



JOSIAH MACY JR. FOUNDATION

Asian-Americans, Native Hawaiians, & Pacific Islanders: Taking Action on Harmful Bias and Discrimination in Health Professions Learning Environments

June 23, 2021



Macy Conference

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Macy Conference

Preview of Webinar

- Conference Overview
- Background
- Macy Foundation Conference Recommendations
- Q&A and Discussion
- Follow-up and Future Webinars

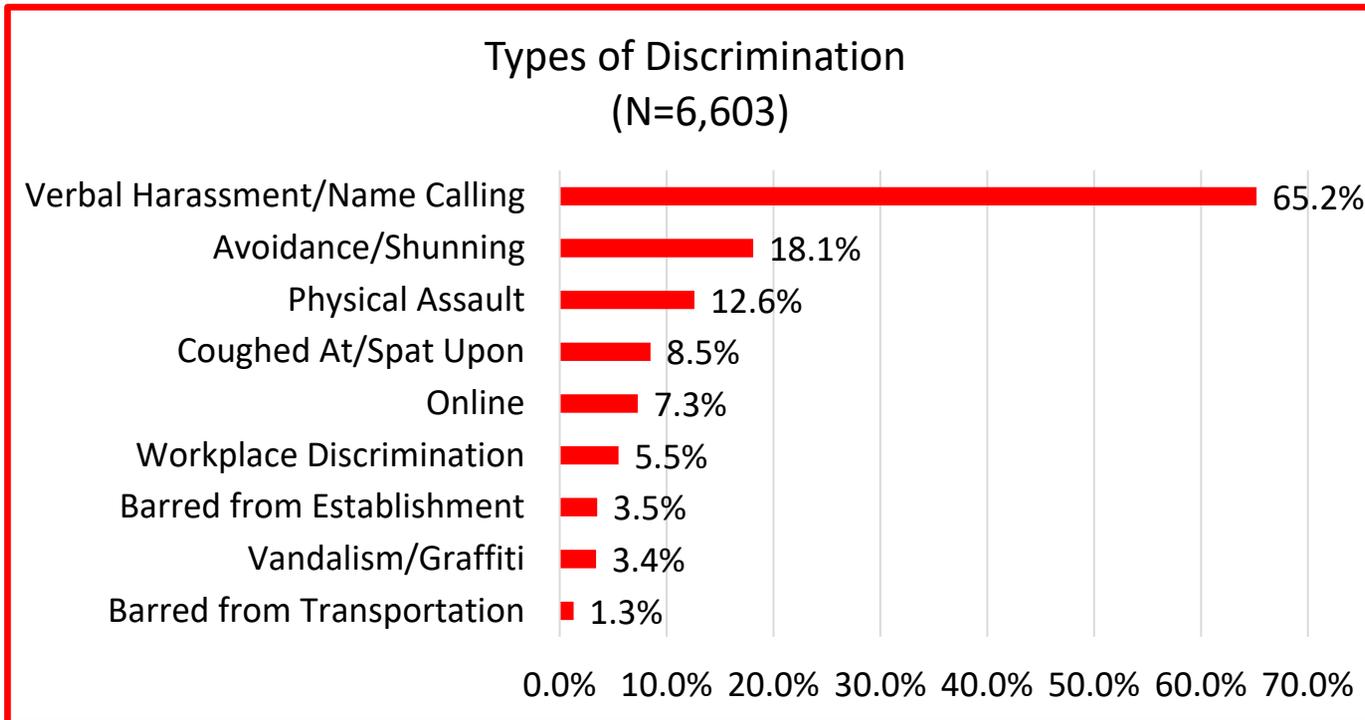


Conference Overview

Addressing Harmful Bias and Eliminating Discrimination in Health Professions Learning Environments February 2020

