

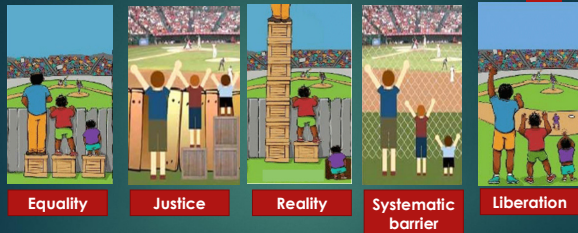
Identifying and Responding to Racism in the Healthcare Environment

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ACTORS: ISABELA BALAVITCH, ZACH BUTTON, ANGELINA DEGASPERIS, ERIC GOBEL, HAYLEY LEE, REGINA MCLEOD, BAILEY SHAVER, HANNAH STRAYHORN

Table Talk

- What did you feel?
- What happened?

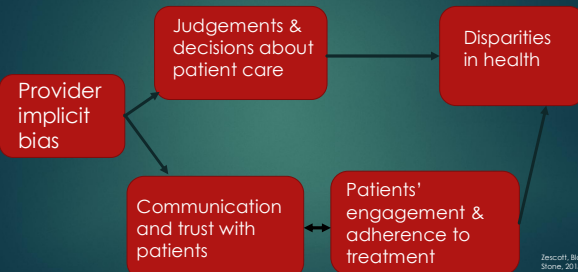


Cultural Organizing: 2015; Dreamscaping & Lovecapping: 2016

Panel Discussion

- **Cathy Brown**, Director of Victim Services, Kalamazoo YWCA
- **Cheryl Dickson**, MD, MPH, Associate Professor, Pediatric and Adolescent Medicine, Associate Dean for Health Equity and Community Affairs – WMU Homer Stryker School of Medicine
- **Beth Washington**, Director, Diversity and Inclusion, Bronson Healthcare Group

How Racism Hurts Patients of Color



Jesscott, Brian & Stone, 2013, p. 332

How Racism Hurts Providers of Color

Significant increase in:

- Physical symptoms
- Depression
- Anxiety (Ravner & Nishi, 2010).

"During my internal medicine rotation..., a patient called me a "colored girl" three times in front of the attending physician. The doctor did not correct the patient, nor did she address the incident with me privately.... I wondered if she thought of me as a "colored girl" too. "

(Okerwerkwo, 2016b)

How Racism Hurts Everyone

Perceived racism by healthcare providers significantly :

- ▶ Lower job satisfaction
- ▶ Lower commitment
- ▶ Higher turnover

(Raver & Nishii, 2010).

Understand the Bystander Effect

- Challenge perceived authority.
- Stand up to group think.
- Understand the vocal minority (false consensus) and the silent majority (pluralistic ignorance).
- Be the one to lead!

Be the ONE to lead

Diffusion of Responsibility

Bystanders assume someone else will do something

- If you are alone you will help 80% of the time
- If you are in a group you will help 20% of the time
- Do not rationalize away responsibility
- Verbalize your intentions
- Engage others

Discussion

- ▶ Health equity
- ▶ Micro-aggression
- ▶ Your role

Acknowledgments – Contributors

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- ▶ **Actors:** Isabela Balavitch, Zach Button, Angelina Degasperis, Eric Gobel, Hayley Lee, Regina McLeod, Bailey Shaver, Hannah Strayhorn

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