

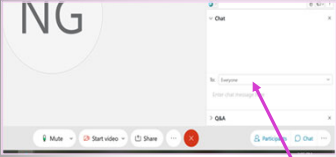
Welcome to the ACEND Webinar Series on Diversity, Equity and Inclusion

WE WILL BEGIN SHORTLY




1

Lines have been muted



If you have questions or comments, **Use the chat feature** and post a chat to **ALL PANELISTS**




2



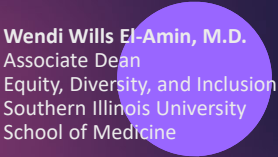

Rayane AbuSabha, PhD, RD
ACEND
Executive Director




3




Wendi Wills El-Amin, M.D.
Associate Dean
Equity, Diversity, and Inclusion
Southern Illinois University
School of Medicine

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Strengthening the Patient Connection:
Deconstructing
the Complexity of Racism and
Food

WENDI WILLS EL-AMIN MD
ASSOCIATE DEAN OF EQUITY, DIVERSITY, AND INCLUSION
SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE

5

No Conflicts of Interest
No Disclosures

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Objectives:

- ▶ 1. By unpacking the complexities between racism and food, we will identify blind spots that alter patient relationships and outcomes.
- ▶ 2. By exploring the use of cultural humility, we will strengthen our patient partnerships.
- ▶ 3. Through the lens of the dietary field, we will shape a diverse, inclusive vision for our role as equity change agents.

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Only in still waters can you
see your true reflection.
Thich Nhat Hanh



8

Nine essential qualities of mindfulness

- ▶ Focus on the present moment
- ▶ Being fully present
- ▶ Openness to experience
- ▶ Non-Judgmental
- ▶ Acceptance of things as they are
- ▶ Connection
- ▶ Non-Attachment
- ▶ Peace and Equanimity
- ▶ Compassion

▶ Jon Kabat Zin

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*If you
don't
understand
yourself
you don't
understand
anybody
else.*

*-Nikki
Giovanni*

Written and Read by
NIKKI GIOVANNI



**LOVE POEMS &
A GOOD CRY**

What We Learn from Tears and Laughter

10

Dr. Brene Brown Wisdom

- "When we own our stories, we get to write a brave new ending..."
- When we push down hurt or pretend that struggle doesn't exist, the hurt and struggle own us
- We have to choose courage over comfort.

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Glossary

- Active bystander
- Bias
- cultural humility
- Intent vs. impact
- Microaggression
- Prejudice
- Stereotype
- Unconscious bias
- Underrepresented minority
- Intersectionality
- Conscious inclusion

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Rules of Engagement

- Listen with Respect
- Be Honest
- Push your Growing Edge
- Confidentiality – Liberated Zone
- Participate
- No Quick Fix
- Working through Discomfort
- Disconnect from technology



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Culturally Responsive Interactions


- Clients are seen, valued, cared for and respected as their full selves
- Requires authentic, holistic evaluation
- Personal self-assessment of anti-bias behavior (antidefamation League)
- When other people use biased language and behavior, I feel comfortable speaking up, asking them to refrain and stating my reasons
- I demonstrate my commitment to social justice in my personal life by engaging in activities to achieve equity
- Learners will respectfully express curiosity about the history and lived experiences of others



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Psychological Safety and Nonviolent Communication


- Life alienating communication
- Certain ways of communicating alienate us from our natural state of compassion
- "Out beyond ideas of wrongdoing and right doing, there is a field. I will meet you there." by Rumi



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Building a vocabulary for Feelings NonViolent Communication- Marshall Rosenberg PhD.


