

# Racism and Health Inequities Discussion Questions

Session I

September 11, 2017

# Dr. Hardeman's Presentation

## Part 1: Structural racism

- ▶ Dr. Hardeman spoke about the need to see disparate health outcomes and structural inequities as extensions of the historical context in which black lives have been devalued.
- ▶ In short, racism as a fundamental cause of health inequities.

**QUESTION 1: How have you seen this play out in the lives of African American women, specifically in relation to adverse birth outcomes such as infant mortality?**

- Can you cite an example or a personal experience?

## Part II: Responsibility of health care professionals and health care workers (and practitioners)

- ▶ Dr. Hardeman spoke about the need to name racism in our work, our writing, and our interactions in order to advance the understanding of the role that structural racism has played in the health of African Americans. We need to ask: “How is racism operating here?”
- ▶ When speaking about the role of clinicians and researchers in dismantling structural racism and supporting black lives, she said we should “center at the margins,” which means to shift one’s viewpoint from a majority group perspective to a marginalized group perspective.

## Part II

- ▶ To “center at the margins” involves, among others:
  - ▶ Diversifying the workforce
  - ▶ Developing community-driven programs and research
  - ▶ Ensuring that under-resourced people and communities gain positions of power
  - ▶ Recognizing whose narratives receive attention and voice (Who needs to be heard?)
  - ▶ Creating fully inclusive, equitable, and safe spaces - making our communities and places of work a safe haven where all feel empowered to show up fully as themselves, and where their importance, dignity and value as human beings are never questioned

QUESTION 2: Based on your experience - in your own work or with health care providers or health care researchers - which of these recommendations resonate the most with you or do you feel the strongest about? Why is that?