

In Pursuit of Belonging

*Diversity, Equity
and Inclusion in
PALTC*

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Speaker Disclosure

- Dr. Diane Sanders-Cepeda is a fulltime employee at UHG/UnitedHealthcare E&I Retiree Solutions



Enhancing our learning Experience Together



*WE ARE ALL LEARNING AND WE ARE
ALL TEACHING EACH OTHER*



*WE WILL SPEAK UP IF WE HAVE
QUESTIONS OR NEED
CLARIFICATION ABOUT THE
TERMINOLOGY*



*WE WILL ENGAGE IN THE SESSION
AS BEST WE CAN*



*WE WILL LISTEN AND RESPOND
RESPECTFULLY TO THE PRESENTERS
REGARDLESS OF WHETHER WE
UNDERSTAND OR AGREE WITH THE
CONTENT OF THEIR PRESENTATION*

Some Heavy Lifting?

Describe

- Describe the impact of systemic racism on healthcare systems and care delivery

Review

- Review the impact of microaggressions and unconscious bias on care delivery in PALTC

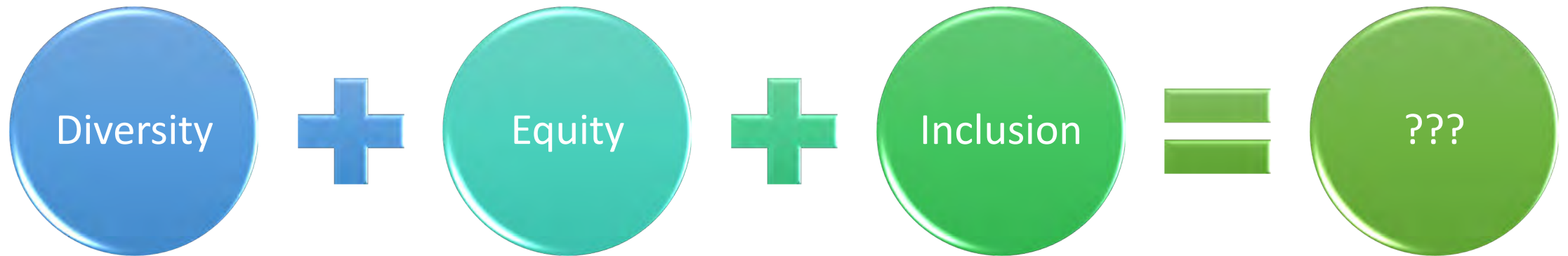
Explain

- Explain how inequality and racial equity impact staff across the PALTC continuum

Discuss

- Discuss strategies that we as providers can implement to promote equity and address racial disparities in PALTC

What's Missing in the DEI equation?

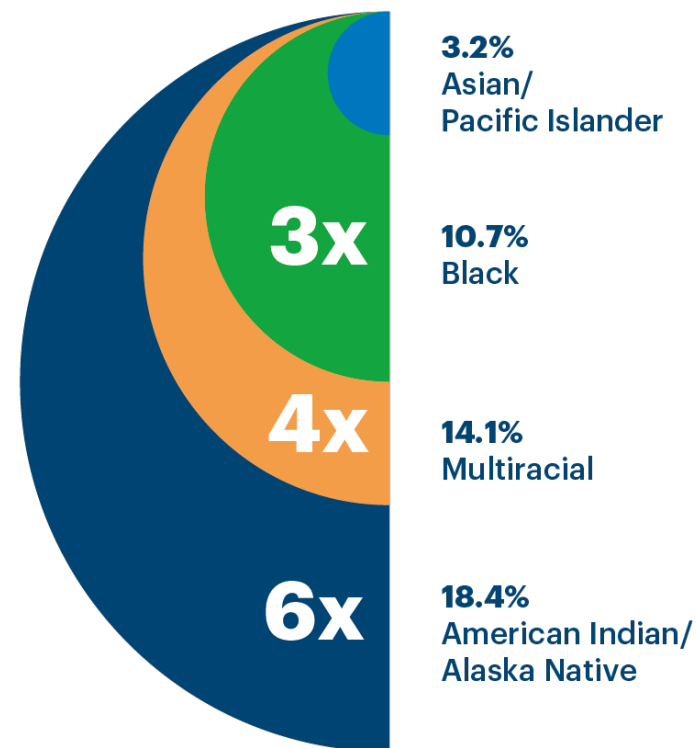


Racial Disparities plagued Healthcare Before COVID

Persistent disparities in race and ethnicity of those with chronic disease grew even larger in 2017–2019.

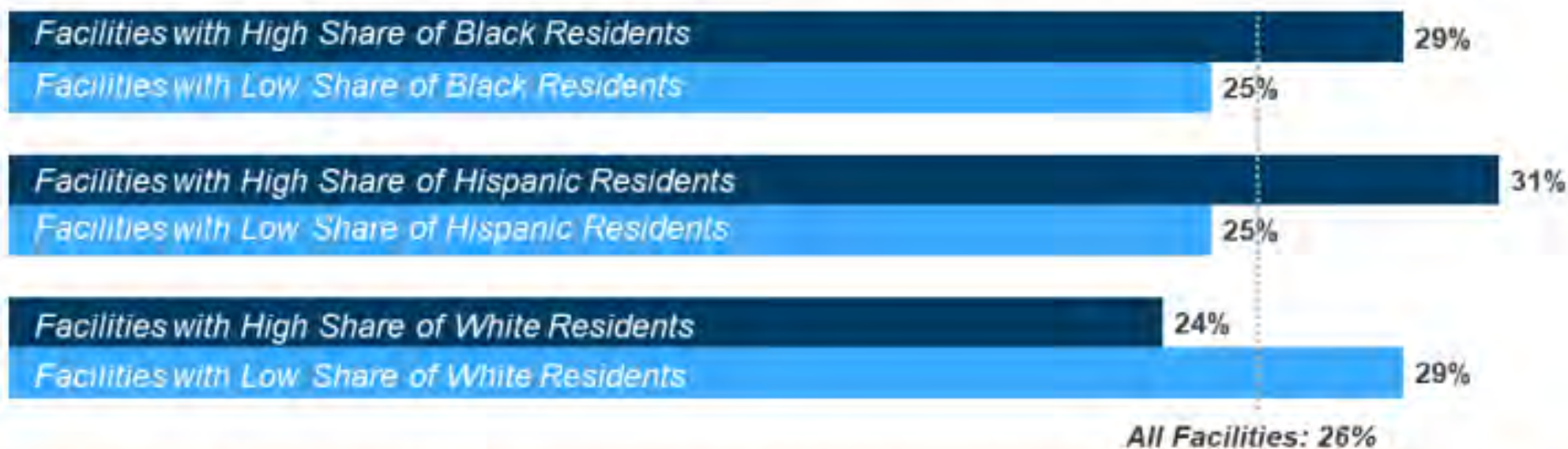
Compared to Asian/Pacific Islander adults (3.2%), the percentage of adults with multiple chronic conditions was 6x higher for American Indian/Alaska Native adults (18.4%), 4x higher for Multiracial adults (14.1%), and 3x higher for Black adults (10.7%).

