Welcome

Elizabeth Coté, MD, MPA
NICHQ Chief Health Officer

Stacy D. Scott, PhD, MPA
NICHQ Project Director and Founder of the Global Infant Safe Sleep (GISS) Center

Pat Heinrich, RN, MSN, CLE
NICHQ Executive Project Director
Objectives

1. Define and contextualize health equity and health disparities
2. Explore implicit bias and how it influences our actions
3. Model an approach for exploring individual implicit bias
4. Provide specific steps you can take to examine and address your implicit bias, including an “Oops-Ouch” role-play exercise
Meet NICHQ

NICHQ is a mission-driven nonprofit dedicated to driving dramatic and sustainable improvements in the complex issues facing children’s health.
What Motivates Us

Mission
Driving change to improve children’s health

Vision
Every child achieves optimal health
Current Initiatives

• **Early Childhood**
  - Early Childhood Comprehensive Systems CoIIN
  - Environmental Influences on Child Health Outcomes: Developmental Impact of NICU Exposures
  - Pediatrics Supporting Parents
  - Partnering for Impact and Improvement Network
  - Strengthening Early Childhood Comprehensive Systems through Policy and Cross-State Learning Efforts
  - Early Childhood Health Equity Landscape: Learning from Existing and Emerging Initiatives

• **Perinatal and Infant Health**
  - Maternal and Child Environmental Health CoIIN
  - National Action Partnership to Promote Safe Sleep Improvement and Innovation Network
  - National Network of Perinatal Quality Collaboratives
  - NYS Maternal and Child Health Collaboratives
  - Safe Sleep CoIIN to Reduce Infant Mortality
  - Exploring State-Level Strategies to Improve Maternal Health and Birth Outcomes
  - Content Development for Newborn Screening Clearinghouse
  - Ohio Infant Mortality Focused Home Visiting Model

• **Children with Special Healthcare Needs / Chronic Diseases**
  - Sickle Cell Disease Treatment Demonstration Regional Collaborative Program

- American Academy of Pediatrics-Children and Youth with Epilepsy Evaluation
- Florida State Network for Access and Quality
What is Health Equity and How Does it Affect Children’s Health?
Setting the Stage: A Guided Exploration of Health Equity
Health Equity Definition

Equality

Equity

Health equity means that everyone has a fair and just opportunity to be healthier.

This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.

Inequity Results in Disparities

Equality

Disparities: differences between groups in status and outcomes.

Disparities only mean differences between groups.

Equity

Inequity: causes of disparities in the context of the social, economic, civil-political, cultural and environmental conditions required for health parity.

Inequity results in disparities of health status that are unfair, unjust, avoidable and unnecessary. Inequity can be changed!


Health Equity Definition

Equality

Equity

Racial and Ethnic Disparities in Children’s Health

African American

Asian/Pacific Islander

Latino

Alaska Native/American Indian

Racial and Ethnic Disparities in Children’s Health

African American

- Double the odds of not having seen a provider in over a year.
- Highest asthma incidence (26% higher) and mortality (4x higher) of all ethnic groups ... and widening.
- Children with Down’s Syndrome die 25 years earlier (Average mortality at 25 years vs 50 years)

Asian/Pacific Islander

- Triple the incidence of firearm injury.

Latino

- Triple the odds of not having seen a provider in over a year.
- Triple the birth rate, highest of all ethnic groups for girls age 15-17.

Alaska Native/American Indian

- Highest incidence of Sudden Unexpected Infant Death (2x).
- Twice the percentage of new diagnosis of HIV among children <13

Why Do Health Disparities in Children Matter?
Public Policy
national, state, local laws and regulations

Community
relationships between organizations

Providers
Access and quality of health, education and social services

Interpersonal Relationships
families, friends, social networks

Individual/Family
knowledge, attitude, skill
Where do we start?
What is Implicit Bias?

• Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

• Bias encompasses race, ethnicity, socioeconomic status, nationality, language, sex, gender identity, sexual orientation, religion, geography, and disabilities.
Implicit Bias

• Activates quickly and unknowingly by situational cues (eg, a person's skin color or accent), silently exerting its influence on perception, memory, and behavior.

• Operates without a person's intent or awareness, controlling it is not a straightforward matter.

• Justifies unfair treatment that can have long term negative impact on the targeted physical and mental health.
What does an exploration of our own implicit bias look like?
For Reflection

• I experience/am affected by bias when…
• Did I act on my bias when…?
Modeling Exercise

For Reflection

• I experience/am affected by bias when...
• Did I act on my bias when....?

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Pat Heinrich
Seven things you can do to help minimize implicit biases:

1. Acknowledge your bias
2. Challenge your current negative biases
3. Be empathetic
4. See differences
5. Be an ally
6. Recognize that this is stressful and painful *for everyone*
7. Engage in dialogue (use the oops, ouch approach)

*www.diversitycouncil.org*
Roleplay
The Oops Ouch Approach

Setting:
• Hospital setting, discussing teaching mothers about safe sleep practices

Speakers:
• Elizabeth will be playing Linda, a white healthcare professional
• Stacy will be playing Sloan, her African American colleague

Questions to consider during the roleplay:
• When have you ever let your implicit bias affect the way you care for children and families?
• If you were Sloan, or a bystander to their conversation, how would you feel? What would you say to Linda? Would you intervene, and if so, how?
• If you were Linda, how would you feel and what would you say?
Implicit-association test (IAT)
Questions?