- ▶ Boxed in
- ▶ Bullied
- ▶ Cheated
- ▶ Diminished
- ▶ Let down
- ▶ Neglected
- ▶ Misunderstood
- ▶ Threatened
- ▶ Unappreciated
- ▶ Unheard



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Impact Of communication NonViolent Communication by Marshall ROSENBERG PHD

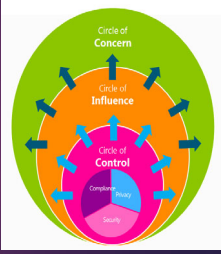
<p>Needs Met</p> <ul style="list-style-type: none"> ▶ Encouraged ▶ Expansive ▶ Gratified ▶ Inquisitive ▶ Invigorated ▶ Relaxed 	<p>Needs not being met</p> <ul style="list-style-type: none"> ▶ Aggravated ▶ Alarmed ▶ Annoyed ▶ Broken hearted ▶ Chagrined ▶ Distressed ▶ Fatigued ▶ Hostile ▶ Shocked and surprised
---	---



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Sphere of influence

- ▶ Who are you most proximate to?
- ▶ Who do you need to listen more to?
- ▶ Qualitative and quantitative data
- ▶ Dinner table
- ▶ Challenging conversations at meetings
- ▶ When was your last blind spot pointed out?



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Tools

- Growth mindset
- Post Traumatic Growth
- Deep Listening
- Vulnerability
- Curiosity
- Openness/ premature closure
- Shift in behavior
- Framing
- Deconstruct the dominant narrative
- Personalize the patient
- Generate alternative narrative

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The Power of Microaffirmations

- ▶ Personal story from a past conversation
- ▶ Validation
- ▶ Posture of learning
- ▶ What are you most proud of?

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Liberation Literature: teaching Tolerance

- ▶ celebrates the strengths of the family as a cultural institution and vehicle for survival
- ▶ bears witness to people's struggle for freedom, equality, and dignity
- ▶ nurtures learners by reflecting back to them, both visually and verbally, the beauty and competencies of their cultural group
- ▶ situates itself, through language and content
- ▶ Tolerance.org

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Emergency Medicine and Dietetics

23


Dietetics on the Granular level

- ▶ Transparency
- ▶ Vulnerability
- ▶ Transforming
- ▶ Thinking outside of the box
- ▶ Taking risk
- ▶ Playing
- ▶ Speaking my truth and searching for the truth of others
- ▶ Listening to what is not being said
- ▶ Searching for what is not being addressed
- ▶ Creating opportunities and reaching for a vision I have never seen

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Leading causes of death

- ▶ Heart disease
- ▶ Cancer
- ▶ Diabetes
- ▶ Stroke




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Challenges





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Moving the Needle: Adding Value Through Equity, Diversity, and Inclusion

Wendi Willis El-Amin, MD
Associate Dean for Equity, Diversity,
and Inclusion
Office of Equity, Diversity, & Inclusion
Associate Professor for Family and
Community Medicine




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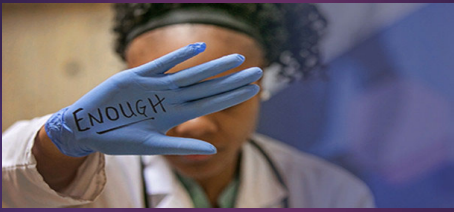



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- ▶ What are key components of your ecosystem?
- ▶ Who can you engage and partner with to strengthen relationships?
- ▶ Who needs to be supported in order to reach diverse populations?
- ▶ How can you be supportive of diverse patients?
- ▶ How can you engage with diverse communities?



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Kareem Abdul-Jabbar Quote


▶ "Racism in America is like dust in the air. It seems invisible – even if you are choking on it – until you let the sun in. Then you see it everywhere. As long as we keep shining the light, we have the chance of cleansing it."

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▶ Where do we need to shine the light?