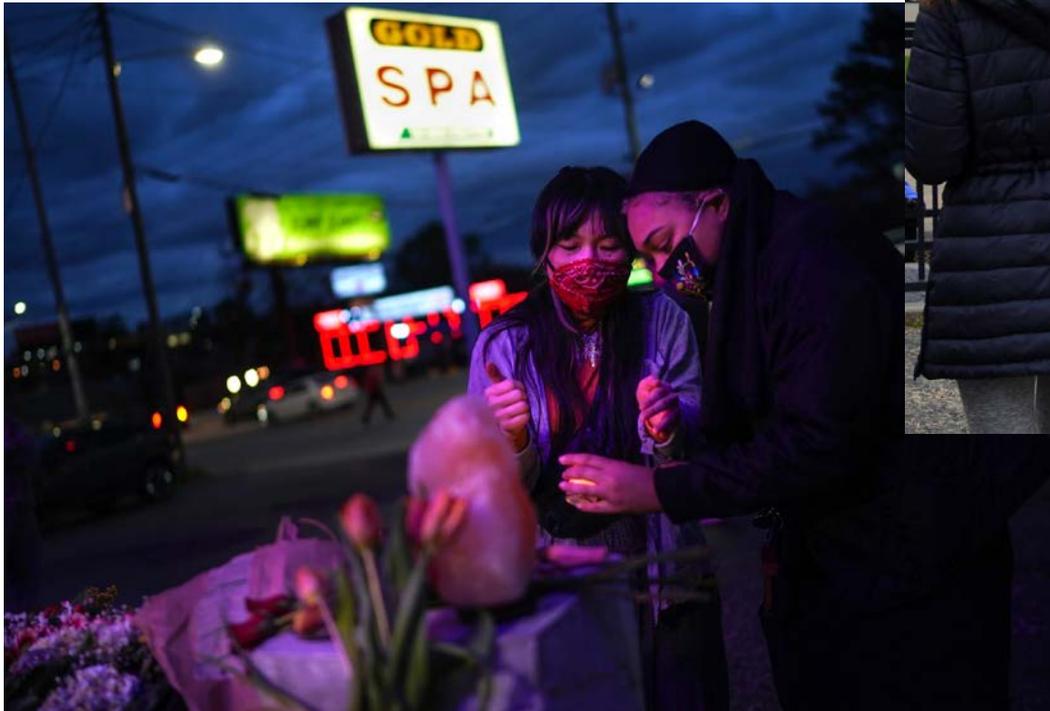
- Conference Recommendations:
<https://macyfoundation.org/publications/conference-summary-eliminating-bias-discrimination>
- 44 leaders in health professions education, health care delivery, learners, and educational accreditors
- Four commissioned papers and three case studies
- Final product reviewed and approved by all conferees

Over 6,603 incidents of discrimination against AANHPI individuals reported (3/2020 – 3/2021)

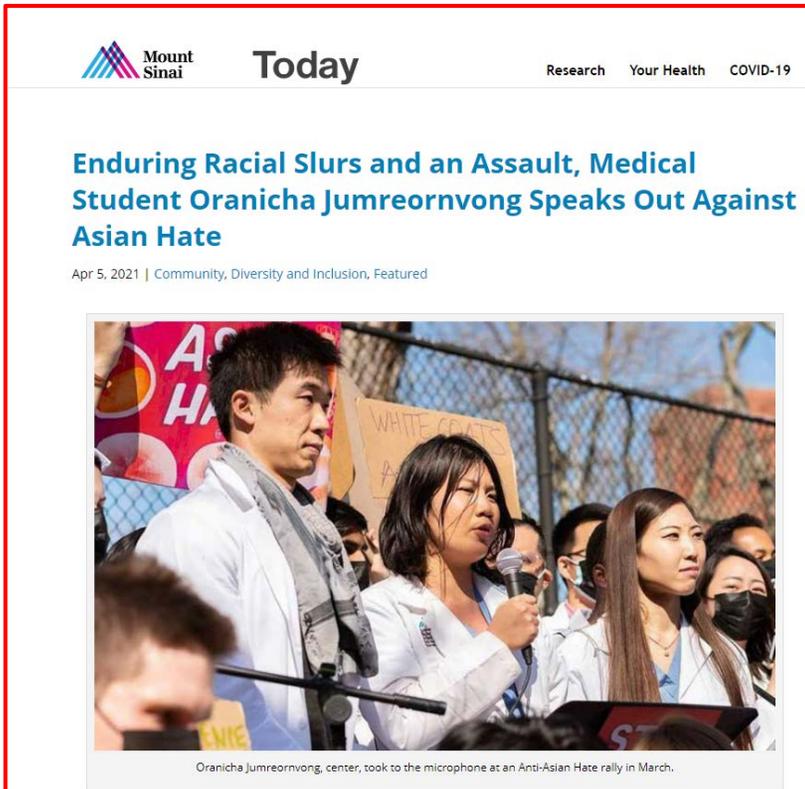


In this period, 1,845 hate crimes reported to police
(a nearly 150% increase from 2019-2020)

March 16, 2021: 8 dead in Atlanta spa shootings



Racism and bias experienced by AANHPI health care workers



The screenshot shows a news article from Mount Sinai Today. The title is "Enduring Racial Slurs and an Assault, Medical Student Oranicha Jumreornvong Speaks Out Against Asian Hate". The date is April 5, 2021, and it is categorized under "Community, Diversity and Inclusion, Featured". The article features a photograph of Oranicha Jumreornvong, a medical student, speaking at a microphone during an anti-Asian hate rally. She is wearing a white lab coat and a face mask. Other participants in the rally are visible in the background, some holding signs.

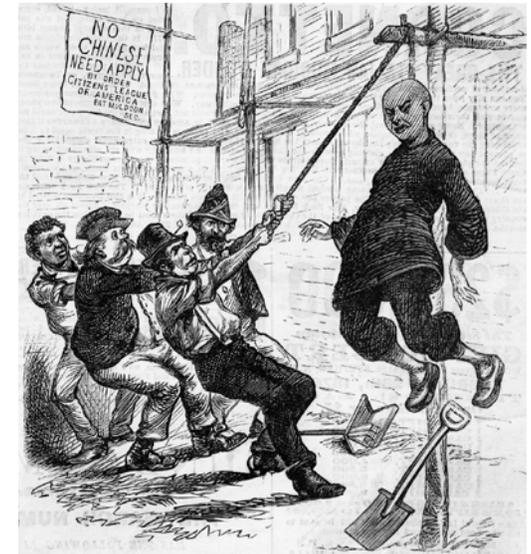


Mount Sinai Today (April 5, 2021). Enduring Racial Slurs and an Assault, Medical Student Oranicha Jumreornvong Speaks Out Against Asian Hate.

