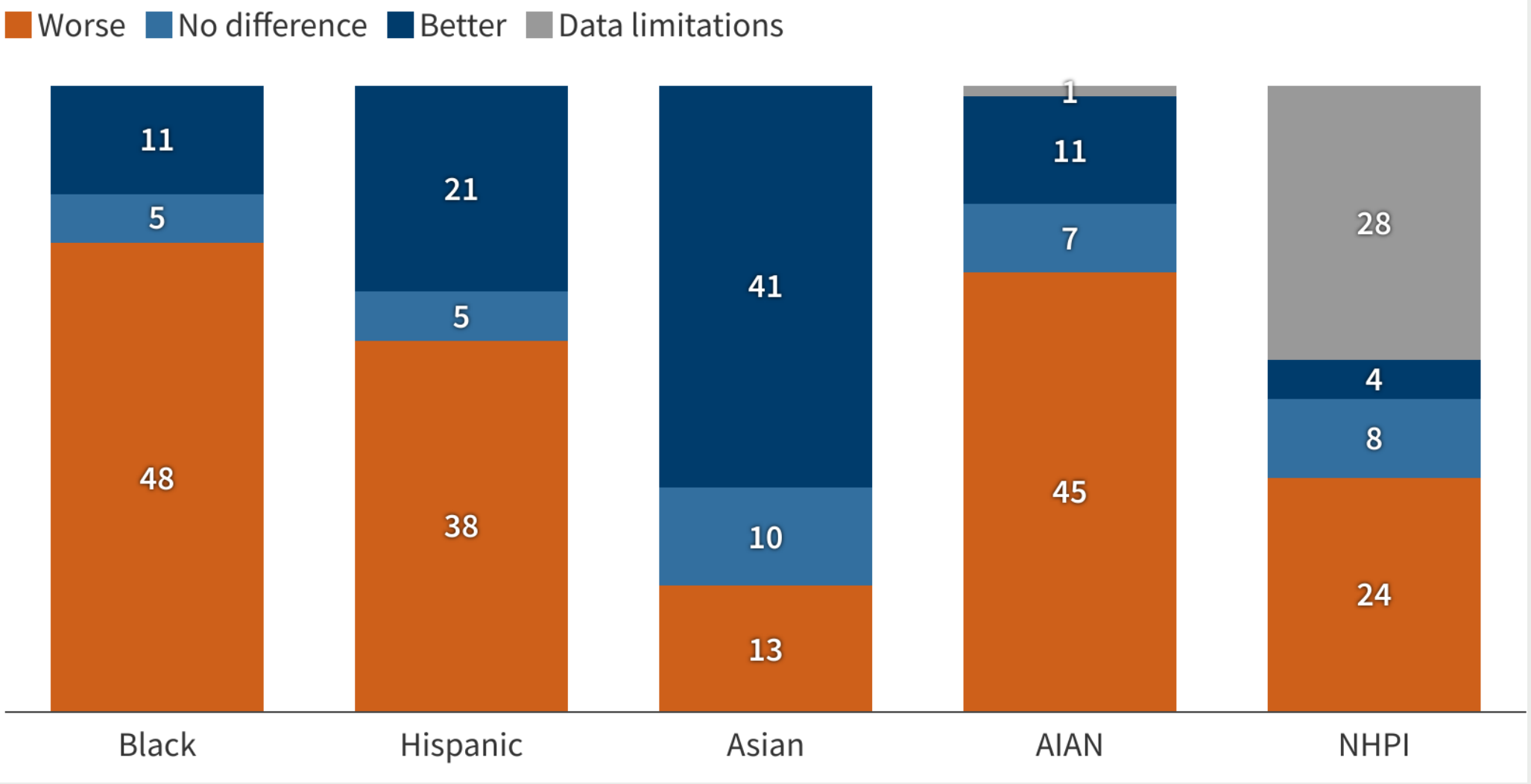


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Figure 13

Life Expectancy at Birth in Years by Race and Ethnicity, 2019-2022

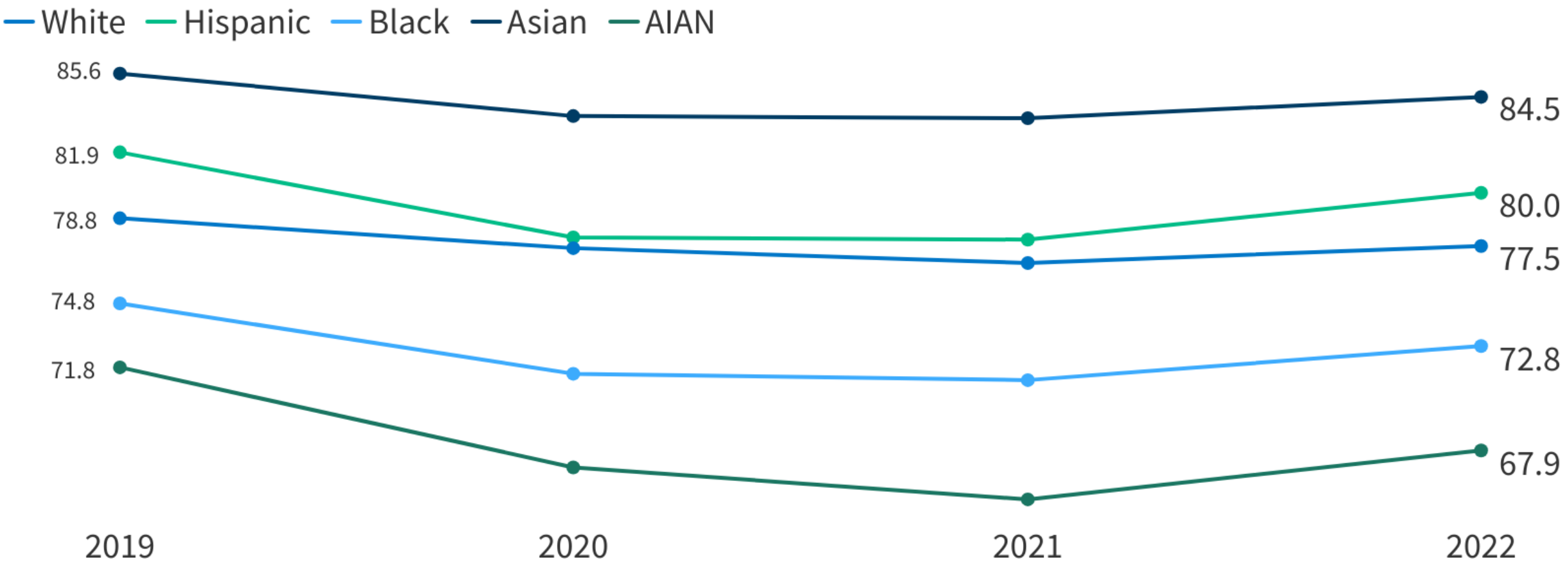

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Figure 20

