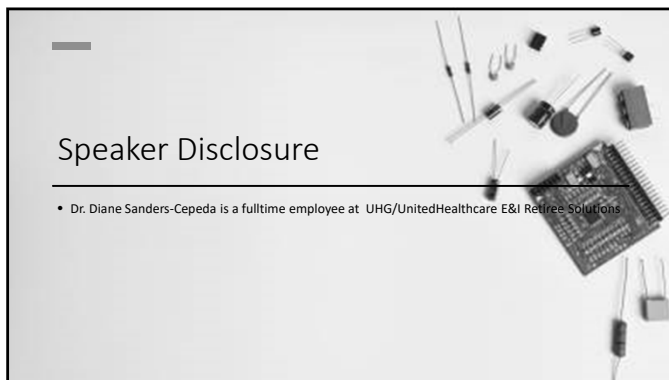


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2



3

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

4

What's Missing in the DEI equation?



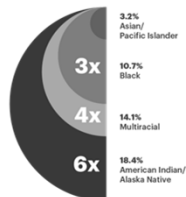
5

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



6

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

7

LOCAL

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

By Rebecca Darr
April 24, 2020 at 7:00 a.m. EDT



8

How should we address Racial Disparities?

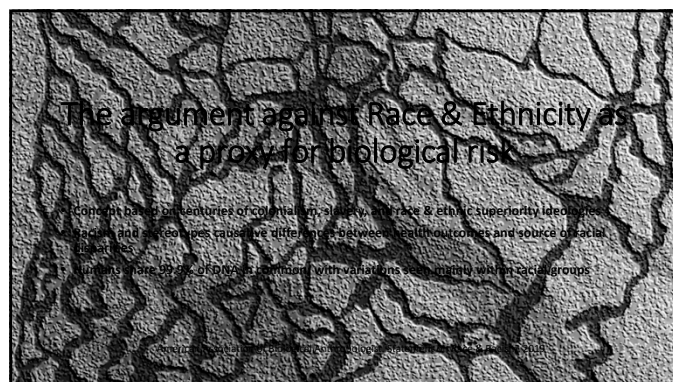
Accept	Accept Race & Ethnicity as social constructs
Target	Target Social Determinants of Health
Create	Create a Culture of Trust

9

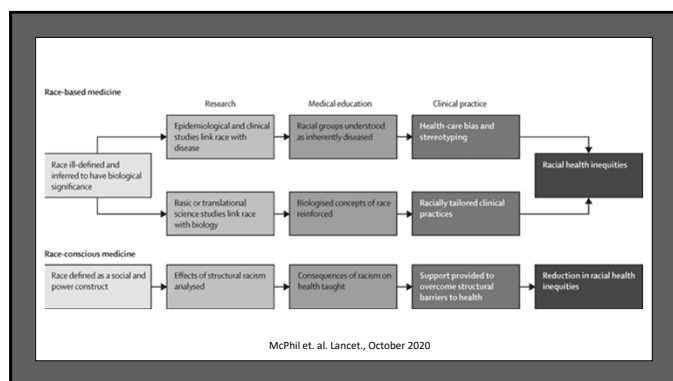
"Of all the forms of inequality, injustice in health is the most shocking and the most inhuman because it often results in physical death."

Dr. Martin Luther King, Jr. (1966)