Source: CDC, Behavioral Risk Factor Surveillance System



Coronavirus Infection Outbreaks Were More Severe in Nursing Homes With A Relatively Large Share of Black or Hispanic Residents

Confirmed/Suspected Coronavirus Cases As A Share of Nursing Home Beds (as of October 11, 2020):



NOTES: Includes 11,296 nursing homes with at least one coronavirus case and where resident cases were not > total number of beds. High share of Black residents or Hispanic residents refers to 20% or more. High share of White residents is 80% or more. Facilities may fall into more than one of these groups.

SOURCE: KFF analysis of Shaping Long Term Care in America Project at Brown University funded in part by the National Institute on Aging (1P01AG027296), CMS COVID-19 Nursing Home Data (as of October 11, 2020)

KFF

LOCAL

In Baltimore, a struggling, black-owned nursing home keeps covid-19 at bay



By [Rebecca Tan](#)

July 24, 2020 at 7:00 a.m. EDT





How should we address Racial Disparities?

Accept


Accept Race & Ethnicity as social constructs

Target

Target Social Determinants of Health

Create

Create a Culture of Trust



“Of all the forms of inequality,
injustice in health is the most
shocking and the most inhuman
because it often results in
physical death.”

Dr. Martin Luther King, Jr. (1966)

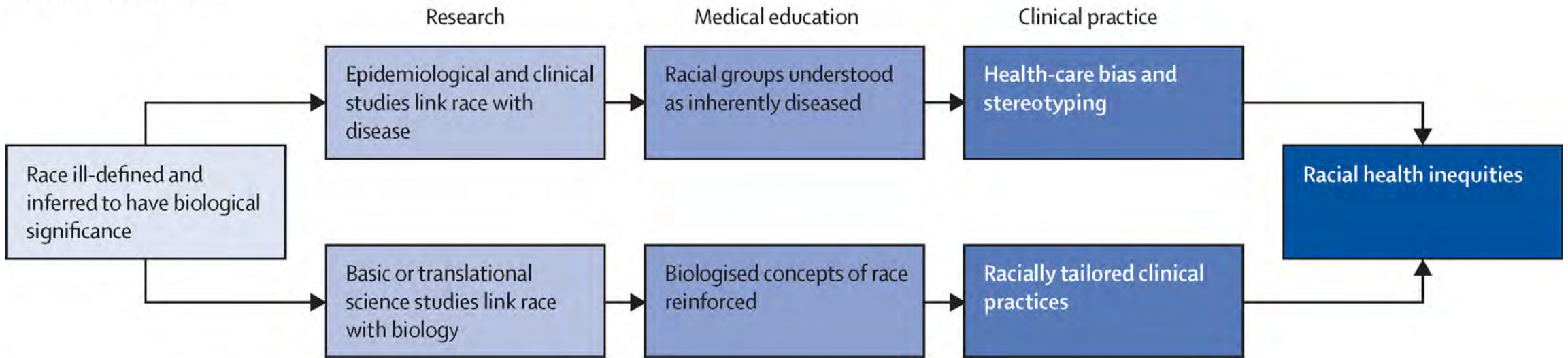
COLORED
WAITING ROOM



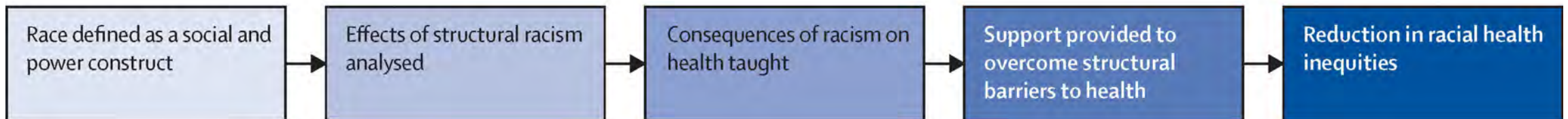
The argument against Race & Ethnicity as a proxy for biological risk

- **Concept based on centuries of colonialism, slavery, and race & ethnic superiority ideologies**
- **Racism and stereotypes causative differences between health outcomes and source of racial disparities**
- **Humans share 99.9% of DNA in common; with variations seen mainly within racial groups**

Race-based medicine



Race-conscious medicine



The many tools that use Race Correction in Clinical Medicine

Estimated glomerular
filtration rate (eGFR) &
CKD-EPI equations

Organ Procurement &
Transplantation
Network, Kidney Donor
Risk Index (KDRI)

Pulmonary Function
Test

American Heart
Association Heart failure
risk score

Osteoporosis Risk Score
Calculator

Fracture Risk
Assessment Tool

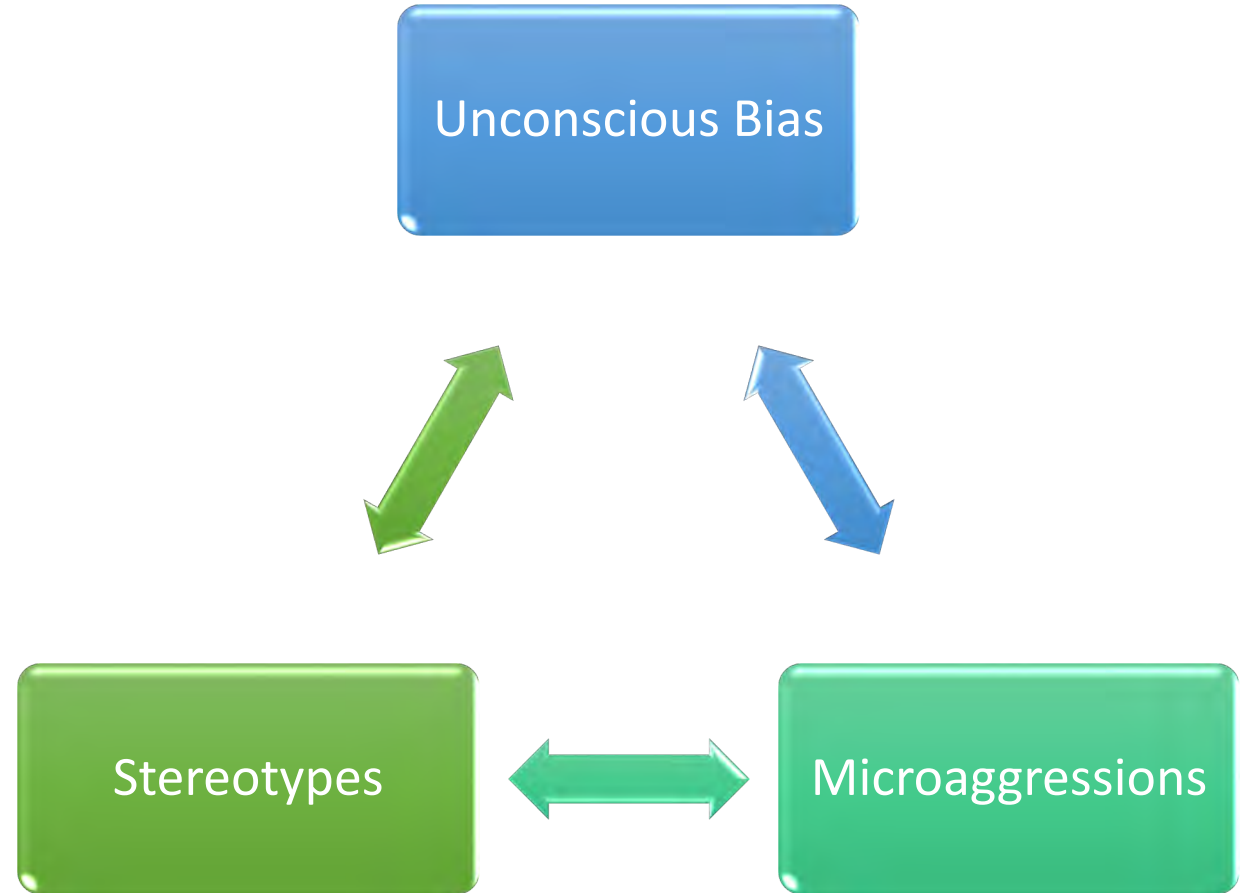
The Society of Thoracic
Surgeons Short Term
Risk Score

