

ADVANCING SOCIAL JUSTICE WITH ACCREDITED CONTINUING EDUCATION

Meeting Challenges Together
Webinar Series



ADVANCING SOCIAL JUSTICE WITH ACCREDITED CONTINUING EDUCATION

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

MEETING CHALLENGES TOGETHER WEBINAR SERIES

**DIVERSITY, INCLUSION AND EQUITY:
HOW CME PROVIDERS CAN RESPOND**

**Graham McMahon MD MMSc
ACCME President and CEO**

#MeetingChallengesTogether

DIVERSITY, INCLUSION AND EQUITY

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

#MeetingChallengesTogether

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.”

#MeetingChallengesTogether

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

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

[#MeetingChallengesTogether](#)

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

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

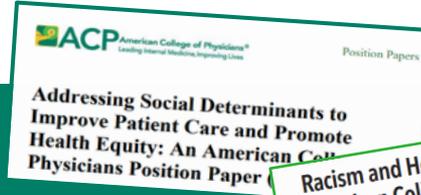


Partner with and take direction from community members

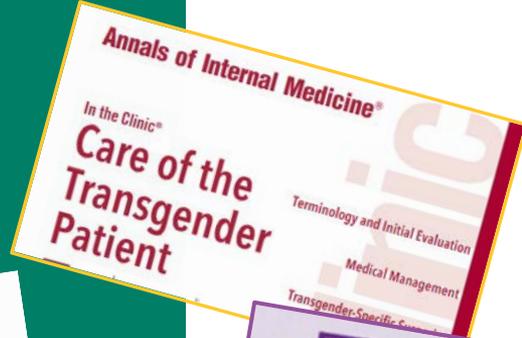
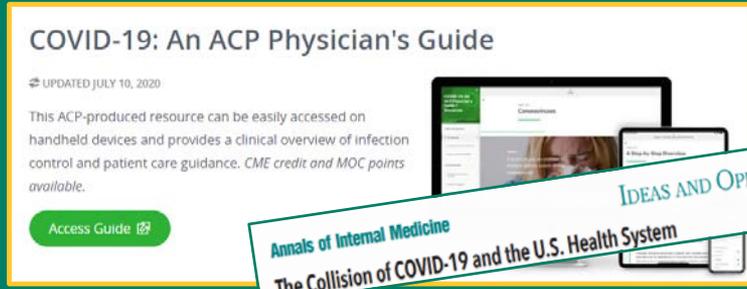


Recruit diversely to be more representative

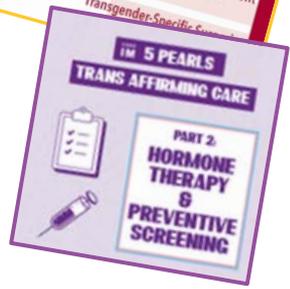
Position Papers/Policy Statements



Physician Guides

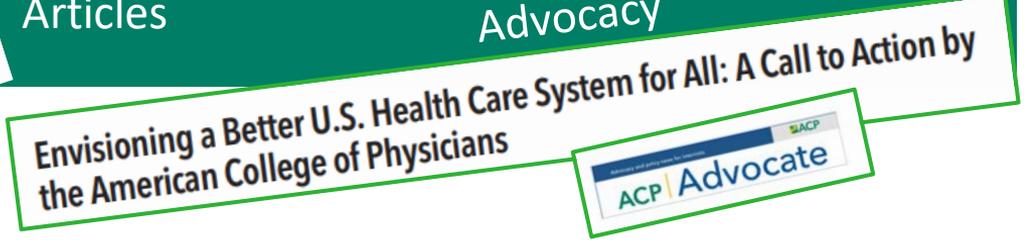


Podcasts



Journal Articles

Advocacy



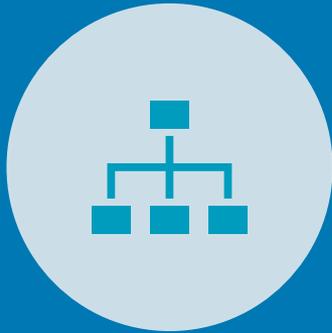
Interactive Modules

Human Trafficking: A Physician's Guide to Identification and Response

RESUME LEARNING DETAILS



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**