

WE STAND UNITED

AGAINST RACISM AND INJUSTICE



PFAC Workshop: State of Diversity, Inclusion and Health Equity at DFCM

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At the Institutional and Enterprise Level...

- Enhanced Institutional leadership
- Mandated workshops centered on bias, stereotypes, micro-aggressions and allyship
- Reinforcing usage of anonymous reporting systems (i.e. Compliance Lines)
- Creation of Safe Spaces (BRAVE Conversations)

DIVERSITY & INCLUSION E-LEARNING FOR EVERYONE

Have you ever wanted to learn how to speak up when you see or hear discriminatory or inappropriate things happen in the workplace? Have you ever been told you were biased and didn't know how to discover what your biases are and what you could do to defeat them? Introducing, four new e-learning sessions that will help you learn how to speak up, learn about bias, become more inclusive and be an ally. You will be assigned each of these courses, as we are committed to cultivating an environment of inclusion and respect.

Click on each course title below to begin the course

Ouch! That Stereotype Hurts

Ouch! is designed to explore the impact of bias and stereotypes, explain why people don't speak up against bias and stereotypes, and help participants learn techniques for speaking up against bias and stereotypes without blame or guilt.

Defeating Unconscious Bias: 5 Strategies

Defeating Unconscious Bias is designed to address the hidden biases that can affect hiring, promoting and team building and that challenge your ability to create an inclusive workplace.

Inclusion in Action

Inclusion in Action eLearning teaches 9 skills for communication and collaborating across differences.

Anyone Can Be An Ally

How to create a respectful workplace that is inclusive of gay, lesbian, bisexual and transgender co-workers.

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**DIVERSITY AT
JEFFERSON**

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Our Commitment to Diversity

Thomas Jefferson University is committed to building and expanding a diverse educational community founded on mutual respect and appreciation for each other. We aspire to create a diverse and inclusive environment, knowing that the creative energy and innovative insights that result from diversity are vital for our intellectual rigor and social fabric. As a scholarly community, we are people of all racial, ethnic, cultural, socio-economic, national, and international backgrounds. We welcome diversity of thought, pedagogy, religion, age, sexual orientation, gender, gender identity, and disability. Our shared responsibility is to enhance the quality of life for all members of the Jefferson community, providing a safe, welcoming, and supportive environment in which to learn, work, and grow.

Diversity Milestones



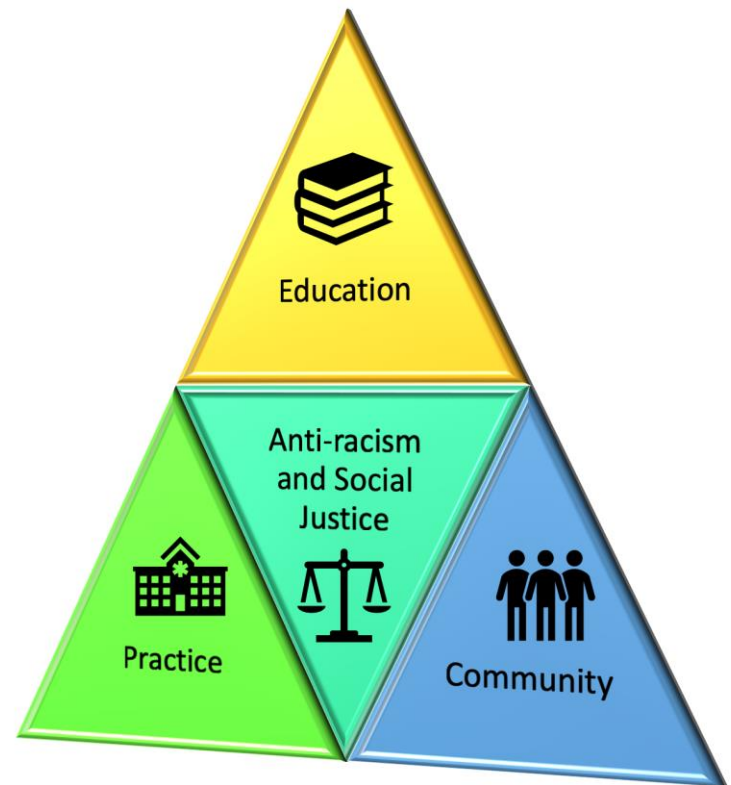
<https://www.jefferson.edu/academics/colleges-schools-institutes/skmc/diversity/diversity-milestones.html>

History of DEI @ DFCM

- Multiple iterations of Diversity and Inclusion Tasks Force, Workplace Culture and Committees over the years...
- Recognizing that our ultimate goal is "to optimize the health of all of our patients, families, and communities," in June 2020, we recommitted ourselves to take action against bias and towards justice.