Rectal Cancer Survival
Calculator

National cancer
Institute Breast Cancer
Risk Assessment Tool

Breast Cancer
Surveillance Consortium
Risk Calculator

Unconscious Bias
reinforces
stereotypes and
microaggressions



The Cumulative Effect





Implicit bias during diagnosis

- Negative impact on physician-patient interactions
- Altering treatment plan and recommendations
- Perpetuate existing disparities in the healthcare system



Targeting SDOH

*Health is a state of complete physical, mental
and social well-being and not merely the
absence of disease or infirmity*

Heave

Equality vs. Equity

Equality

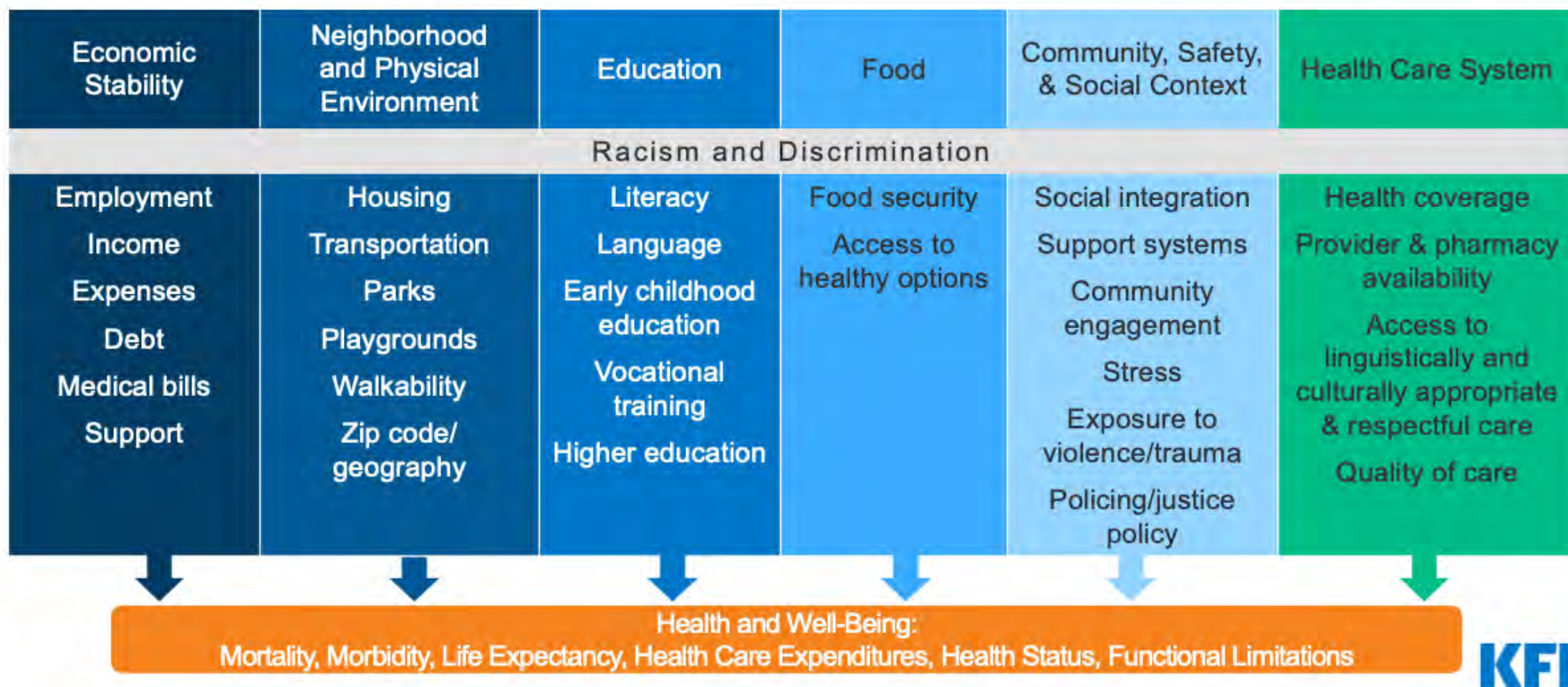


Equity

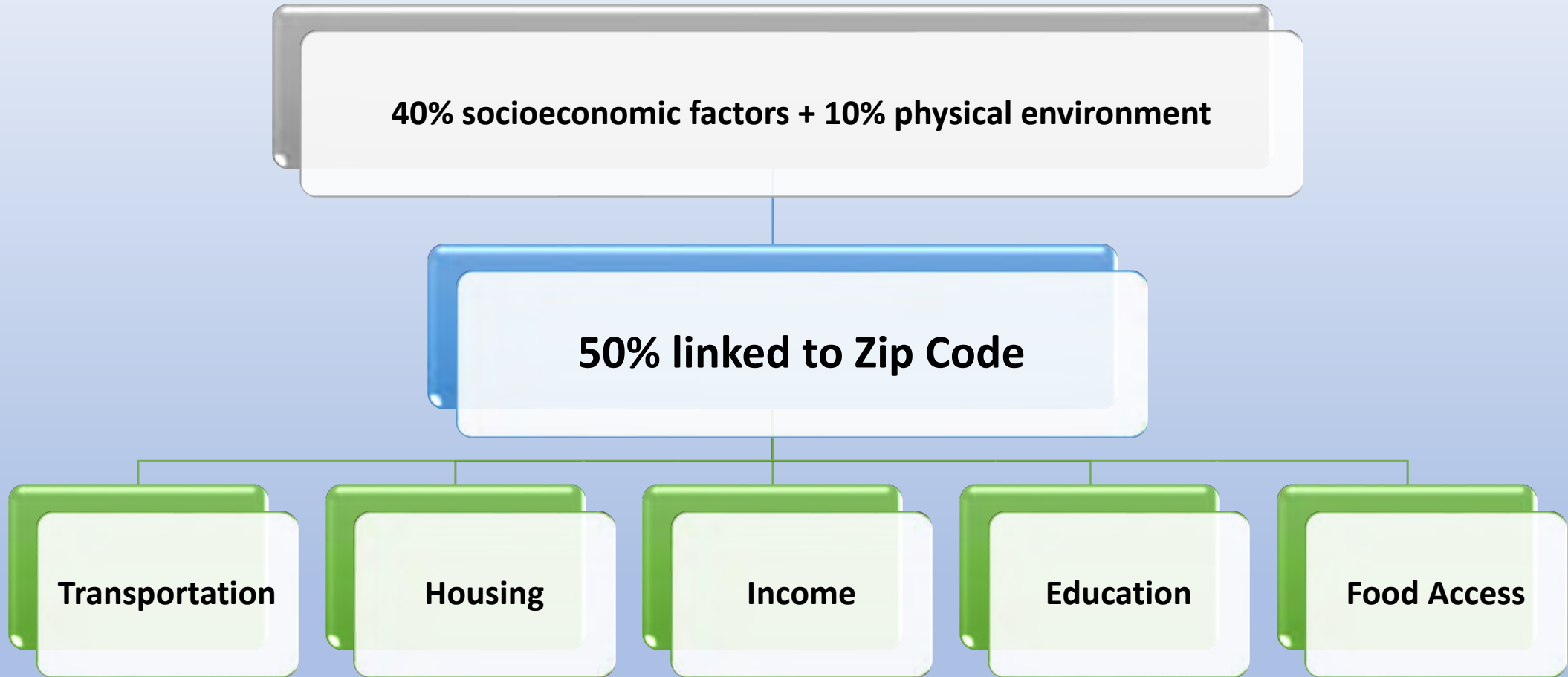


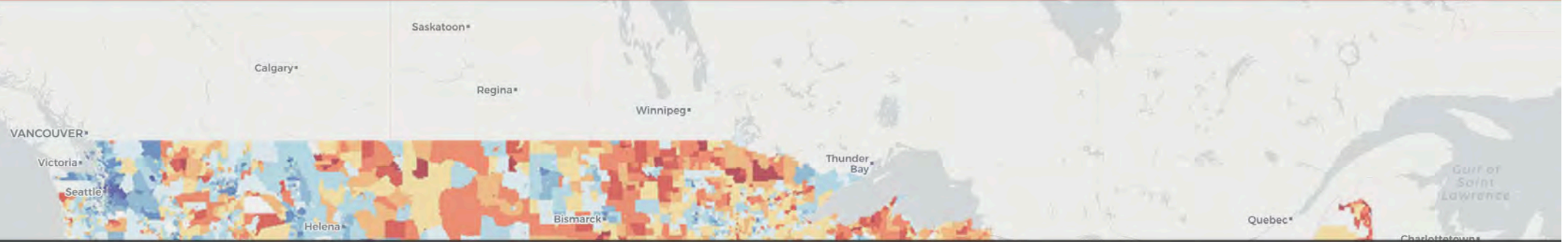
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Health Disparities are Driven by Social and Economic Inequities



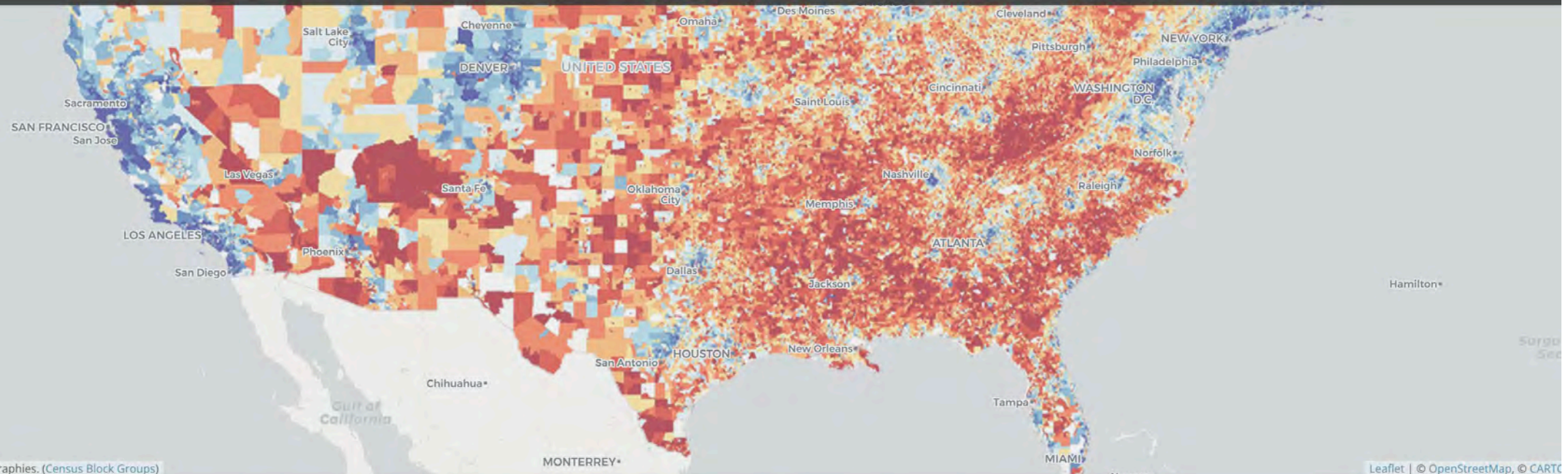
What Your Zip Code can tell us...





