

# Overview of CGBI Implicit Bias Initiatives

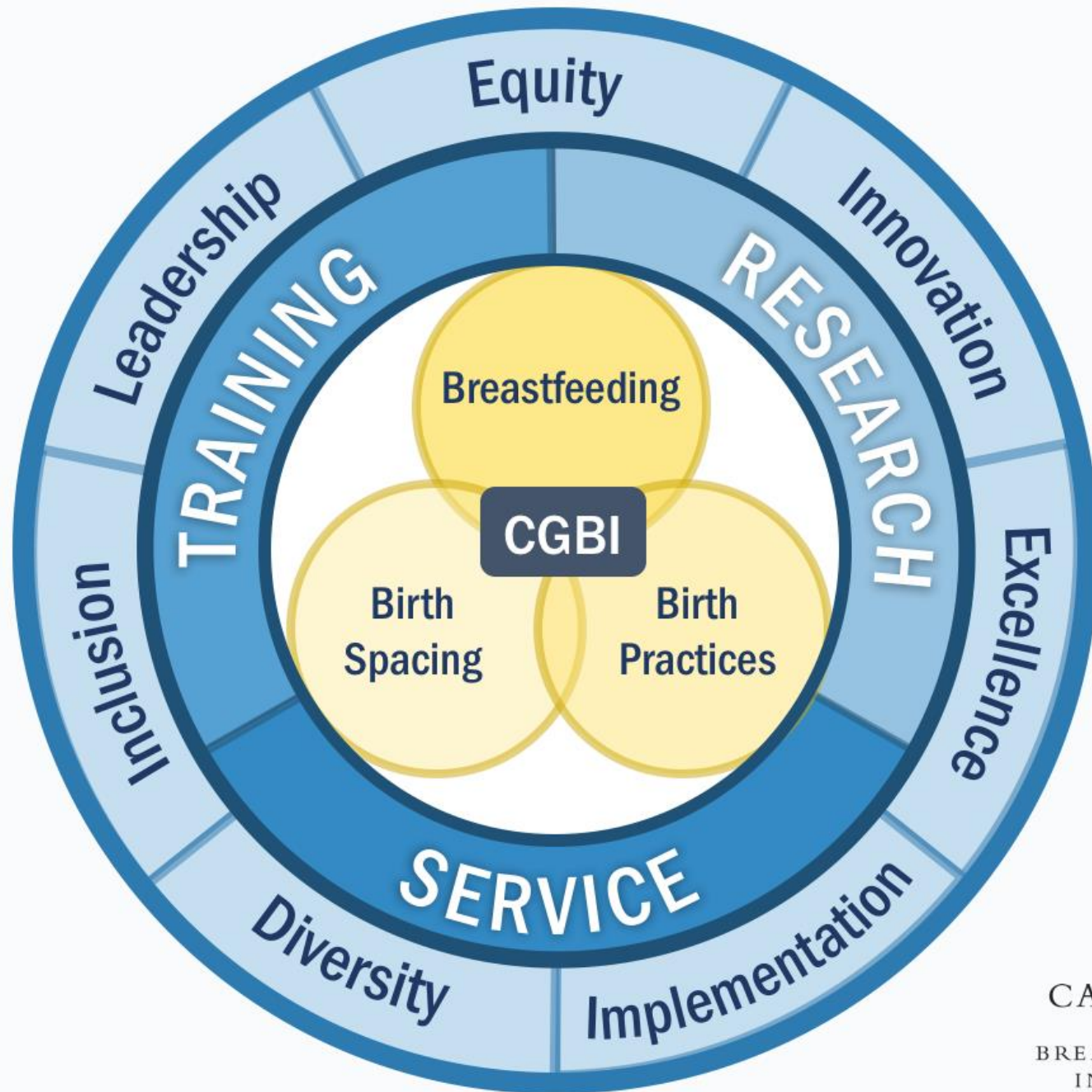
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Director, Assistant Professor