Social Justice, Inclusion and Health Equity (SJIHE) Committee Objectives:

- To increase awareness of racism, diversity and inclusion issues affecting our Department, patient populations and community
- To identify and prioritize interventions that can increase Department responsiveness to racism, diversity and inclusion issues
- To develop a strategy and actionable steps that assures a Departmental commitment to social justice, health equity, diversity and inclusion



Actionable Steps

- Redefining Departmental Mission, Vision and Values to reflect our commitment and intentions
- Codes of Conduct and anti-discrimination policies (staff and patient)
- Anti-racism, anti-bias, social justice and health equity trainings and education
- Invited Speakers and Guidelines for Presenters
- Intention for deliberate diversity and inclusivity in recruitment, hiring and promotions
- Workplace Culture Interventions and Listening Sessions
- Signage and more inclusive language throughout the dept and website
- And more...



“Actually, we’re just getting started.”

How To Be An Ally Against Racism in Medicine



Listen to Black people and other people of color.



Support leaders and advocates for vulnerable communities with your time, expertise, and voice.



Identify, sponsor, and mentor your colleagues of color to serve as leaders.



Explore your own biases, uproot and dismantle them.



Use your privilege to advocate for changes in our society to truly address systemic racism and health disparities.

E.g. Faculty Discussion (9/10/20) on Race-Based Medicine and its implication in health disparities around renal disease



- Jefferson Renal calls to abolish race from the eGFR equation to improve the access of our patients to renal care including renal replacement therapy planning & kidney transplantation.

MEDICINE AND SOCIETY

Hidden in Plain Sight — Reconsidering the Use of Race Correction in Clinical Algorithms

Darshali A. Vyas, M.D., Leo G. Eisenstein, M.D., and David S. Jones, M.D., Ph.D.

August 27, 2020

N Engl J Med 2020; 383:874-882

DOI: 10.1056/NEJMms2004740

PDF

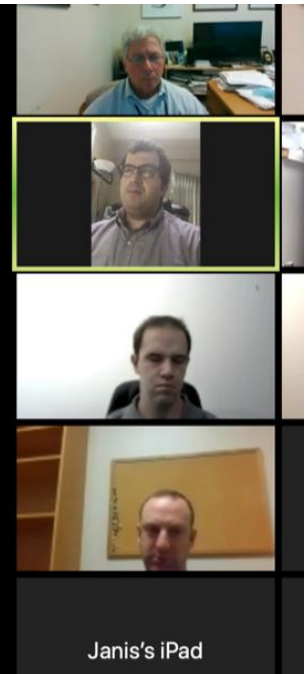
Help

Table 10: Number and percentage of prevalent ESRD patients receiving hemodialysis (HD), peritoneal dialysis (PD), and a transplant, by age, sex, race, ethnicity, and the primary cause of ESRD, in the United States, 2017

		Total		HD		PD		Transplant	
		N	%	N	%	N	%	N	%
Race									
White	61.5 %	457,238	266,515	58.3	34,983	7.7	155,740	34.1	
Black/African American	30.2 %	224,784	166,015	73.9	12,686	5.6	46,083	20.5	
American Indian or Alaska Native		7,788	5,458	70.1	446	5.7	1,884	24.2	
Asian		37,101	21,053	56.7	3,592	9.7	12,456	33.6	
Native Hawaiian or Pacific Islander		9,581	7,017	73.2	758	7.9	1,806	18.8	
Other or Multiracial		3,657	1,475	40.3	203	5.6	1,979	54.1	
Unknown		3,525	574	16.3	51	1.4	2,900	82.3	

743,674

2019 USRDS Annual Data Report



Ubuntu Photo Project on Microaggressions

- “Ubuntu” loosely translates to *“I am because we are”*
- To raise awareness of the impact of microaggressions, and challenge each of us to think about our role in creating a truly inclusive workplace.
- Many interesting discussions have resulted from this work.
- Several pairings so far and more to come from this project - stay tuned!