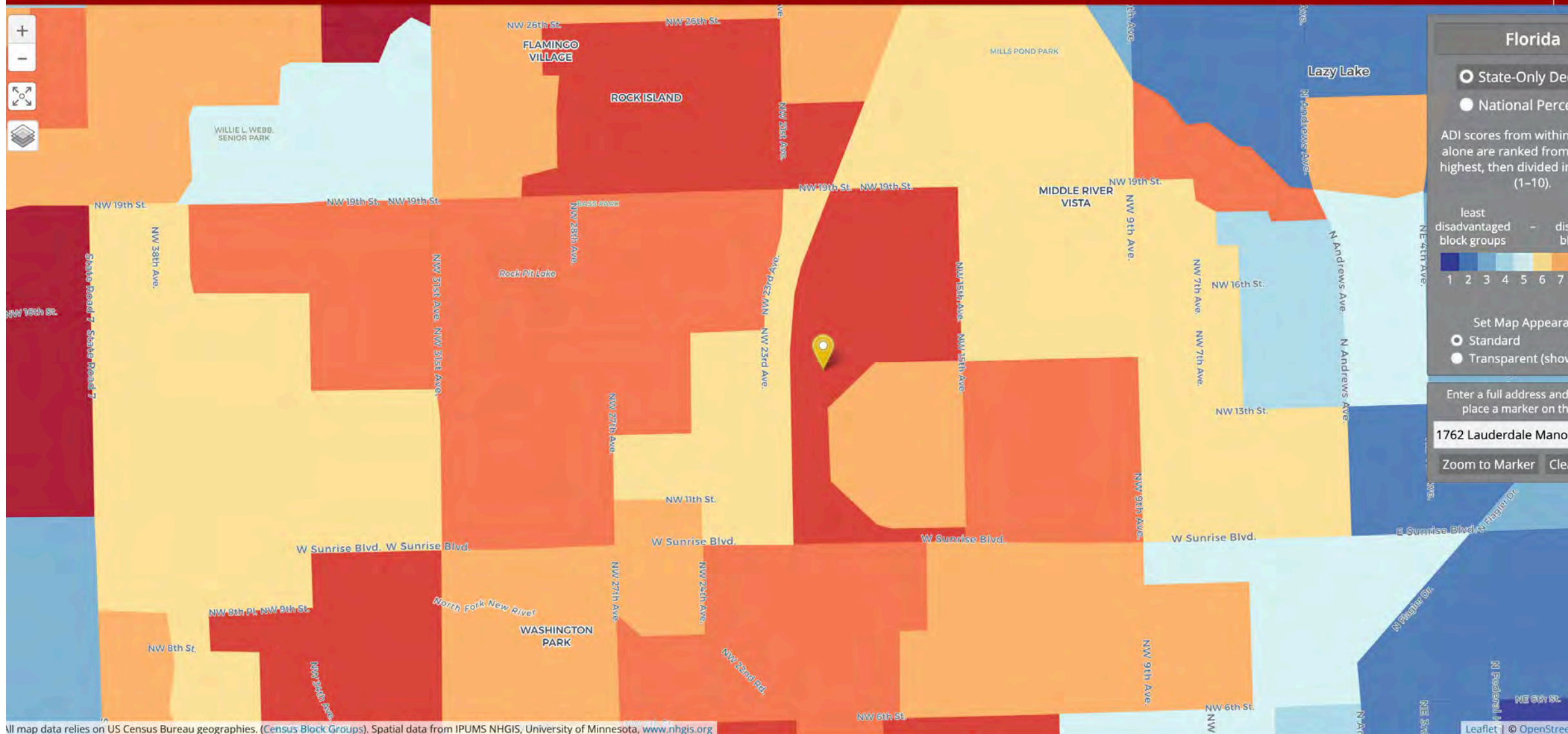
All map data relies on US Census Bureau geographies (Census Block Groups).
Please select a state to view ADI data.

select a state ▼



All map data relies on US Census Bureau geographies. (Census Block Groups)

Leaflet | © OpenStreetMap, © CARTO



All map data relies on US Census Bureau geographies. ([Census Block Groups](#)). Spatial data from IPUMS NHGIS, University of Minnesota, www.nhgis.org

Consider the impact of Social Determinants of Health

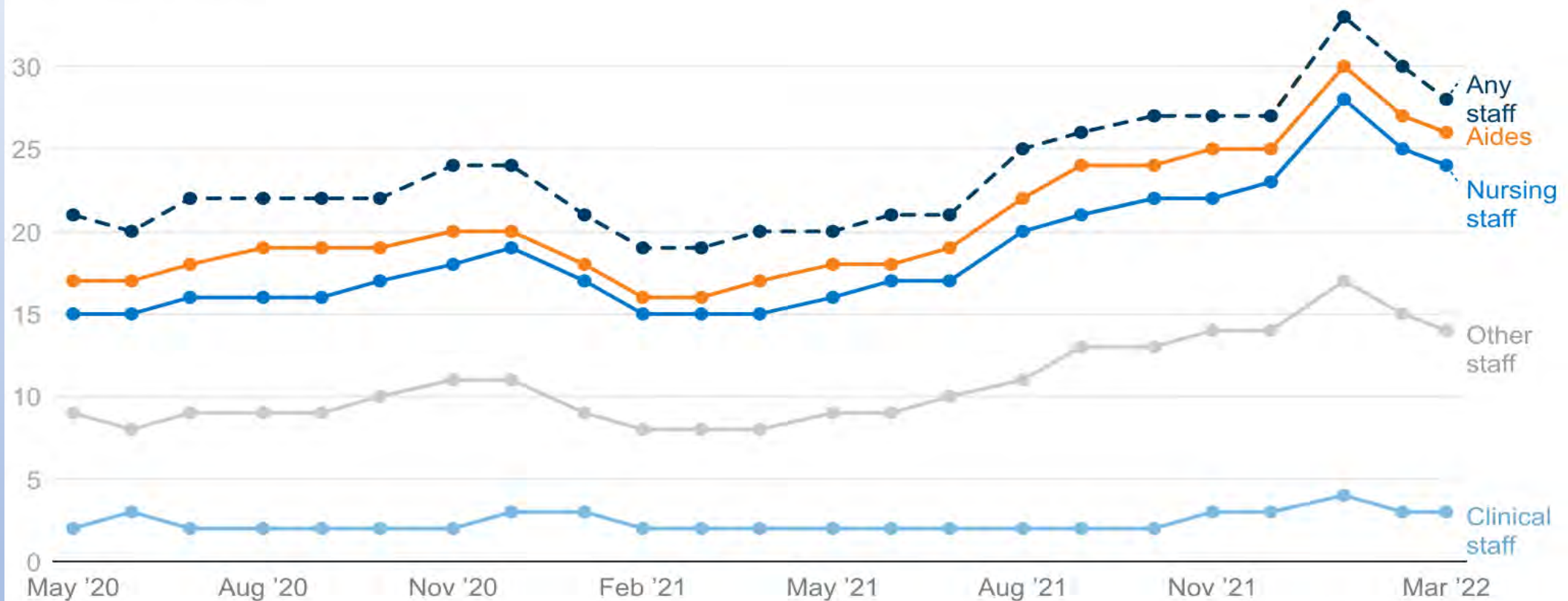




Nursing Home Staffing Challenges

The impact of Racial Inequities & Inequality...

