ADVANCING SOCIAL JUSTICE WITH ACCREDITED CONTINUING EDUCATION

Meeting Challenges Together
Webinar Series

Accreditation Council for Continuing Medical Education
learn well
BEFORE WE GET STARTED

• Look to ZOOM CHAT for instructions and to interact
• Welcome to share your video… you will be MUTED
• Let’s crowdsource technical support
• This webinar is being recorded
• Webinar recording, slides, participant list, and resources will be posted to www.accme.org/advancing-social-justice-resources
• Go social! #MeetingChallengesTogether
ADVANCING SOCIAL JUSTICE WITH ACCREDITED CONTINUING EDUCATION

Today’s Speakers

Aletha Maybank, MD, MPH
Chief Health Equity Officer
American Medical Association

David Ansell, MD, MPH
Senior Vice President,
Community Health Equity
Rush University Medical

Elizabeth Nettleton, CHCP
American College of Physicians

Erika Gutierrez
Kaiser Permanente

Elissa Cortesano
AIDS Healthcare Foundation

Benjamin Nguyen, MSW, ASW, CPH
Opioid Response Network STR-TA
What is Health?

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

-- World Health Organization
DIVERSITY, INCLUSION AND EQUITY

Blind Spots

“I’m an excellent driver.”
“I got this job because I earned it.”
“I chose that speaker because of her expertise.”
“I’m not a bigot.”
“I’m not racist.”

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Health Disparities

Health disparities are preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations as defined by:

- Race or ethnicity,
- Gender,
- Education or income,
- Disability,
- Geographic location (e.g., rural or urban), or
- Sexual orientation
Health disparities are inequitable, unjust, and are directly related to the historical and current unequal distribution of social, political, economic, and environmental resources.

Health disparities result from multiple factors, including:

- Poverty, unemployment
- Educational inequalities
- Environmental threats, segregation
- Inadequate access to housing and health care
- Victimization by police, incarceration
Racism is Rampant in American Healthcare

• Physicians and healthcare institutions are complacent about and perpetuate policies that discriminate in access and care based on race
• Physicians and healthcare professionals occupy positions of stature, power and authority

• Healthcare payment structures create disincentives for the care of people of color
• Disparities in access and care exacerbate the harm that social structures and policies cause to people of color
• Addressing racism and its consequences should be a central task of CME

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DIVERSITY, INCLUSION AND EQUITY

What Can We Do to Enhance Objectivity?

- Acknowledge that you have biases
- Slow down
- Be open
- Ask questions and evaluate objectively
- Seek out contradictory views
- Bring in other perspectives

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DIVERSITY, INCLUSION AND EQUITY

Strategies to Address Systemic Inequities with CME

- Help HCPs understand they have a responsibility to act
- Teach about biases, empathy, and advocacy
- Foster an inclusive work environment
- Advocate for eliminating barriers to care
- Partner with and take direction from community members
- Recruit diversely to be more representative

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Advancing Social Justice with Accredited Continuing Education at Kaiser Permanente

- Organizational Decision
- Equity, Inclusion & Diversity Physician Champions
- Local Level CME Education
AIDS Healthcare Foundation: Who Are We & What Do We Do?

- Nonprofit, tax-exempt 501(c)(3) organization founded 31 years ago to care for people with HIV/AIDS

- Mission Statement: Cutting edge **medicine** and **advocacy**, regardless of ability to pay

- Though HIV care continues to be at the core of what AHF does, we are transitioning from an HIV organization that is involved in public health to a public health organization that provides HIV care
Opioid Response Network STR-TA

Benjamin Nguyen, MSW, ASW, CPH, Technology Transfer Specialist