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Deconstructing



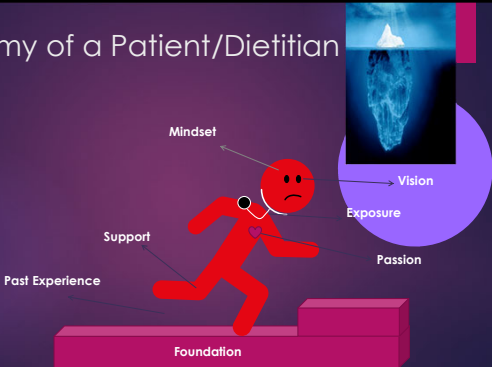
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Entry Point



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Anatomy of a Patient/Dietitian



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Meet your clients where they are

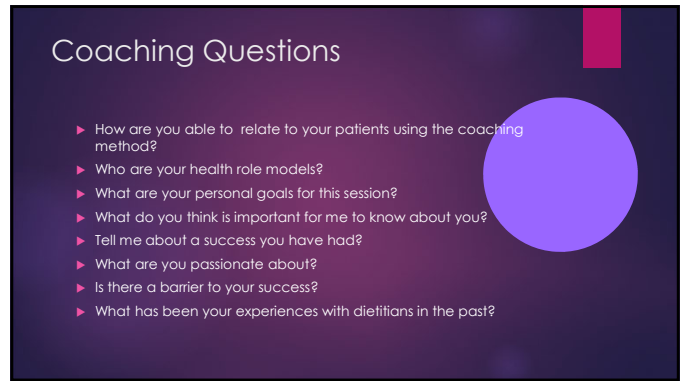
Speak their language



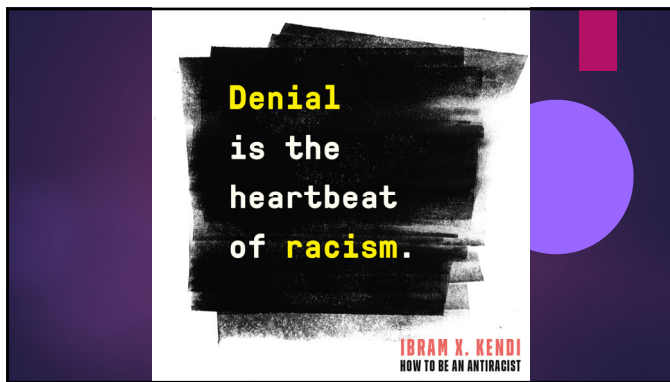
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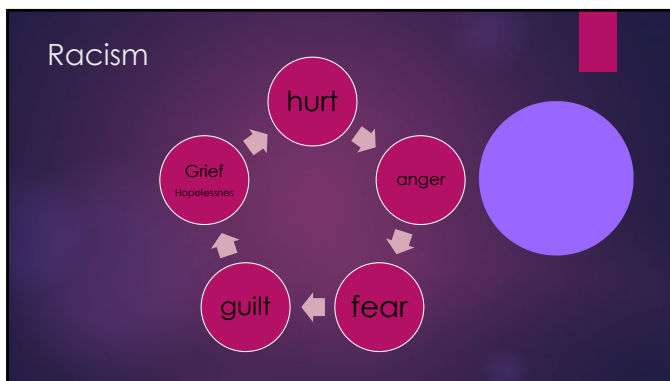
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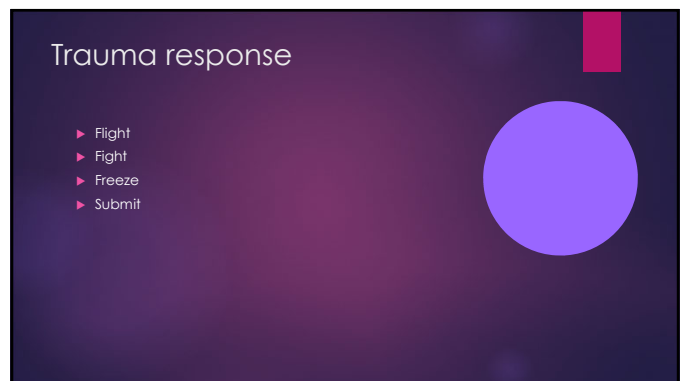
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Distrust

- ▶ Experimentation on enslaved persons
- ▶ Prisoners and members of military
- ▶ Tuskegee Syphilis Study
- ▶ Minority focused sterilization initiatives
- ▶ Treated unfairly in the health care system