Share of Nursing Facilities Reporting Staffing Shortages, May 2020-March 2022

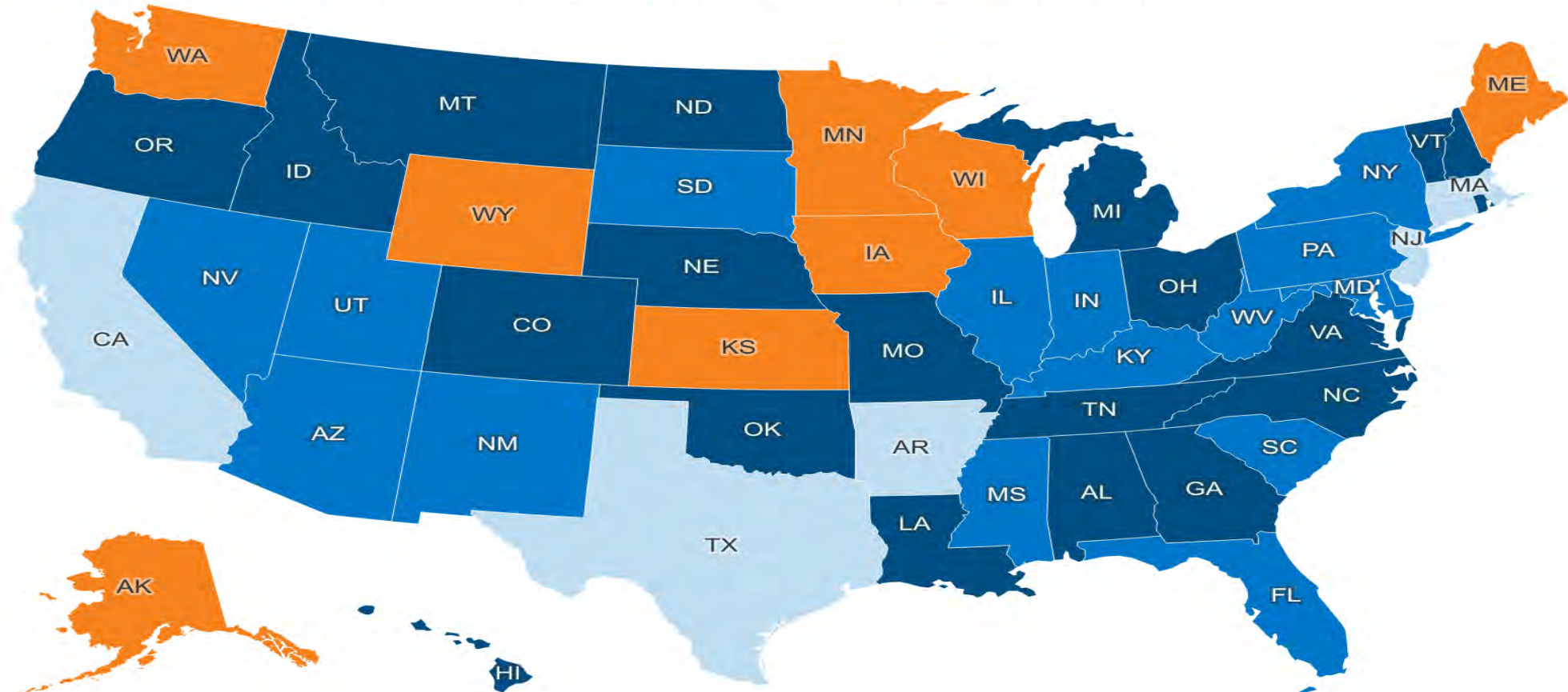


NOTE: Data points are limited to the last week of reported data for each month. Peak shortage of 34% cited in the text occurred in the week of January 23rd, so it is not shown explicitly in the figure. See methods for details on data and analysis.

SOURCE: KFF analysis of CMS COVID-19 Nursing Home Data, as of the week ending on 3/20/2022

Share of Nursing Facilities Reporting Staffing Shortages, as of March 20th, 2022

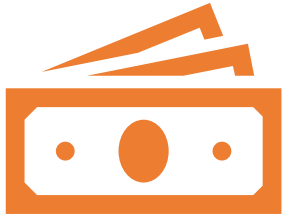
■ <15% (6 states) ■ 15-30% (16 states + DC) ■ 30-50% (20 states) ■ 50% or More (8 states)



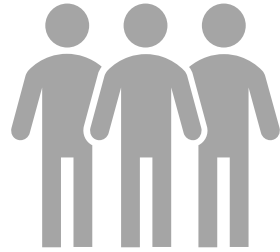
NOTE: In Alaska and Arkansas, greater than 20% of nursing facilities did not report data and/or did not pass quality assurance and validation checks performed by the Centers for Medicare & Medicaid Services (CMS).

SOURCE: KFF analysis of CMS COVID-19 Nursing Home Data, as of the week ending on 3/20/2022.