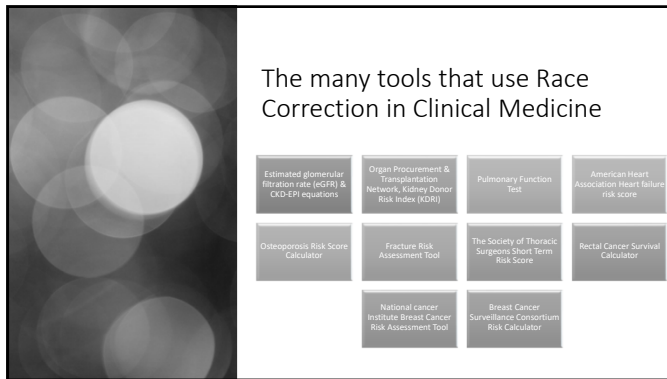
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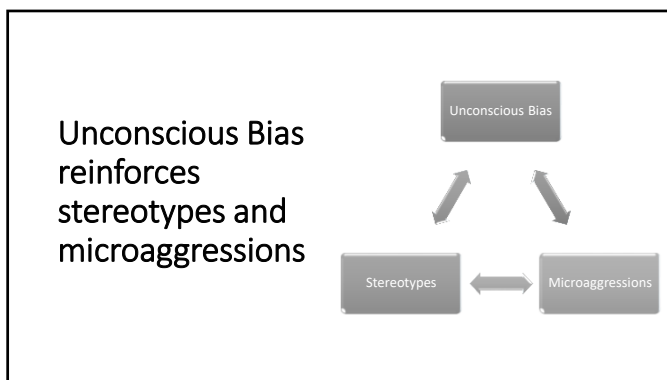
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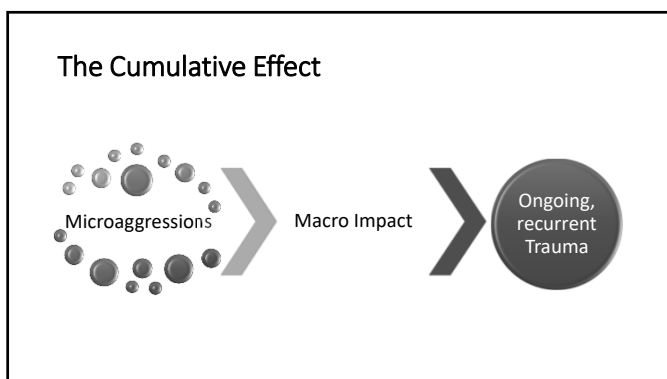
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15



Implicit bias during diagnosis

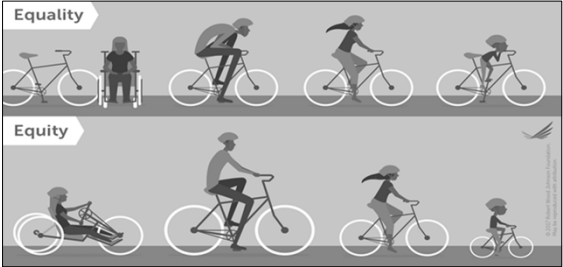
- Negative impact on physician-patient interactions
- Altering treatment plan and recommendations
- Perpetuate existing disparities in the healthcare system

