



# **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

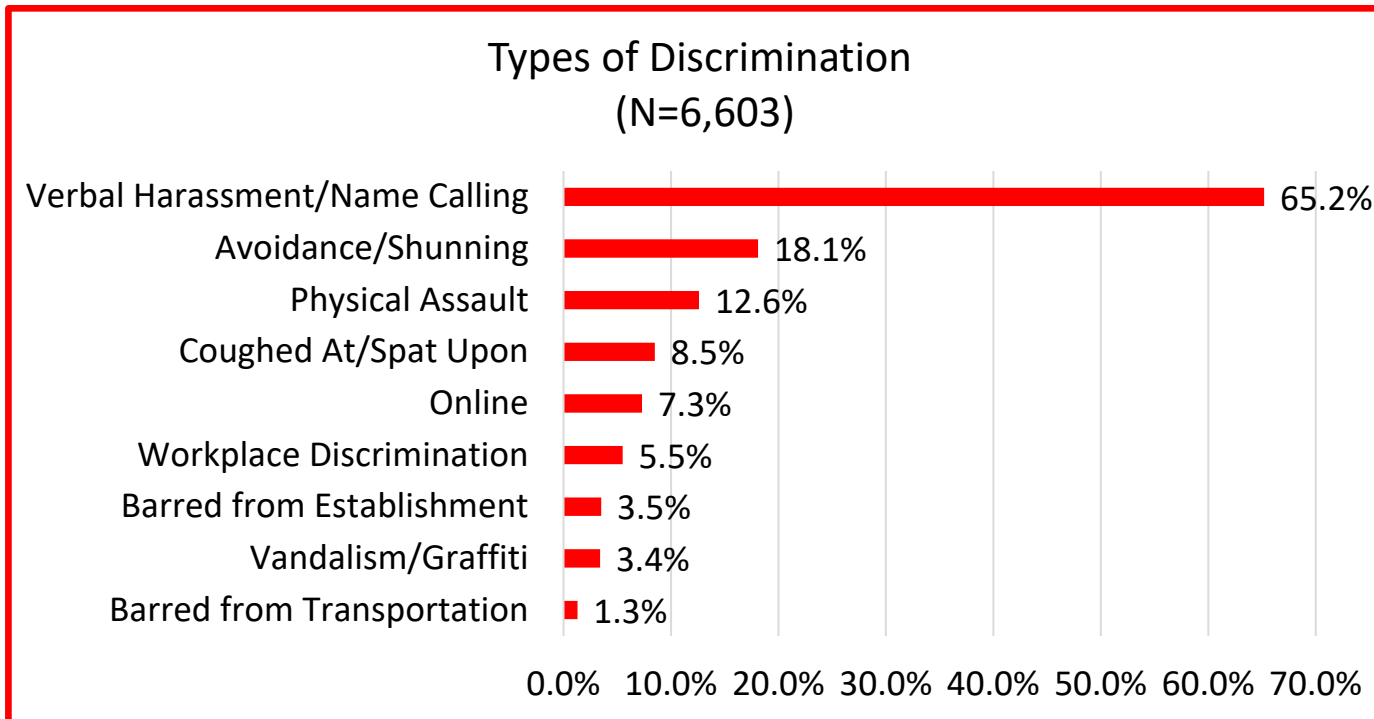
- Conference Overview
- Background
- Macy Foundation Conference Recommendations
- Q&A and Discussion
- Follow-up and Future Webinars

## 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

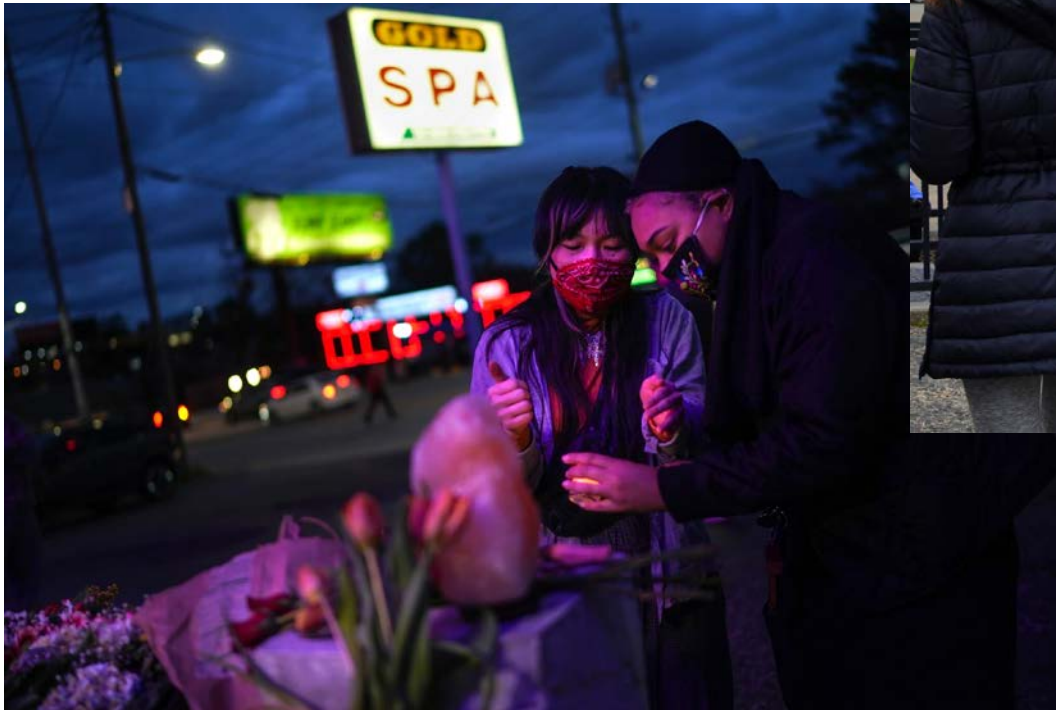
## Over 6,603 incidents of discrimination against AANHPI individuals reported (3/2020 – 3/2021)



