Understanding Racism and Implicit Bias to Improve Maternal Outcomes in Miami: Lessons From Broward County, FL

Sue Gallagher
Chief Innovation Officer
Children’s Services Council of Broward County

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Need to address racism and maternal mortality

➢ United States is the only developed country with rising rates of maternal mortality.

➢ Obesity, high school non-completion, diabetes, fewer than 10 prenatal visits and Black race associated with higher maternal mortality (Nelson, Moniz, & Davis, 2018)
Need to address racism and maternal mortality

➢ Black women three times more likely to die as a result of pregnancy than their white peers (Creanga, et.al., 2015)

➢ Need to improve housing, employment, education for women in a holistic approach (Mali, 2018) – All these systems are affected by racism
Racism in the Groundwater

Individual Experiences

Social Narrative

Laws Policies

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Putting the Pieces Together for Equity

- Historical
- Structural
- Institutional
- Interpersonal
- Individual

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Where Are We Now?
## Origin & Evolution of Racism in the US

<table>
<thead>
<tr>
<th>Event</th>
<th>Year</th>
<th>Key Events</th>
<th>Message</th>
<th>Protests &amp; Resistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bacon’s Rebellion</td>
<td>1674</td>
<td>- Slave Codes</td>
<td>Blacks are not human</td>
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<tr>
<td></td>
<td></td>
<td>- Violence to maintain racial hierarchy</td>
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<td>- Protests &amp; Resistance</td>
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<tr>
<td>Civil War</td>
<td>1864</td>
<td>- Black Codes (Jim Crow)</td>
<td>Blacks should be separate</td>
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<tr>
<td></td>
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<td>- Protests &amp; Resistance</td>
<td></td>
<td></td>
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<tr>
<td>Civil Rights</td>
<td>1964</td>
<td>- Race Neutral Policies</td>
<td>Blacks behavior is wrong</td>
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<tr>
<td></td>
<td></td>
<td>- Violence to maintain racial hierarchy</td>
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Carol Anderson, Ibram X. Kendi

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Approaches to Overcome

• Colorblind
• Treat everyone equally
• Blame and fix individual behavior rather than community conditions
Economic & Political Elites create racial discrimination to build wealth and power, self-interest

Racist ideas & messaging

Ignorance and hate

Kendi, Ibram (2016) Stamped from the Beginning
RACE vs. CULTURE

Dehumanizes Hierarchy & Duality

Enlivened Mutuality & Reciprocity

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Legacy of Jim Crow in Broward County
History of Racism & Resistance in Fort Lauderdale

1920s
- 1920s: White leaders decided it was bad business to mingle the races
- White tourists did not want to see Blacks except as help.
- Use of Eminent Domain - many Black families forced to sell houses East of US 1 for less than value.
- 1922: Dr. James Strunk - Black Physician arrived.
- Planning officials created city grid that solidified segregation.
- City officials restricted where Black families could live and set curfews at 8pm or needed permission from White people.
- Jim Crow practices in effect: Black & White entrances, water fountain, Black not able use library, hospital.
- Black Beach - standard closed 2 days/week, need ID card. Owners not wanting to see Blacks on beach.
- White Business forced to have Colored Town.
- Police force and White Vigilante justice created fear and mistrust.
- Black children only allowed to go to school 3 months of the year once Black only school built in 1924.

1930s
- Dillard School went up to 10th grade but had no funding for supplies.
- Black students had to walk from Oaklawn Park & Delray to get to school because buses were only for White children.
- Black neighborhoods had no sidewalks and limited sanitation services.
- Violence by whites against Blacks was common place in the 30s including hangings, shootings, cutting to death.
- Attempt to organize Ft. Lauderdale's Black businessmen failed because there was not enough Black capital.
- 1937: Dr. Von D. Mizell arrived.
- 1938: James L. Bass 1st Black dentist arrived.
- 1939: Ft. Lauderdale's 1st public housing project build.

1940s
- Dr. Mizell requested library, park, and beach access, sanitary sewage system, increase police protection; not granted until 1960.
- 1940: Segregated Hospital was created (hospital). Blacks doctors were not allowed to do surgery in White hospitals and Blacks could not receive treatment in White hospitals.
- 1941: 15 year Black children get 9 months of school - whites fought it - wanted them to work in the fields.
- 1945: Dr. Mizell founded the Ft. Lauderdale NAACP chapter to fight against police practice of arresting Black people at random and making them work in the fields when they could not pay fines.
- 1946: Federal Government mandated 5 month school year for Black children.
- 1947: First 2 Black cops were hired.