HIV Diagnosis per 100,000 Among Teens and Adults by Race and Ethnicity, 2021

Click on the buttons below to see data for HIV diagnosis and AIDS classification:

HIV AIDS

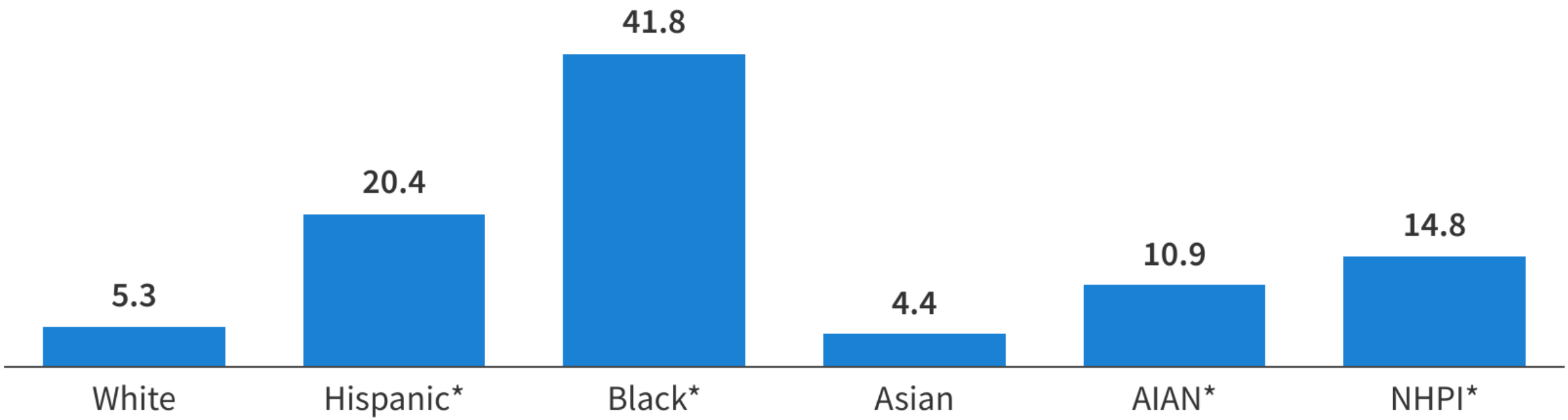
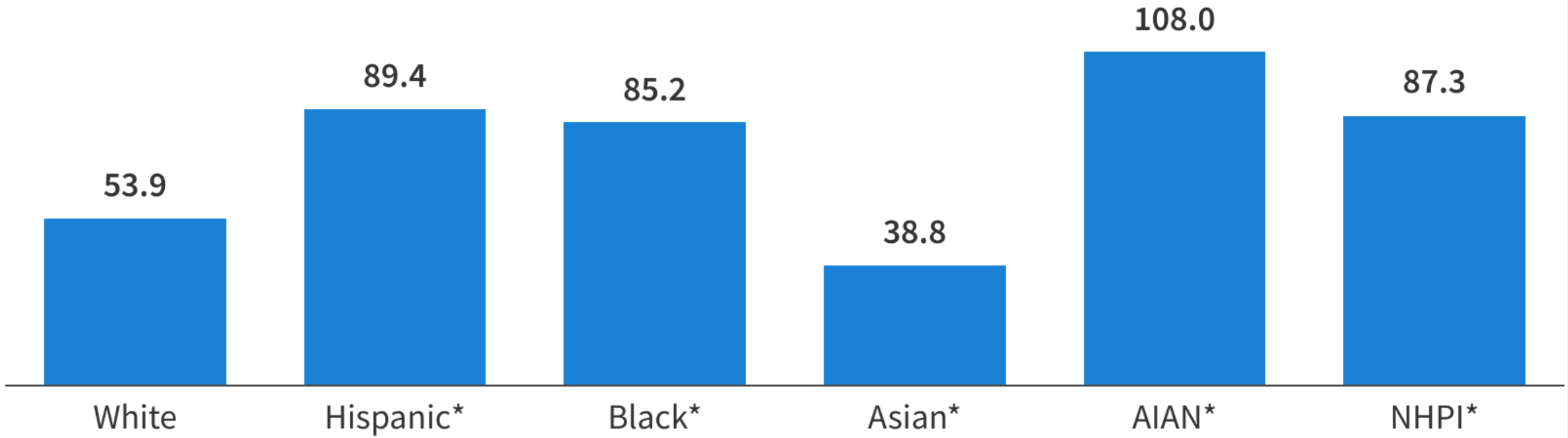