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Creating a Courageous Space



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Courageous space

- ▶ respect, take responsibility, trauma informed, create space for multiple voices


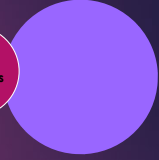


Drexel.edu



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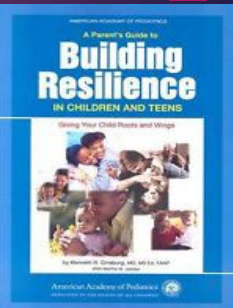
Guiding principles in the Dietitian/patient relationship

46

THE 7 C's OF RESILIENCE

- ▶ Competence
- ▶ Confidence
- ▶ Connection
- ▶ Character
- ▶ Contribution
- ▶ Coping
- ▶ Control



47

FACTORS THAT AFFECT FOOD CHOICES AND SELECTION

- ▶ Religion
- ▶ Who makes the food?
- ▶ What time of day do they eat?
- ▶ Occupation
- ▶ Mood
- ▶ Personality
- ▶ Geography
- ▶ Generational Essential Foods
- ▶ Eating styles
- ▶ Holidays
- ▶ Finances
- ▶ Education
- ▶ Household dynamics



48



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50

Isadora's Gumbo : An Asset Driven acronym

- ▶ **G**rounded in a Growth mindset
- ▶ **U**nify approach for navigating uncharted territory
- ▶ **M**erge solutions to create meaningful metrics
- ▶ **B**uild Bridges and balancing built environment
- ▶ **O**pen to Opportunities

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Cultural Concerns with Nutrition

- ▶ Chinese culture hot and cold foods
- ▶ Religious beliefs – dietary restrictions
- ▶ Islamic and Jewish faith- pork
- ▶ Hinduism- beef
- ▶ Does your family follow any religious traditions or holidays that create modifications to their traditional diet
- ▶ Scientifically backed connections between the nutrients they consume

52

What is racism?

Jones CP. Confronting Institutionalized Racism Phylon

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call "race"), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

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"How is Racism Operating Here?"


- Identify Mechanisms
 - Structures: the who?, what?, when?, and where? of decision making
 - Policies: the written how?
 - Practices and norms: the unwritten how?
 - Values: the why?

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Levels of Racism

Jones, CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. Am J Public Health 2000;90(8):1212-1215

- ❑ Institutionalized
- ❑ Personally-mediated
- ❑ Internalized



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Institutionalized Racism

Jones, CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. Am J Public Health 2000;90(8):1212-1215


- ❑ Differential access to the goods, services, and opportunities of society, by "race"
- ❑ Examples
 - Housing, education, employment, income
 - Medical facilities
 - Clean environment
 - Information, resources, voice



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"THE SPRINGFIELD RIOT OF 1908"

- Illinois highly segregated today
- Not due to natural migration, market forces, preferences
- Formal and informal policies segregate
- History of forced segregation (1890-1940)
- Springfield 1908 Riot
- "Sundown Towns" = "No coloreds after dark"



(James Loewen, 2005)

Source: University of Richmond

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Americans Still Live in Food Deserts
Youtube.com

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Food Deserts

23.5 million people live in urban neighborhoods and rural areas with limited access to fresh, affordable, healthy food, according to the USDA.

 <p>2.1 million households do not own a vehicle and live more than 8 miles from the nearest grocery store.</p>	 <p>People of the poorest socioeconomic status have 2.5 times the exposure to fast-food restaurants compared to those living in the wealthiest areas.</p>
 <p>Low income zip codes have 30% more convenience stores, which tend to lack healthy foods, than middle-income zipcodes.</p>	 <p>150-200 jobs can be created by a large retail grocery market.</p>

How Food Deserts Affect Healthcare
everseal.com

59




How the Food Desert Became a Form of Urban Inequality
workingprogress.oowsection.org