1950s & 1960s
- 1950s Sit ins due no access to restaurants, libraries and beaches.
- 1961: Voting barriers were in place for Blacks.
- 1963: Blacks had the legal right to vote anywhere; yet it took years to integrate, not allowed in restaurants or hotels.
- 1964: Integration of hospitals was mandated - Blacks received proper service in White hospital, Black doctors not allowed to work in White hospital, Black doctors lost jobs.
- 1966: Confederate flag in Fort Lauderdale school; protest of Blacks for poor prison conditions.
- 1968: NCAA protested "colored men & women signs" at Fort Lauderdale middle school.
- 1966: AlYellow Hastings sued hotels and restaurants to integrate.
- 1969: Fort Lauderdale riot.

1970s
- Civil rights movement prevalent in Ft. Lauderdale.
- EoS maintained a strong presence & responded violently to freedom riders, sit-ins, & mass demonstrations.
- 1973: Andrew DeGraffenreid elected 1st Black City Commissioner.
- 1972: Thomas J. Redick appointed 1st Black Circuit Court Judge.
- 1970s: Residential segregation increases as middle class whites abandoned urban residential areas for new developments in suburbs.

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Miami Dade Census Track
Black Hispanic White Population

2010 Census Data
Policies that led to:
- White families moving away from city centers and into suburban areas (White Flight)
- Housing discrimination against African Americans

Segregation

- Fewer banks invest in predominantly African American areas
- Lower house values
- Separation from people who can influence policy

-Lower tax base
-Less funding for education and services like job training
-Poor job opportunities
-Businesses move out and fewer new businesses start

HIGH POVERTY

Adapted from University of Michigan’s The Geography of Race in the U.S., Economic Consequences of Segregation.
Children in Broward Living Below the Poverty Line

38% Black

13% White

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<table>
<thead>
<tr>
<th>Period</th>
<th>Time span</th>
<th>No. of years</th>
<th>Personal experiences of AAW that contribute to disparities in sexual and reproductive health</th>
<th>Healthcare experiences of AAW that contribute to disparities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slavery</td>
<td>1619–1865</td>
<td>246</td>
<td>Public, nude physical auction examinations to determine reproductive ability; raped for sexual pleasure and economic purpose; purposely aborting pregnancies where rape occurred; Jezebel stereotype emerged of black women being hypersexual; generational poverty</td>
<td>Nonconsensual gynecological and reproductive surgeries performed at times repeatedly on female slaves without anesthesia, including cesarean sections and ovariectomy to perfect medical procedures</td>
</tr>
<tr>
<td>Black Codes/Jim Crow</td>
<td>1865–1965</td>
<td>100</td>
<td>Rape; lynching (genitalia/reproductive mutilation); uncertain/unequal civil rights; stereotypes and negative media portrayals continued; generational poverty</td>
<td>Nonconsensual medical experiments continued; poor or no healthcare for impoverished blacks; compulsory sterilization; Jim Crow laws enforced lack of access to quality healthcare services and opportunities; effects of Tuskegee Untreated Syphilis Study on women</td>
</tr>
<tr>
<td>Civil Rights</td>
<td>1955–1975</td>
<td>20</td>
<td>Lynching, uncertain/unequal civil rights and violence against women to show superiority and control; stereotypes and negative hypersexual media portrayals continued; generational poverty</td>
<td>Nonconsensual medical experiments continued; compulsory sterilization; effects of Tuskegee Untreated Syphilis Study on women; unequal healthcare services</td>
</tr>
<tr>
<td>Post-Civil Rights</td>
<td>1975–2018</td>
<td>43</td>
<td>Black exploitation movies, media's hypersexual images continued; generational poverty</td>
<td>Unequal healthcare continued; targeted sterilizations, hysterectomies, abortions, and birth control</td>
</tr>
<tr>
<td>Total</td>
<td>1619–399</td>
<td></td>
<td></td>
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</tr>
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## Idea of Equality