A long history of AANHPI racism in the United States

Examples:

- “Yellow Peril” and the Chinese Massacre of 1871
- Chinese Exclusion Act of 1882
- Japanese-American Internment Camps in 1942
- Scapegoating of AANHPI communities for societal problems, e.g., murder of Vincent Chin in 1982



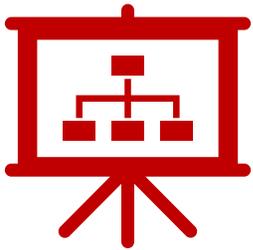


Problems faced by AANHPI community

- Regarded as perpetual foreigners and outsiders
- Persistent stereotypes, including “model minority” myth
- Invisible – despite being the country’s most diverse and fastest-growing racial group
- AANHPI communities aggregated but profoundly heterogeneous
 - 50 different ethnicities and 100 languages
 - 60% foreign-born and 14% multiracial
 - Considerable variation among ethnic groups and between US vs. foreign-born populations (median income, education, home ownership, etc.)
- AANHPI data limited, aggregated, or non-existent
 - Constitute 7% of US population but only 0.17% of NIH research funding
- Underrepresented in leadership positions

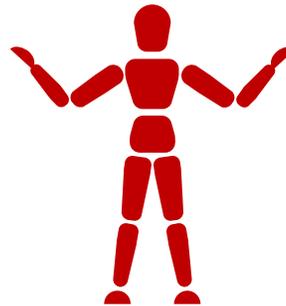
Recommendation I:

Build an institutional culture of fairness, respect, and anti-racism by making diversity, equity, and inclusion top priorities.



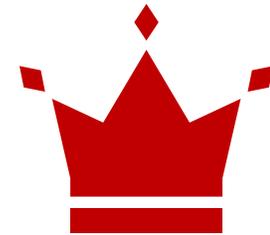
Mission and Culture

Make inclusion of AANHPI explicit within the mission of health professions education and health care and develop infrastructure to address bias and discrimination against AANHPI individuals



Dispel “Model Minority Myth”

AANHPI individuals are overrepresented in medicine in part due to immigration laws as well as generalized categorizations that overlook differences between ethnic groups and omit underrepresented Asian-Americans



Leadership

Support expansion of AANHPI individuals in leadership positions in medicine, where underrepresentation affects visibility and acceptance into health professions organizations and culture.

Recommendation II:

Develop, assess, and improve systems to mitigate harmful biases and to eliminate racism and all other forms of discrimination.



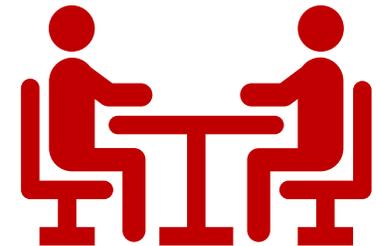
Data and Reporting

Use best practices to differentiate among the range of health professionals who identify as AANHPI, recognizing breadths of language, culture, language, religions, etc.



Fairness in Assessment

Enhance and expand systems for ensuring fairness in assessment, including admissions, clinical evaluations, consideration for awards/opportunities



Collaboration

Provide opportunities to build collaborations among affinity groups and promote solidarity by underscoring the shared burden of racism

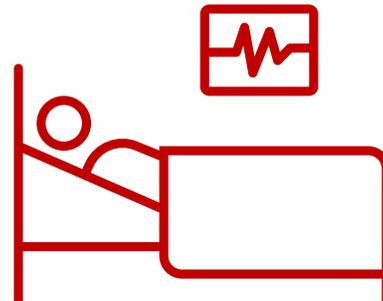
Recommendation III:

Integrate equity into health professions curricula, explicitly aiming to mitigate the harmful effects of bias, exclusion, discrimination, racism, and all other forms of oppression.



Awareness

Educate students about disparities and biases faced by AANHPI communities and reinforce that clinicians should not assume anything about AANHPI patients or colleagues



Patient Care

Incorporate health concerns specific to the range of AANHPI populations into the clinical curriculum



Representation

Include AANHPI patient cases in curricula, including cases where AANHPI identity is not central factor

COVID-19 Hate Crimes Act signed into law on May 20, 2021



On May 28, 2021, President Biden signed an executive order establishing the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders



Questions & Responses

Please use the Q & A function to ask questions

<https://macyfoundation.org/publications/conference-summary-eliminating-bias-discrimination>



Upcoming Webinars 2021

- June 30: Nursing: Taking Action on Harmful Bias and Discrimination in the Clinical Learning Environment
- Future Topics: Disabilities
Aging



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