60

Built Environment

- ▶ Racially segregated
- ▶ high-poverty areas
- ▶ Fast food chains
- ▶ Dearth of grocery stores
- ▶ Sociohistorical factors



61

Personally-Mediated Racism

Jones, CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. Am J Public Health 2000;90(8):1212-1215

- Differential assumptions about the abilities, motives, and intents of others, by "race"
- Differential actions based on those assumptions
- Prejudice and discrimination
- Examples
 - Police brutality
 - Physician disrespect
 - Shopkeeper vigilance
 - Waiter indifference
 - Teacher devaluation

62

Deconstructing your Implicit Biases- "personalizing the patient"

Deconstructing Racism and Bias in Clinical Medicine; Textbook of Physical Diagnosis: History and Examination Joseph Truglio, Giselle Lynch, Ann-Gel Palermo, Joanne Hojak, Michelle Sainte, Regina Karani

- ▶ I am going to ask you questions to get a better understanding of your background. I ask this of all of my patients.
- ▶ I don't want to assume anything about your identities so I am going to ask you a few questions so that I can best take care of you.
- ▶ How would you best describe your race or racial identity
- ▶ Many of my patients experience racism in their healthcare. What has been your experience with racism a you seek out healthcare
- ▶ What have been your experiences in the healthcare system?
- ▶ Have you had any experiences that have caused you to lose trust in the healthcare system or your doctor?

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Discriminatory patient encounters at the bedside during clinical teaching

- ▶ "I need a real dietitian"
- ▶ "You speak so well"
- ▶ "Where are you from"

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Discriminatory Patient Encounters at the bedside during clinical teaching

<p>Goldenberg et al</p> <ul style="list-style-type: none"> ▶ Expect the mistreatment will happen ▶ Recognize when mistreatment occurs ▶ Address the Situation in Real Time ▶ Support the trainee ▶ Establish a positive culture 	<p>Whitgob et al</p> <ul style="list-style-type: none"> ▶ Standardized approach to empower educators ▶ Assess illness acuity ▶ Cultivate a therapeutic relationship ▶ Depersonalize the event ▶ Ensure safe learning environment for trainees
--	--

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Internalized racism

Jones, CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. Am J Public Health 2000;90(8):1212-1215

- ▶ Acceptance by stigmatized "races" of negative messages about our own abilities and intrinsic worth
- ▶ Examples
- ▶ Self devaluation
- ▶ Resignation, helplessness, hopelessness

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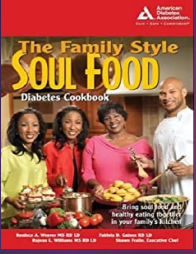
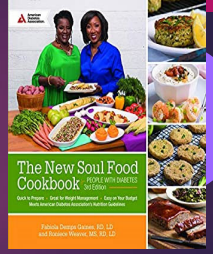
Strategies addressing Diet Related Disparities

J Am Diet Assoc 2009 April; 109(4): 610-615 Jessie A Satia, PhD, MPH

- ▶ Domains of Social Inequality
- ▶ Demographic Characteristics
- ▶ Psychological Factors
- ▶ Environmental Influences
- ▶ Cultural Preferences
- ▶ Structural barriers

- ▶ Individual Level Approaches
- ▶ Nutrition Education and dietary interventions
- ▶ Address cultural and environmental attributes
- ▶ Innovative approaches for delivering education and interventions
- ▶ Health D.E.P.O.T.S.
- ▶ Identify strategies for improving recruitment/ retention in intervention

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"Hearing the Voices": African American Nutrition Educators Speak about Racism in Dietetics

Jill White EdD RD Journal of Critical Dietetics

- ▶ Critical Race Theory (racism, storytelling to challenge oppression, role of power)
- ▶ Critical pedagogy- social class, class and power, race, language, literacy
- ▶ Need for new nutrition education models
- ▶ AACORN- Kumanyika, (2005) African American Collaborative Research Network acknowledged, validated, incorporated belief system
- ▶ Racism on the job
- ▶ Needed changes to increase diversity in the field of Dietetics
- ▶ Counterstory to embrace cultural wealth, memory, and resistance