WUNC

GILLINGS SCHOOL OF  
GLOBAL PUBLIC HEALTH

Carolina Global  
Breastfeeding Institute





# Own Your Lens



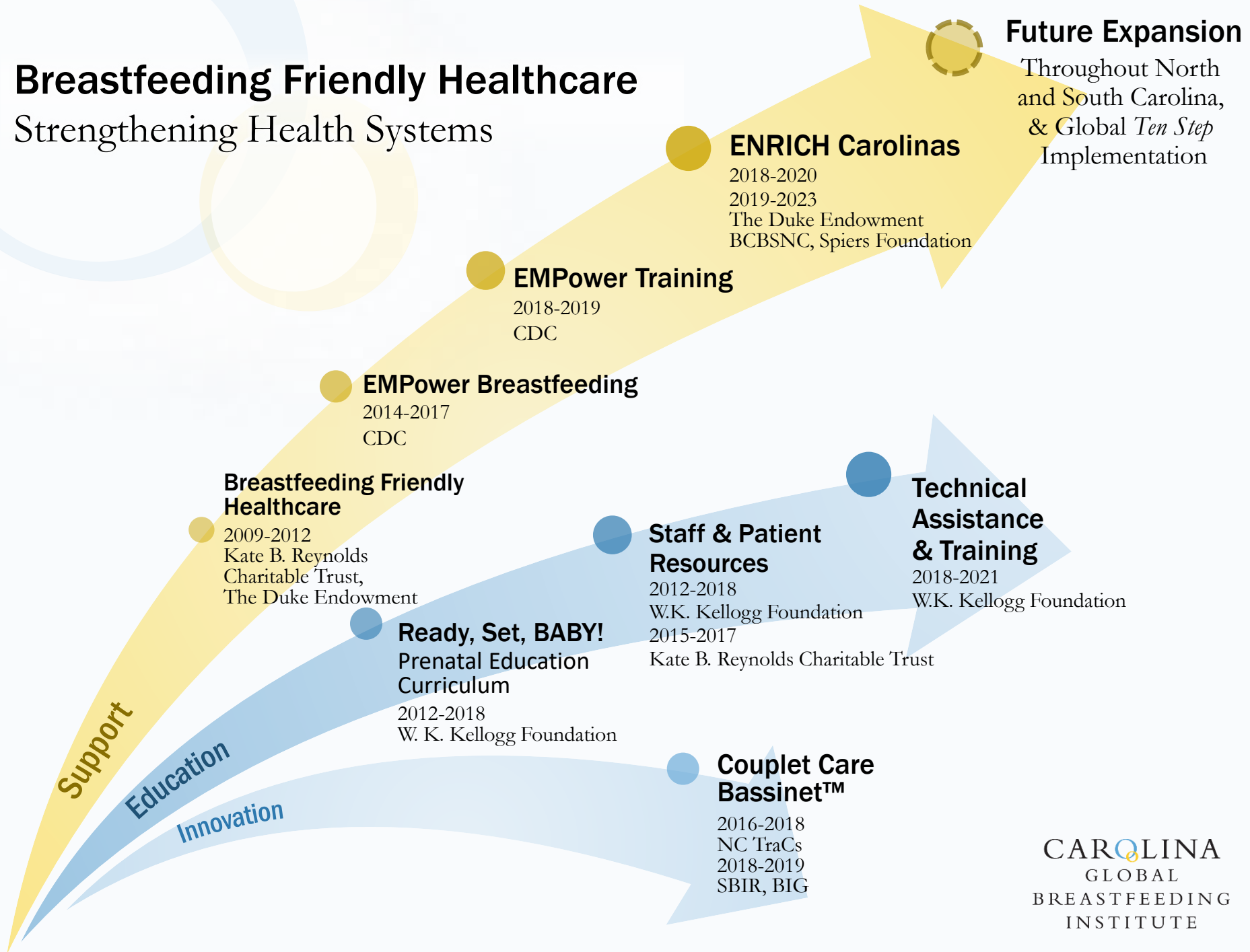


# Acknowledge Operational Space



# Breastfeeding Friendly Healthcare

## Strengthening Health Systems

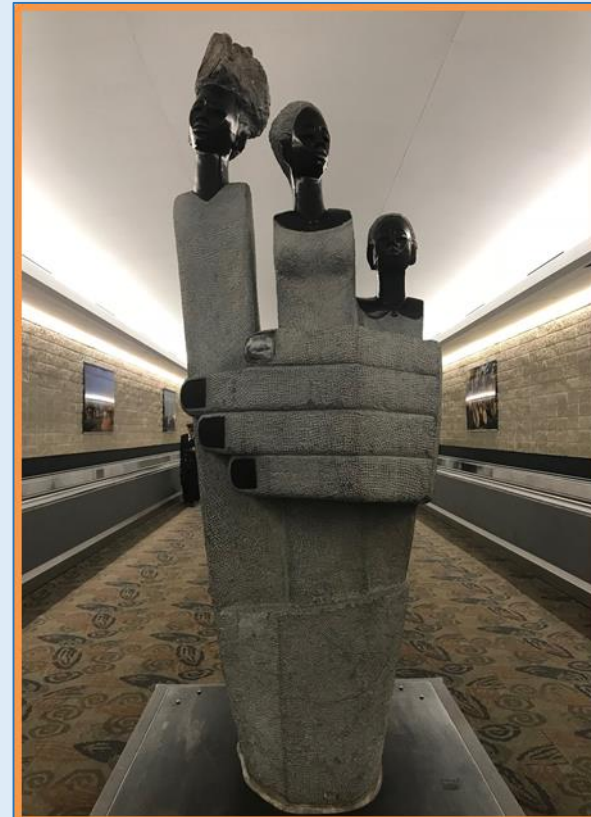




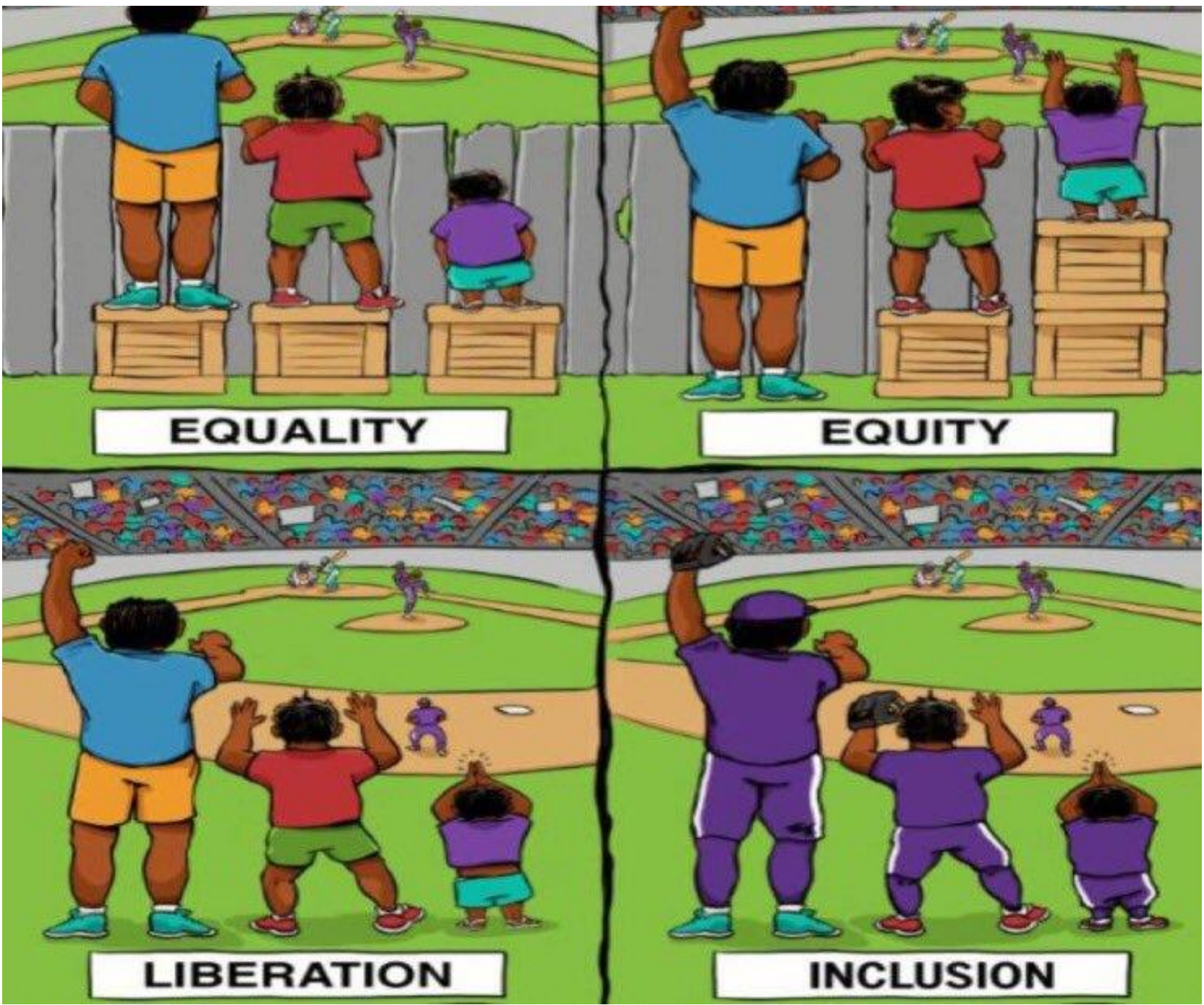
# Why This Topic is Critical



Generational  
Pyramid



Protected  
Family



**EQUALITY**

**EQUITY**

**LIBERATION**

**INCLUSION**

Office of Diversity @  
LSU, Twitter



“  
**Race is not a factor  
in health outcomes.  