Ubuntu Photo Project

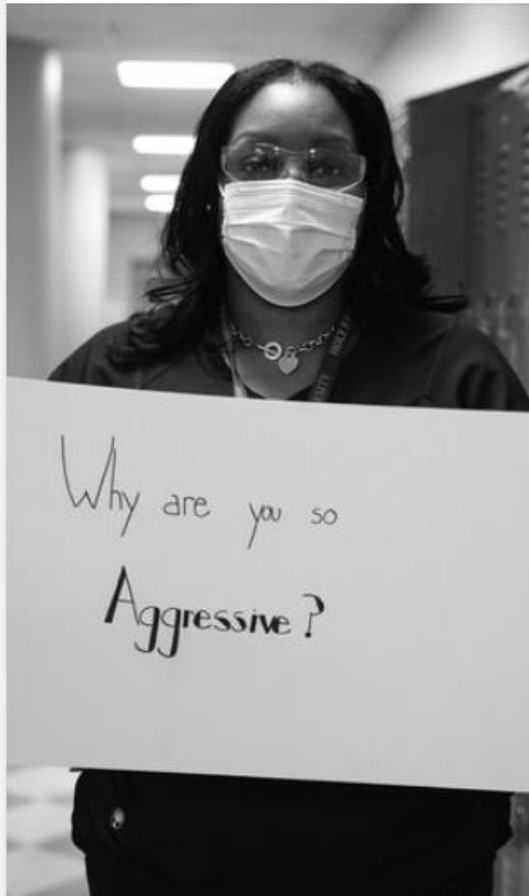
- We are social media famous!



Jefferson Health
February 26 at 1:01 PM · 🌐

"Ubuntu" is a Nguni Bantu philosophy that loosely translated, means "humanity." It can also be translated as "A person is a person only through other persons" or "I am because we are." With this philosophy in mind, we both honor and celebrate Black History Month with our entire staff and family. Microaggressions like those depicted in these photos are negative messages of structural racism, normalized in our language, and inflicts real harm. Stand up and use your voice to put an end to racism, not just in healthcare but everywhere.

The Ubuntu Photo Project is an initiative by the Department of Family and Community Medicine's Social Justice, Inclusion, and Health Equity Committee.



Continuing the conversation...

- “Dear White People” featured in Annals of Family Medicine

REFLECTIONS

Dear White People

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ABSTRACT

We are living in unprecedented times. While the world is grappling with COVID-19, we find the horrors of racism looming equally large as we, yet again, confront lurid deaths in the center of the news cycle of Black and brown people from police bias and brutality. Those of us who have been championing anti-racism and justice work and bearing the burden of the “minority tax” have been overwhelmed by sudden asks from our well-intentioned White colleagues of how to best respond. In the tone of the Netflix series, “Dear White People,” we further emphasize that we are not alone in trying to reach out to you, our White colleagues and leaders. Please hear our story and heed our call to action.

Ann Fam Med 2021;19:66-68. <https://doi.org/10.1370/afm.2634>.

Dear White People,

We come to you as family physicians on the frontline caring for the most vulnerable in our communities, as educators teaching the best and brightest, as scientists seeking novel ways to achieve health equity, as parents of children of all different hues, as survivors of an unjust world, and as leaders who have been fighting for social justice for decades.

We are tired.

Those of us who are people of color are as unsurprised as we are outraged over the murders of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, Rayshard Brooks, and so, so many more unarmed Black and brown people. Although the world now shares in our revulsion toward the pandemic of systemic and individual anti-Black racism, many of us carry the lived experience of centuries-old endemic racism. Those of us who are minority physicians are not immune to its vestiges. We arrive at clinical and teaching practices having navigated unbalanced and biased primary, secondary, and higher education systems, including medical schools, with scant representations of ethnically concordant teachers and colleagues. We emerge with higher financial debt than our peers yet disproportionately migrate to communities of socioeconomic distress to care for the underserved and marginalized in greater numbers than our White colleagues. We produce essential work that highlight gaps in care for

- Dr. Foster’s Q&A w/ Health Nexus



Worn from carrying the burden of fighting against racial injustice, a group of physicians pen a letter titled “Dear White People” asking colleagues in medicine to take up the cause of anti-racism.

By **Karuna Meda**
January 12, 2021

“I remember when Philando Castile died, it was during my first week as a faculty member,” recalls **Krys Foster, MD, MPH**, Clinical Assistant Professor in the Department of Family and Community Medicine. “I just wasn’t at

Ideas, Suggestions, and/or Concerns?

Email me: Krys.Foster@Jefferson.edu



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