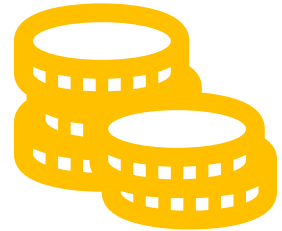
Staffing Challenges



Wages, pay inequities

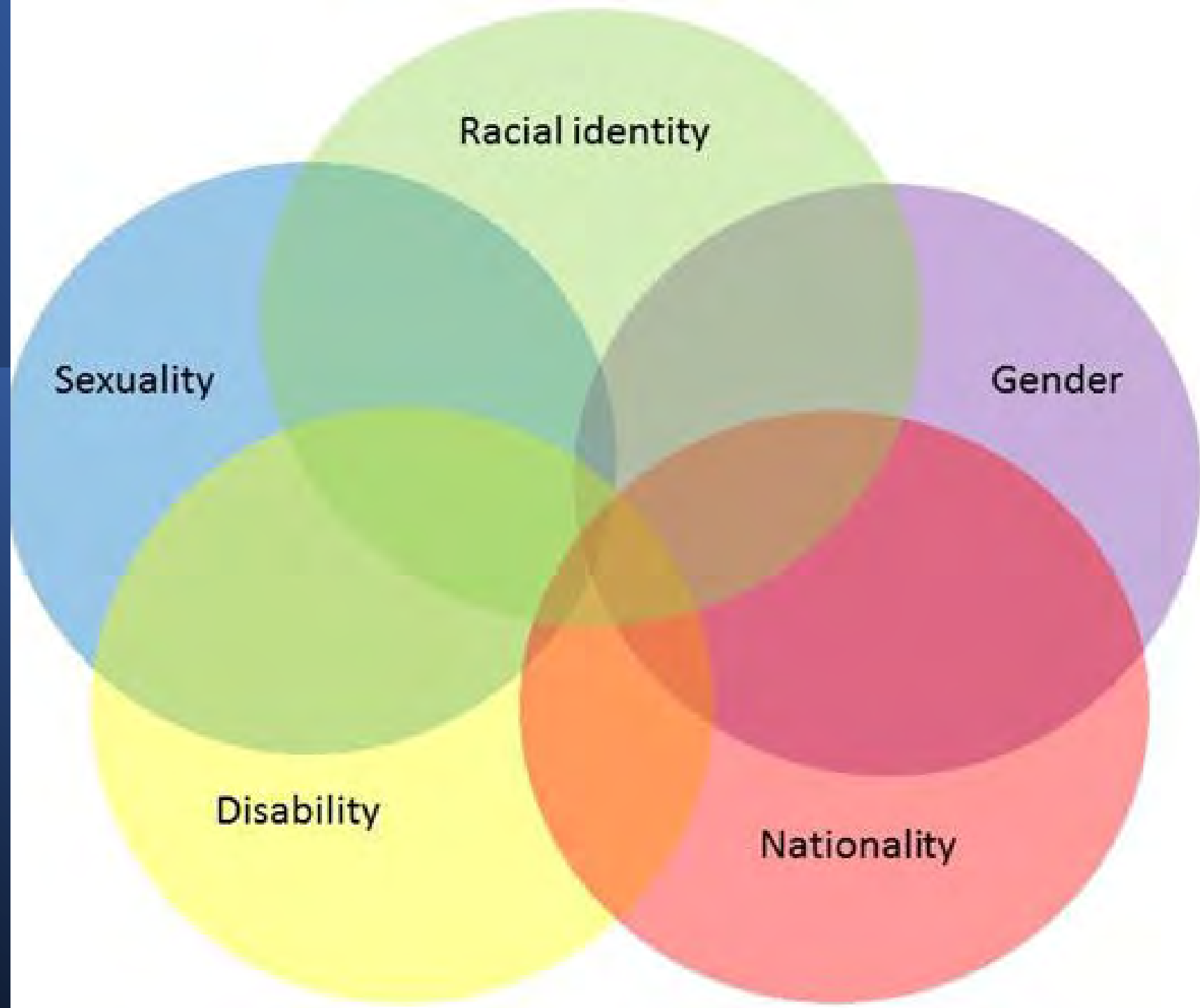


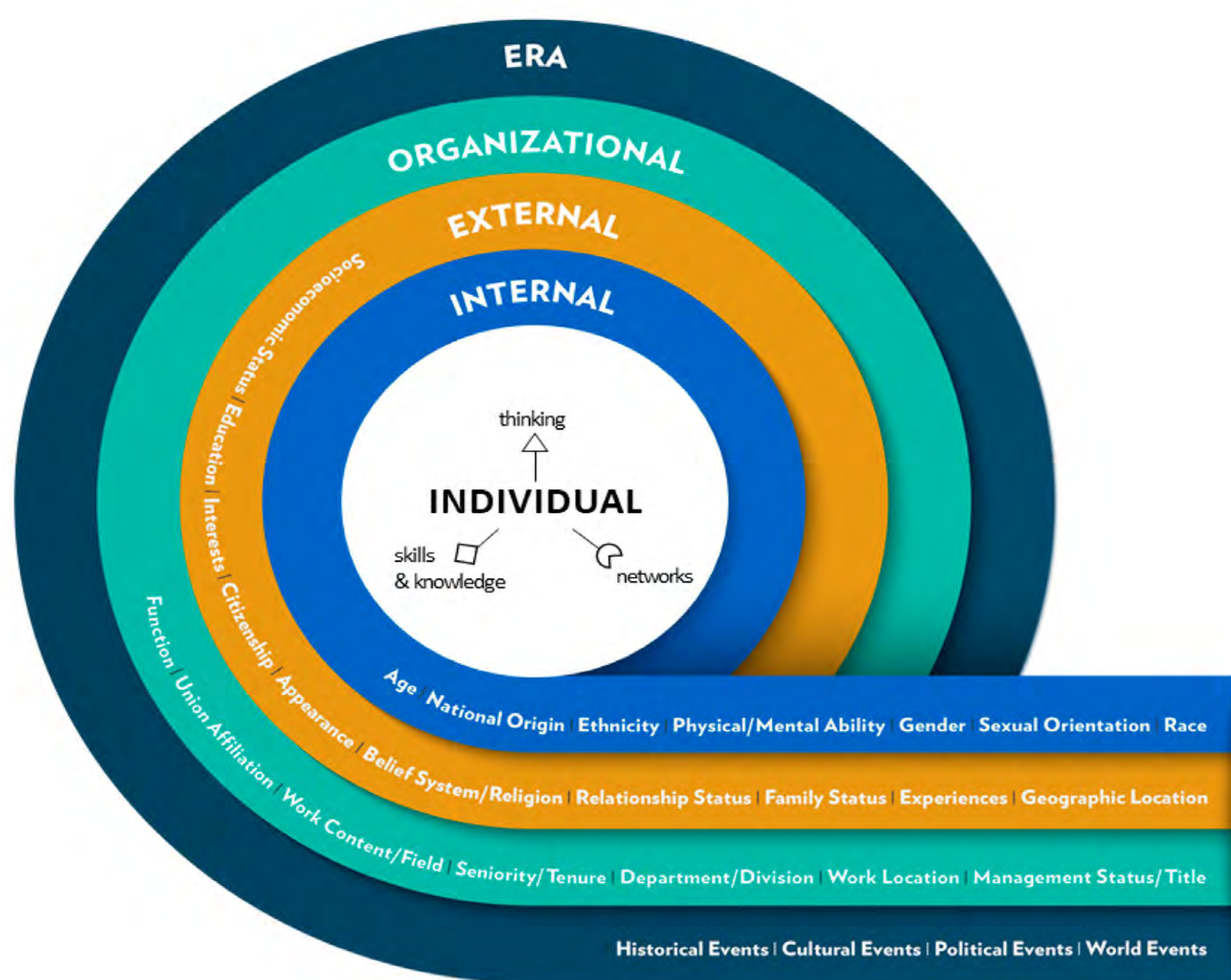