Racism is a factor in  
health outcomes.**

”

Clifton Kenon

#BFfem18

## Quotes related to witnessing oppressive behavior

“At our hospital I see many women of color automatically assumed they are on WIC or nurses not giving the same effort to help them succeed in their breastfeeding journey.”

During an activity among colleagues, in a period of downtime without clients or families present, a colleague nonchalantly talked about a common and completely incorrect myth about a particular race in a way that made it sound based on scientific research. Her stature and level of influence are such that, by saying that, she had the potential to influence and “educate” others.



# BIAS

- Explicit: attitudes and beliefs we have about a group or person on a conscious level
- Implicit: attitudes and beliefs we have about a group or person on a subconscious level

# Allyship Discussion

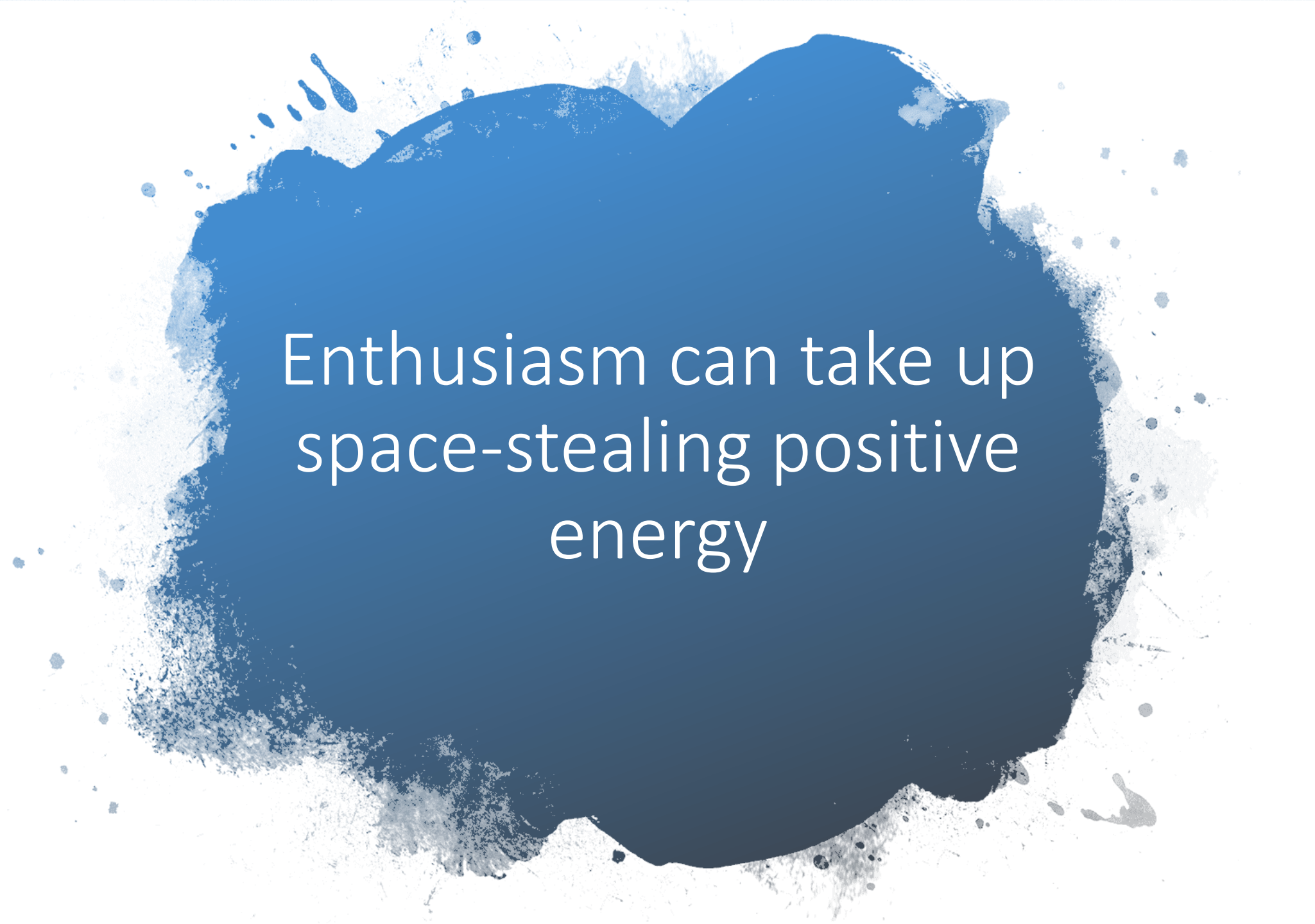
- Who decides who is/is not an ally?
- What does it mean to be an ally?
- What makes a good ally?
- What is the goal of allyship? And whose goal is it?