<table>
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<tr>
<th>Full Potential</th>
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<tbody>
<tr>
<td>Quality housing / home ownership</td>
</tr>
<tr>
<td>Good paying jobs &amp; benefits</td>
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<tr>
<td>Access to high quality healthcare</td>
</tr>
<tr>
<td>Effective education</td>
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<tr>
<td>Fair justice system</td>
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</tbody>
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## Historical Racism

- No access to affordable loans, Redlining
- No social security for domestic & agriculture 75% of blacks
- Denied access to white hospitals
- Colored schools with few resources
- White policing violence to enforce segregation & racist practices

## Current Structural Racism

- Segregated neighborhoods
- Racial wealth disparities
- Racial health disparities
- Racial education disparities
- Racial justice disparities

## Need for Equity Solutions

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## Equality - Historical & Structural Racism - Equity

- No access to affordable loans, Redlining
- No social security for domestic & agriculture 75% of blacks
- Denied access to white hospitals
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- Segregated neighborhoods
- Racial wealth disparities
- Racial health disparities
- Racial education disparities
- Racial justice disparities

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Structural Racism

Laws
+
Policies
+
Resource Allocation
+
Attitudes and Behaviors

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Structural Racism & White Privilege

Historical Legacy
(Conditions, Policies, Practices & Perceptions)
+
Institutional Racism
Following all the rules without question
(Wedding)
Inaction in the face of need (Jones)
+
Implicit Bias & Racial Anxiety
(Use of Unconscious Bias in Decision Making)
Biased Consciousness

Racist Structures
### What Does White Privilege Look Like/Sound Like?

<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Silence</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Ahistorical</strong></td>
<td>Slavery happened a long time ago and civil rights was passed</td>
</tr>
<tr>
<td><strong>Acontextual</strong></td>
<td>Racism is perpetuated by bad people</td>
</tr>
<tr>
<td><strong>Color blind</strong></td>
<td>I don’t see race</td>
</tr>
<tr>
<td><strong>Denial</strong></td>
<td>I don’t have privilege, my life is hard too</td>
</tr>
<tr>
<td><strong>Empathy without Analysis</strong></td>
<td>I have black friends</td>
</tr>
<tr>
<td><strong>White Savior/paternalism</strong></td>
<td>I am here to help</td>
</tr>
<tr>
<td><strong>Fragile</strong></td>
<td>I am not a racist</td>
</tr>
<tr>
<td><strong>Innocent</strong></td>
<td>I am a good person</td>
</tr>
<tr>
<td><strong>Individualistic</strong></td>
<td>I succeeded by myself, I don’t want to check a box</td>
</tr>
<tr>
<td><strong>Normative/natural/neutral</strong></td>
<td>Whiteness is the right way to do things</td>
</tr>
<tr>
<td><strong>Over evaluative/deficit focused</strong></td>
<td>If only black people would act right</td>
</tr>
<tr>
<td><strong>Privilege</strong></td>
<td>I don’t see myself as white</td>
</tr>
<tr>
<td><strong>Purity/perfection/order</strong></td>
<td></td>
</tr>
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Implicit Bias (Sears & Henry, 2003)

• Most Americans believe in racial and gender equality and reject discrimination in any form. Yet, stereotypes embedded in our brains, shaped over time by history and culture, can lead us to view the world through a biased lens and behave contrary to our deeply held egalitarian values. (Perception Institute, 2015)

**Implicit Bias** – “Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner” (Kirwan Institute, 2015).
What Does Implicit Bias Look Like?

https://www.youtube.com/watch?v=hrrdcGiav3U
Research on Implicit Biases in Our Community

- Education
- Employment
- Healthcare
- Criminal Justice
- Child Welfare
- Housing
According to a study at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place. The rest can be a total mess and you can still read it without problem. This is because the human mind does not read every letter by itself, but the word as a whole.

Adapted from www.policingequity.org, 2016
The Brain On Toxic Stress

Toxic Stress Can Affect Brain Development

- Organizational changes
- Brain chemistry imbalances
- Structural changes

Healthy Child  Severe Emotional Neglect

Centers for Disease Control and Prevention

www.cscbroward.org
Research on Implicit Bias

Maternal Health

www.cscbroward.org
• Self-reported measures of discrimination were adversely related to multiple indicators of health (i.e., hypertension, all cause mortality, incident asthma, incident breast cancer, and poor mental health).
Where is Implicit Bias in Healthcare?