16



17

Equality vs. Equity

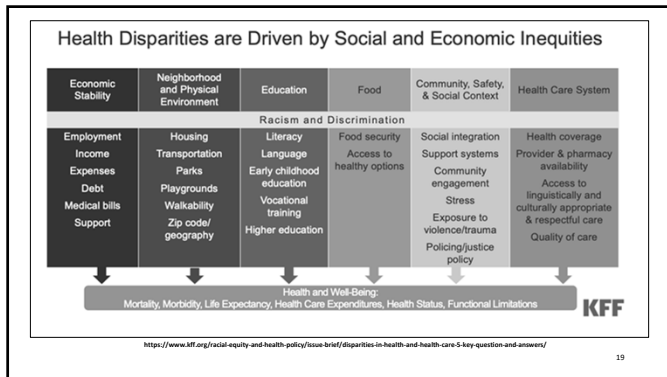


Equality

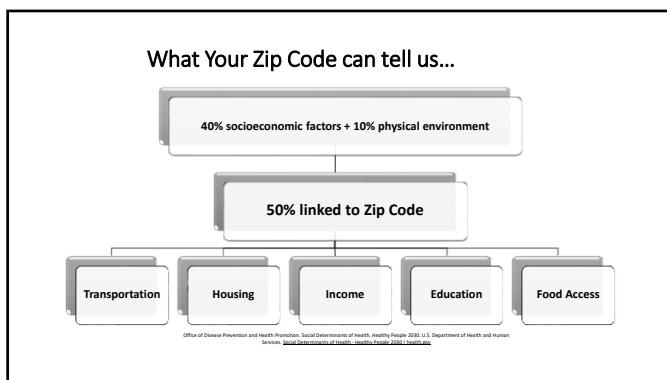
Equity

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18



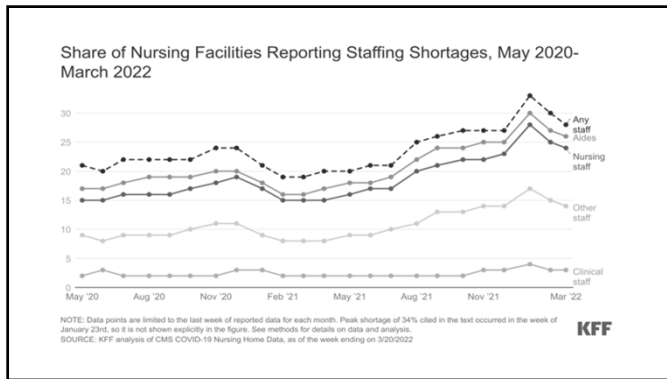
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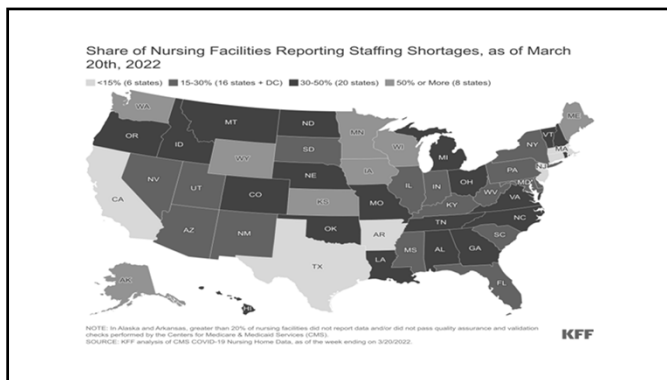
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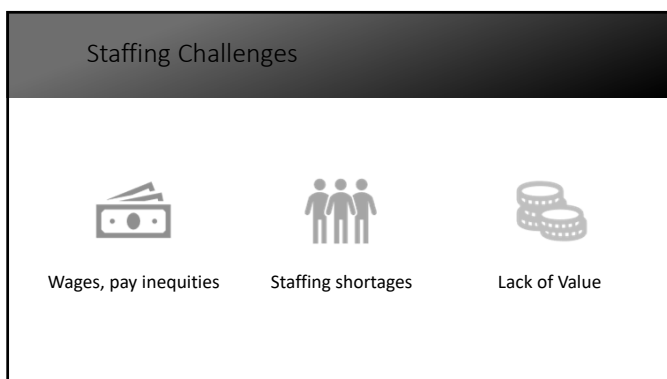
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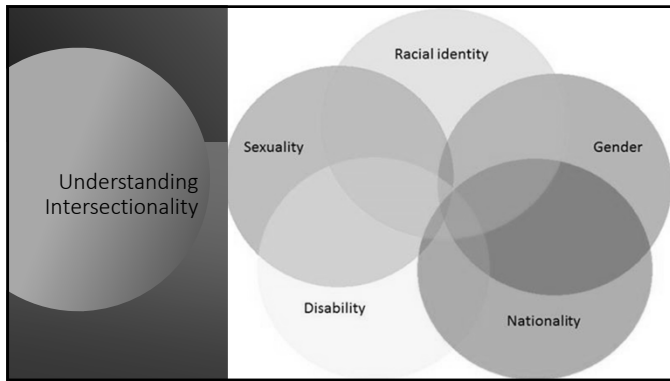
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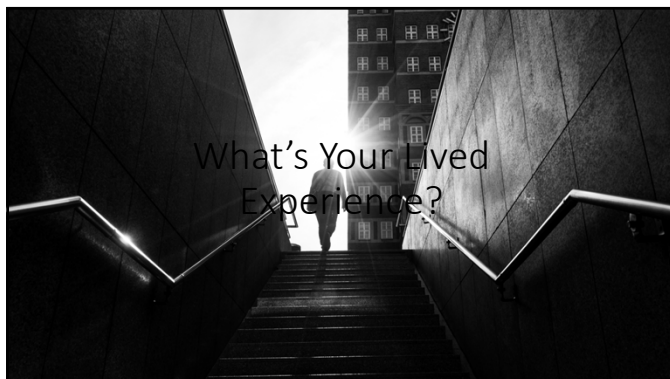