# Allyship

“If you want to be an ally, you must believe our stories”

-Renee Graham, Boston Globe

A dark blue, irregularly shaped graphic with a splatter effect, containing white text. The graphic is centered on a white background and has a rough, ink-like texture. The text is written in a clean, white, sans-serif font and is centered within the blue shape.

Enthusiasm can take up  
space-stealing positive  
energy



# White Savior Complex

- Fixing the community
- Confusing equality and equity
- The need to help out of guilt
- Apologies and tears with no action

# Research Questions?

- Is it okay to research a community in the name of helping said community
- Who are the investigators
- Community engagement
- Using connections for research
- Asking to do research for another persons publication
- Participant pay

# Communication

- Relationship building
- Transparency
- Social media posts
- Emoji use in the name of solidarity
- Asking for pictures from communities of color



# Self Reflection

- Have you ever:
  - Laughed at an inappropriate joke?
  - Told the joke?
  - Stood up to the joke teller?



# Self Reflection

- Stories you choose to share with people of color
- Do you cry and apologize when you hear stories of oppression?
- Do you allow others to voice their story without interruption?
- Do you tend to walk away or shut down when things are uncomfortable?
- Do you stay silent?
- Are you “woke”?
- Are you seeking credit for being “woke”?

# Cultural Humility

- Identifying differences involves putting the clinician's and patient's perspectives side-by-side
- Practicing cultural humility requires less emphasis on knowledge and a greater focus on fostering self-awareness, interpersonal sensitivity, an attitude for openness, and learning from differences

<http://web.outreach-partners.org/resources/outreachconnection/171>



## Cultural Humility Requires:

- Openness to new people and new situations
- Appreciation of others and their differences and/or similarities
- Acceptance of the unfamiliar and the unknown
- Flexibility to adapt to new ways of thinking

<http://web.outreach-partners.org/resources/outreachconnection/171>



Choose cultural humility  
over cultural competence

Get comfortable with being  
uncomfortable



Institutional Journey

# Fix Your Own House



CREATE SAFE SPACE



NURTURE A DIVERSE TEAM  
PARTNER WITH INTENTION



SET  
EXPECTATIONS/WORKPLAN



CONTINUOUS LOOP  
PROCESS IMPROVEMENT



# One and Done?



TRAINING



APPLYING AND EQUITY  
LENS TO ALL WORK



CONTINUAL  
REFLECTION



MEASURING  
PROGRESS

# Application of an Equity Lens-EMPower



- Recruitment
- Coaching Team Preparation
- Group Learning
- State Calls
- Data Collection
- Individual Technical Assistance
  - Observation/Visual Impressions
  - Discussion/Interviews

# Case Study

- 28 year old African woman in for 36 week prenatal appointment
- Speaks dialect of French
- Does not speak or read English
- States she is interested in breastfeeding but has no information