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



Today

Research Your Health COVID-19

### Enduring Racial Slurs and an Assault, Medical Student Oranicha Jumreornvong Speaks Out Against Asian Hate

Apr 5, 2021 | Community, Diversity and Inclusion, Featured



Oranicha Jumreornvong, center, took to the microphone at an Anti-Asian Hate rally in March.

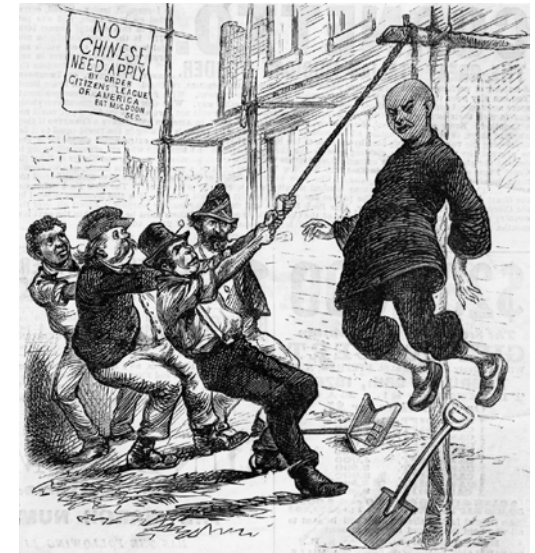


Mount Sinai Today (April 5, 2021). Enduring Racial Slurs and an Assault, Medical Student Oranicha Jumreornvong Speaks Out Against Asian Hate.

## 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



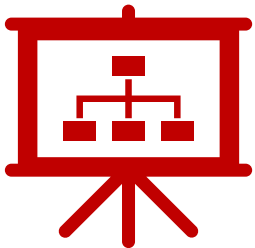


## Problems faced by AANHPI community

- 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

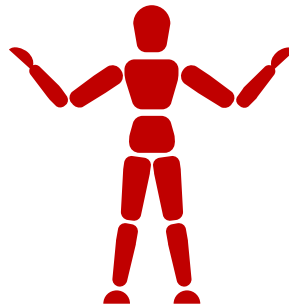
## Recommendation I:

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



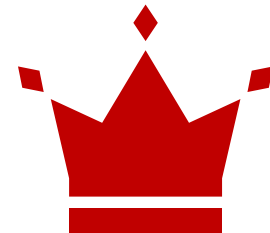
### **Mission and Culture**

*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.**



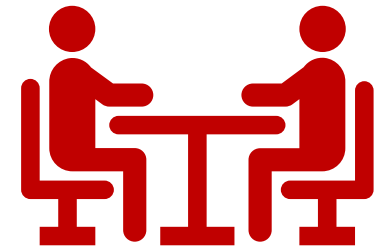
### **Data and Reporting**

*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*

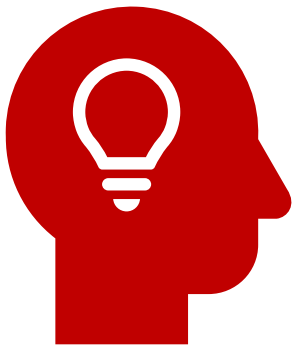


### **Collaboration**

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

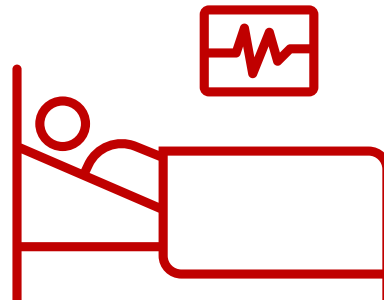
## Recommendation III:

**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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