Staffing shortages



Lack of Value

Understanding Intersectionality





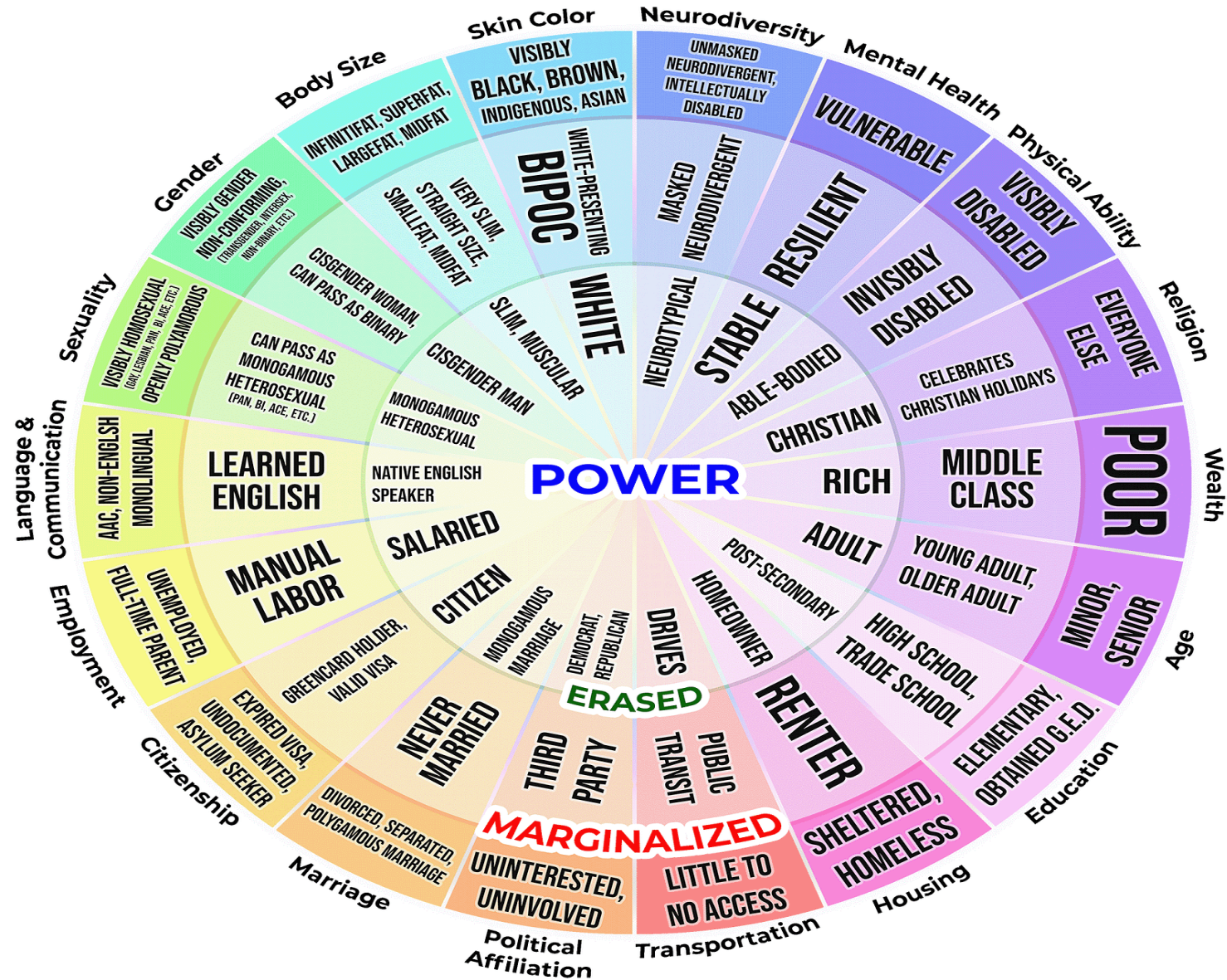
Why does
Intersectionality
Matter?