# Visual Impressions Matter





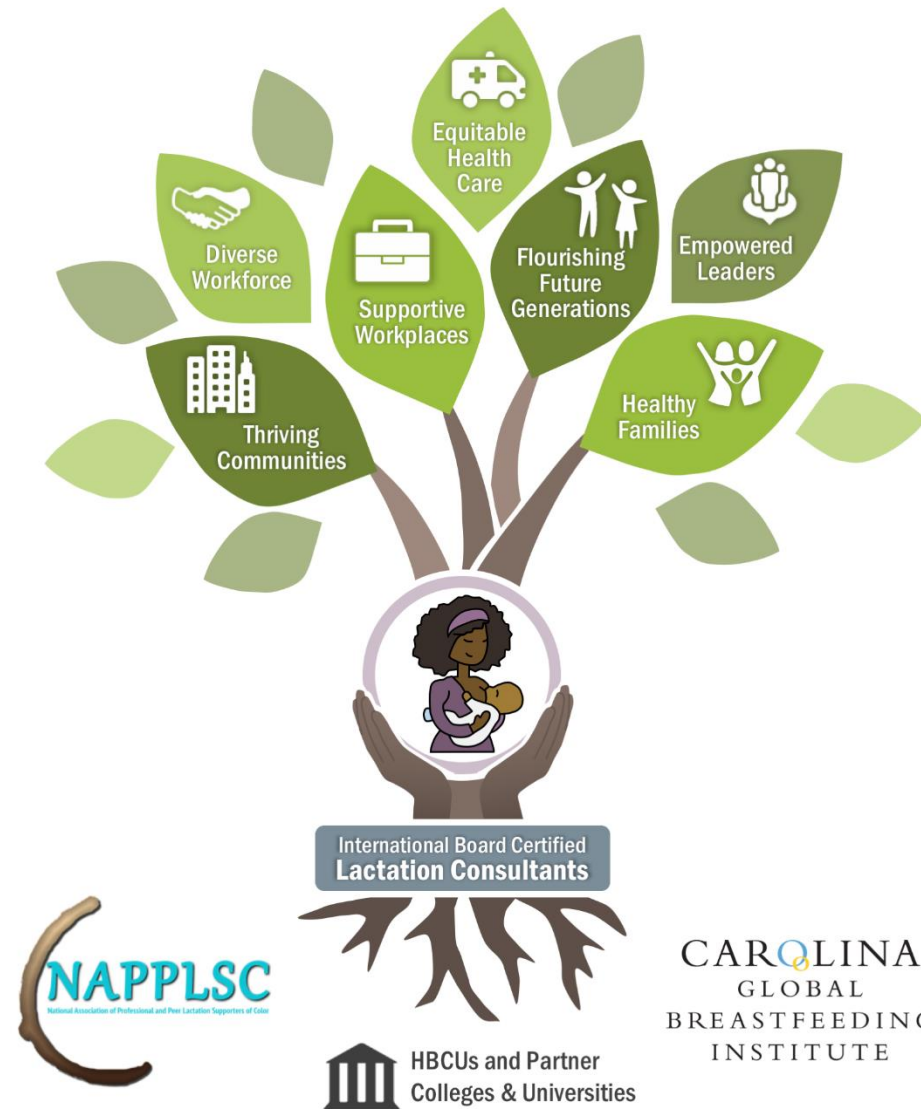


# Application of an Equity Lens-Training

- Equity discussion throughout didactic learning
- Equity workshop conducted by outside partners
  - Pre-work-Harvard Implicit Bias Test
  - Preceptors, students, invited partners
- Incorporation of equity in case studies and research critiques
- Community engagement/external experiences
- Lending library
- Diversity in guest lecturers
- Priority enrollment and scholarships