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Dr. Lauren Powell

The Culinary Doctor

www.DrLaurenPowell.com







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Keena Small


Professional Strategist, Educator, and Coach

71

According to the Behavioral Risk Factor Surveillance Survey, only 21.3% of AA consume fruits and vegetable more than 5 times a day

- ▶ Access
- ▶ Education
- ▶ Transportation
- ▶ Finances
- ▶ Built Environment
- ▶ Exposure

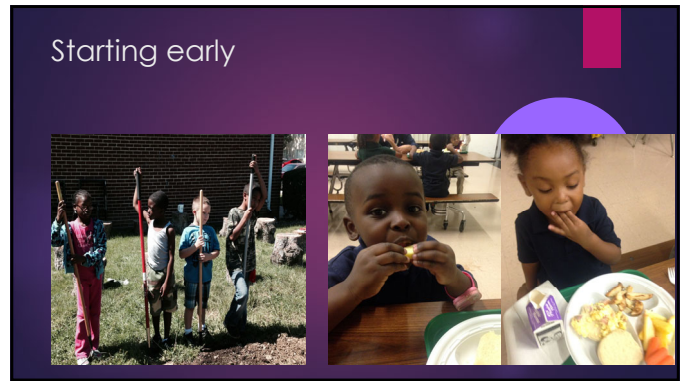



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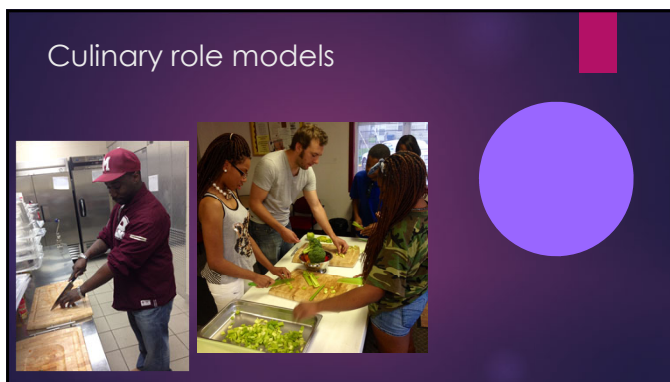
Commitment to reflection

73



Starting early

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Culinary role models

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The Need for Culturally Relevant Community Nutrition Education

Barriers to Becoming Registered Dietitians Identified by African American Students and Practitioners

J.White Ed D, RD

- ▶ Culture and family context are well recognized as the most important factors in determining nutritional practices (Davis & Northington, 2000)

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Disparities in Dietetics Recommendation

- ▶ Promote the evidence-based teaching of cultural competency.
- ▶ Emphasize the use of clinic decision tools that standardize the approach to reduce subject bias.
- ▶ Support targeted education programs that serve communities
- ▶ Promote targeted health literacy programs
- ▶ Develop pipeline and mentoring programs

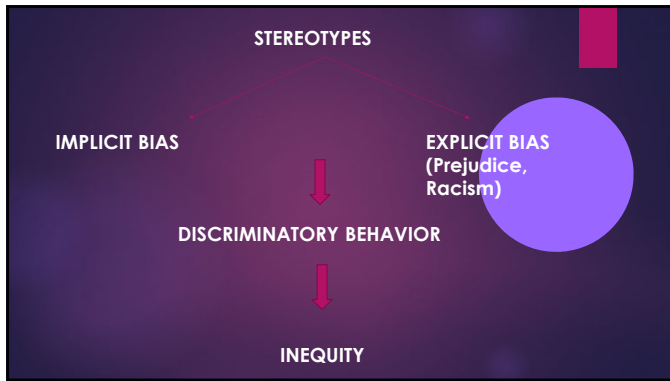
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"ONE EITHER ALLOWS RACIAL INEQUITIES TO PERSEVERE, AS A RACIST, OR CONFRONTS RACIAL INEQUITIES, AS AN ANTIRACIST. THERE IS NO IN-BETWEEN SAFE SPACE OF 'NOT RACIST.' THE CLAIM OF 'NOT RACIST' NEUTRALITY IS A MASK FOR RACISM."