What's Your Lived
Experience?

INTERSECTIONALITY WHEEL OF PRIVILEGE

As Observed in the USA



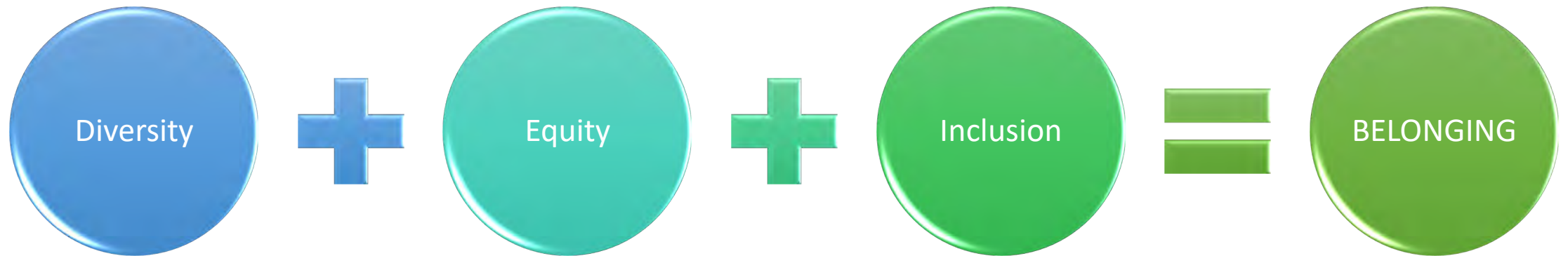
TODAY

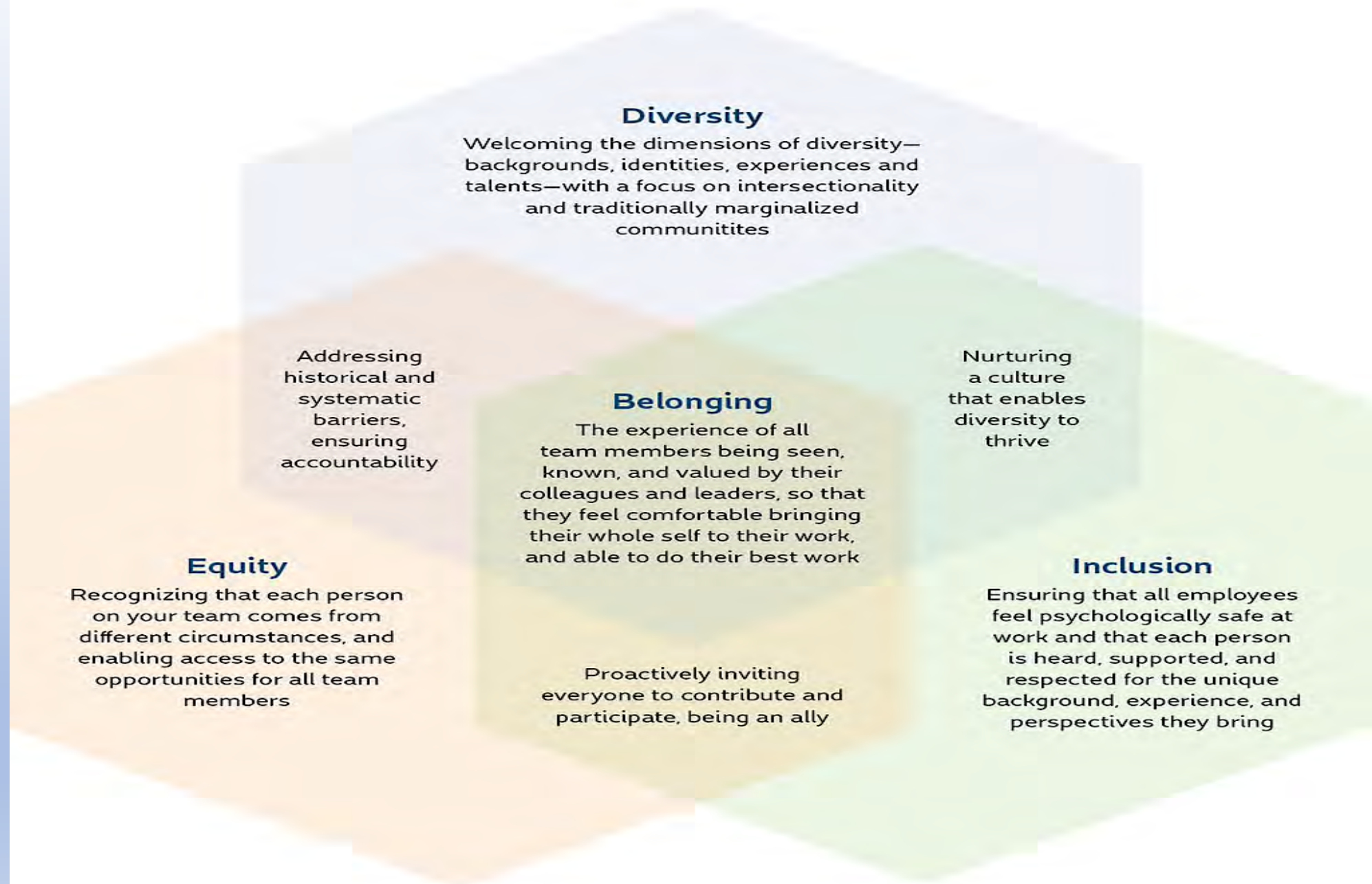
Florida reporter saves nurse trapped in car during Hurricane Ian

Tony Atkins came to the rescue after a woman found herself stuck in flood waters on her way to work.



The Missing Part of The Equation....





Inclusive Leadership Leads to Belonging



**DEEPENING OUR
SELF-AWARENESS**



**FOSTERING SOCIAL
AWARENESS**



**REVEALING GAPS IN
UNDERSTANDING**



**LISTENING TO
UNDERSTAND**



**CREATING
CONNECTIONS**



**LEADING WITH
VULNERABILITY**



**INVESTING
RESOURCES**



Questions?



Thank you for your time!

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