# RISE: Lactation Training Model

Reclaiming, Improving, and Sustaining Equity



# Application of an Equity Lens-ENRICH Carolinas

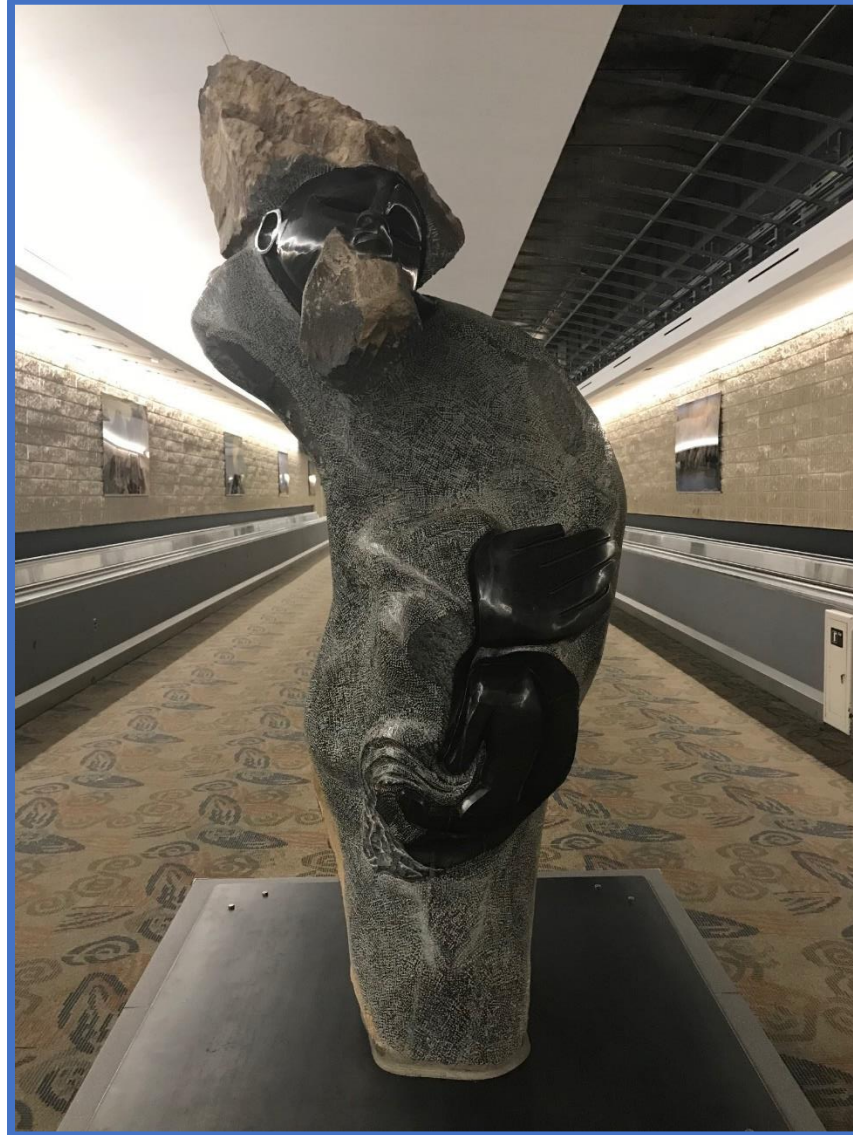


- Recruitment of hospitals
- Cross training of project staff
- Measurement/Data collection
- Individual technical assistance to hospitals, prenatal clinics, childcare centers, communities
- Learning Collaborative Meetings

“We are learning to date you before we marry you because we really don't do divorces-whether there is funding or not”

-Tikvah T. Wadley, AAS, CCE, CD, BDT

# Self Reflection



“The Peacemaker”  
-Gedion Nyanhongo





NAPPLSC Amazing R.A.C.E 2017

## ACTION STEPS

- Be willing to do the hard work
- Step outside of your box
- Listen with an open mind
- Know your place and space
- Know your bias

# Action Steps

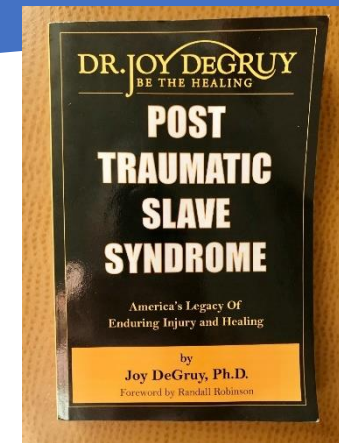
- **React with a strong heart**
- **Self reflect-often**
- **Give with no expectations-add a place at the table, step away from tables to make room**
- **Fix your own house**
- **Nourish and nurture the future**
- **Resist the urge to walk away from the tough conversations**



While we strive to do this work  
**TOGETHER**, we must also do our own  
homework individually, as  
organizations and institutions!

Highly recommended reading:

*Post Traumatic Slave Syndrome* by Dr. Joy DeGruy







**“How Can I Rise”  
-Gedion  
Nyanhongo**

# Questions?



Source: US Breastfeeding Committee