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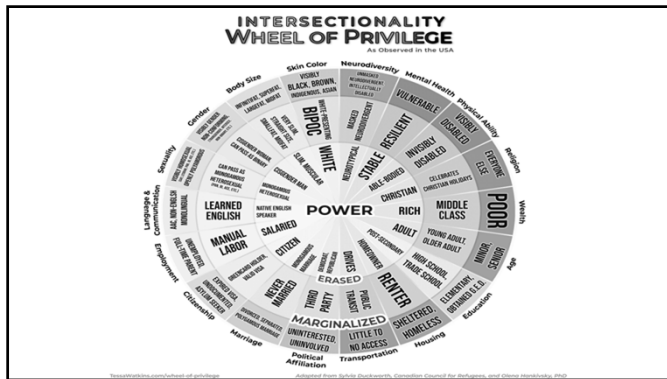
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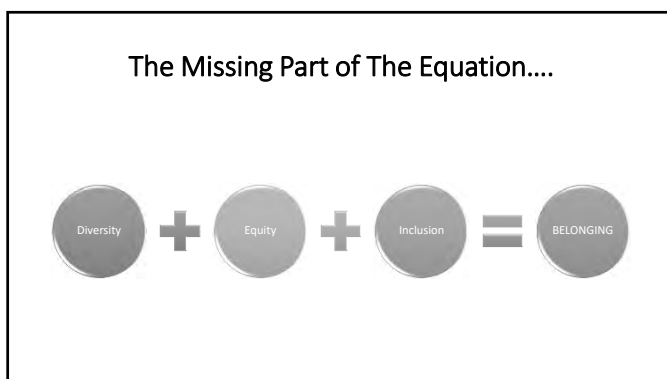
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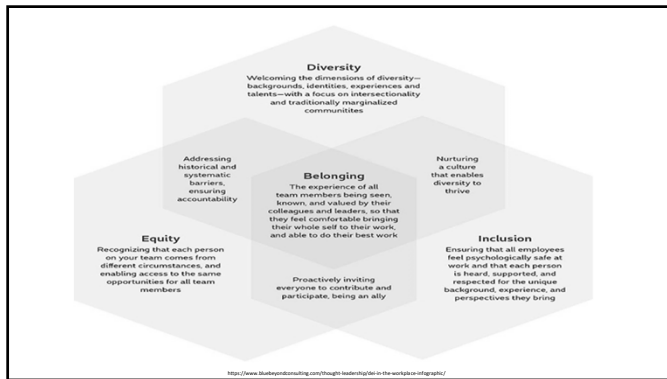
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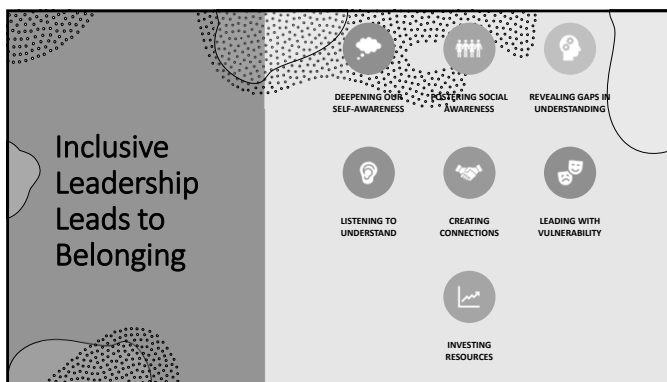
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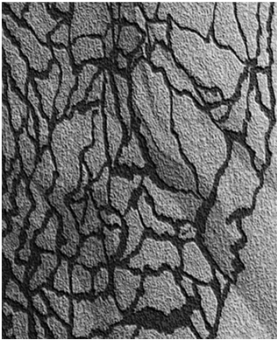
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Thank you for your
time!

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