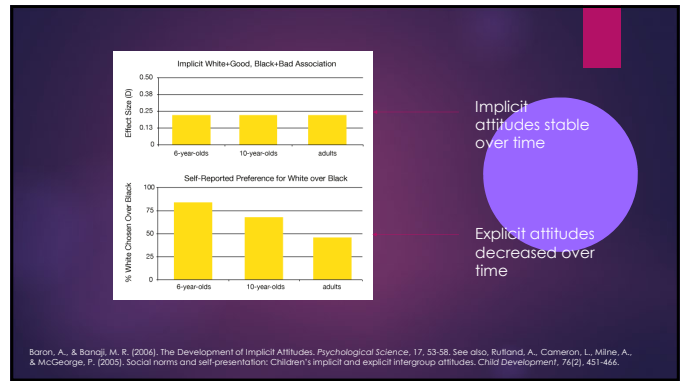
IBRAM X. KENDI
HOW TO BE AN ANTIRACIST

Libro.fm
Audiobooks

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► Phelps et al in 2000 → amygdala drives racial bias against the outgroup

- Slower response time pairing black w/good and white w/bad vs other way around (bias on Race IAT)
- Increased amygdala activation for white subjects taking the Race IAT when looking at black faces vs white faces
- Statistically significant correlation between differences in amygdala activation and scores on race IAT: white participants with the most negative implicit attitudes toward blacks exhibited the greatest difference in amygdala responses to black and white faces

A brain scan image showing amygdala activation in red and yellow, with a color scale from .72 to .92.

Phelps, Elizabeth A., Kevin J. O'Connor, et al. 2000. Performance on indirect measures of race evaluation predicts amygdala activation. Journal of Cognitive Neuroscience 12(5):729-38.

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- Racial/ethnicity
- Gender
- Age
- Sexual orientation
- Socioeconomic status
- Disability
- Others....
- Harvard
- Implicit Association Test

A list of various Implicit Association Tests (IATs) with brief descriptions:

- Age IAT**: Tests automatic preference for young over old.
- Race IAT**: Tests ability to distinguish faces of European and African origin.
- Presidents IAT**: Tests automatic preference for white over black.
- Weapons IAT**: Tests ability to recognize White and Black faces, and images of weapons or harmless objects.
- Weight IAT**: Tests ability to distinguish faces of people who are obese and people who are thin.
- Religion IAT**: Tests familiarity with religious terms from various world religions.
- Gender-Career IAT**: Reveals a link between family and females and between career and males.
- Asian American IAT**: Tests ability to recognize White and Asian-American faces.
- Disability IAT**: Tests ability to recognize symbols representing able and disabled individuals.
- Gender-Science IAT**: Reveals a link between liberal arts and females and between science and males.
- Skin-tone IAT**: Tests ability to recognize light and dark-skinned faces.
- Arab-Muslim IAT**: Tests ability to distinguish names likely to belong to Arab-Muslims versus other nationalities or religions.
- Native IAT**: Tests ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
- Sexuality IAT**: Tests ability to distinguish words and symbols representing gay and straight people.

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Factors that worsen implicit bias

- Stress and stressful situations
- Time constraints
- Fatigued
- Complex decisions
- Vague or ambiguous clinical scenario
- Multi-tasking (due to distraction)
- Mood states (anger, anxiety, happy)
- Circadian arousal

The Ohio State University, Kirwan Institute for the Study of Race and Ethnicity

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Individual Strategies to Defeat Bias

- Awareness
- Individualize
- Perspective-taking
- Cultivate common ground
- Intergroup Contact and Counter-stereotyping
- Microaffirmations

The Ohio State University, Kirwan Institute for the Study of Race and Ethnicity

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Gumbo : An Asset Driven acronym

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