Figure 26

Age-Adjusted Rates of COVID-19 Deaths per 100,000 by Race and Ethnicity, 2020-2023



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Issues in Medical Lab Sciences

- Lack of standardized sexual orientation and gender identity (SOGI) data collection and display in electronic health records.
- Underrepresentation of specific populations impedes the development of appropriate reference intervals and health guidelines.*
- Lab testing criteria for clinical trial eligibility limits enrollment of diverse groups.*
- Sex-specific factors like pregnancy are not always considered in interpretation and can affect lab values*

Inclusive Laboratory Reference Intervals and Clinical Studies to Reduce Health Disparities - Clinics in Laboratory Medicine

Health Disparities in Medical Lab Sciences

- Bias can lead to health disparities and are present in areas like toxicology testing/treatment/interpretation (Hubbard, et. al)
- Inequity is seen with access to clinical laboratory testing (40% of the world's population has limited access to testing) (Kroner, et. al)
- Diagnostic algorithms and practice guidelines that use race/ethnicity to individualize risk assessment and guide clinical decisions have disproportionately directed attention and resources to White patients compared to people of color (Rytz, et. al).

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R-eplace

1

Replace old ways of thinking

2

Adopt a more inclusive paradigm

3

Challenge policies to ensure they include all races, ethnicities, genders, disability statuses, religions, etc.

I-ntegrate

- Integrate social networks
- Meaningful dialogue
- Intentional relationships

S-eek

Seek	Seek	Seek
Seek opportunities to raise awareness	Seek ways to understand our own biases	Seek to impact change (voting, community action, attending legislative meetings and community forums)

https://implicit.harvard.edu/implicit/takeatest.html

E-ducate

When we know better, we can do better

Knowledge can impact change

Education is empowering and can help future generations be the change they want to see *

Trainings, workshops, books, book clubs, documentaries, meaningful dialogue

Promoting Equity in Lab Sciences

- Access to lab testing*
- Reducing financial barriers for testing
- Accurate demographic data collection*
- More inclusive clinical trials*
- Establish appropriate reference intervals

Links to Access Resources

Perceived Discrimination and Privilege in Health Care: The Role of Socioeconomic Status and Race - PMC (nih.gov)

Diversity and Discrimination in Healthcare - StatPearls - NCBI Bookshelf (nih.gov)

Impact of Racism on our Nation's Health | Minority Health | CDC

Health Disparities | Healthy Aging | CDC

2021_ahr_health-disparities-comprehensive-report_final.pdf (americashealthrankings.org)

The Immortal Life of Henrietta Lacks – PMC

https://implicit.harvard.edu/implicit/takeatest.html

Inclusive Laboratory Reference Intervals and Clinical Studies to Reduce Health Disparities - Clinics in Laboratory Medicine

Key Takeaways - Key Data on Health and Health Care by Race and Ethnicity | KFF

¥PowerPoint Presentation

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THANK YOU ☺

Dr. Victoria Haynes

Victoria.Haynes@und.edu