- Provider Perceptions of Pain
- Doctor/Patient Interactions
- Differential Treatment
- Male Vs. Female health workers
- Mental Health
- Medical Education
Provider & Patient Perceptions

- Doctors perceive lower pain levels for Black Patients.

- Doctors suspect increased rates of alcoholism in Black Patients.

- Patients of color are more likely to be blamed for being too passive about their health care.

- Super-humanizing or dehumanizing Blacks
Implicit bias affects clinicians’ behavior and decisions and in turn, patient behavior and decisions (e.g., higher treatment dropout, lower participation in screening, avoidance of health care, delays in seeking help and filling prescriptions, and lower ratings of health care quality).

- Less respect
- Less confidence
- Less teamness
- Less touch
Differential Treatment

• Talk Time Ratio is Lower

• Fewer Cancer Screenings

• Delayed or no surgery or advanced medical procedures

• Differential prescription of pain medication
Mental Health

- Counselor’s anti-Black bias
- Poorer bonding
- Different communication styles, verbal cues, body language
1. Become aware of your biases so that you can interrupt them.

2. Study and teach colleagues about implicit bias.

3. Pay attention to gap-closing medical professionals.

(adapted from Shane Safir’s 5 Keys to Challenging Implicit Bias https://www.edutopia.org/blog/keys-to-challenging-implicit-bias-shane-safir)
Strategic Actions to Reduce Bias

De-biasing Strategies (Kirwan Institute, 2015)

1. Capacity building for underserved and privileged populations – targeted mentoring/internship programs

2. Create advisory boards that bring different perspectives and coach leadership on the change process (Paul Schmidt, Collective Impact Forum)

3. Self-Assessment at employee and organizational levels

4. De-biasing Training

5. Successfully addressing the possibility of clinician bias begins with awareness of the pervasiveness of disparities, the ways in which bias can influence decision making and behavior, and a commitment to acquiring the skills to minimize these processes.
Solution De-biasing

De-biasing Strategies (Kirwin Institute, 2015)

5. Know local history of segregation and survival

6. Include Monitoring Element for reducing implicit bias

7. Insure Disaggregated Outcomes show equity
Solution De-biasing

De-biasing Strategies (Kirwan Institute, 2015)

8. Strengthen Relationships with Community partners to empower local populations including participation in the development and evaluation of service systems/programs.

9. Generate Opportunities to Counter Stereotypes include:
   - Counter-stereotypic training
   - Expose people to counter-stereotypic individuals
   - Intergroup contact
   - A sense of accountability
   - Taking the perspective of others
3 Pitfalls to Avoid While Co-Creating Equity
(Collective Impact Forum 10/26/15)

- PITFALL #1: Thinking that serving low income communities and communities of color equates with co-creating equity. **Helping those in need is not the same as co-creating equity.**

- PITFALL #2: While ensuring high-quality, culturally competent care is an incredibly important advancement, **moving toward equity requires that we meaningfully engage those most impacted by inequities**, in the effort to eliminate them.

- PITFALL #3: Organizations and collaborations who are striving to co-create equity have not reflected on how power, privilege, and oppression play out in everyday relationships, collaborations, organizations and institutions. **We need to examine our own individual and organizational power and privilege and how we may unintentionally be perpetuating the very inequities we are trying to eliminate.** This can often be difficult in an organizational culture that values professionalism, the mind, and analysis above anything.
Lifting ourselves out of racism/white supremacy

History of Local Racism and Resistance

Local Map of Residential Segregation

Implicit Bias Research

Equity Lens on Laws & Policy

Centering Lived Experience of People of Color

Institutional Racism Questions

Common Language
Keep Tools created by Public Policy
- Housing & Urban Developing – Anti-Redlining
- Community Development Block Grants
- Dodd Frank Consumer Protections
- Minority Business Development & Set Asides
- Community Reinvestment Act

Innovate:
- Include Affordable Housing in Infrastructure Bills
- Increase Minimum Wage
- Opportunity Zones – prevent gentrification, local oversight
- Rent Control

Marc Morial, National Urban League President
Strategies for Implementing Racial Equity

- Disaggregate Data – patterns of bias, outcomes

- See Historical Practices in new clothes

- Structural Racism – Laws & Policies

- Institutional Racism
  Following all the rules without question
  Inaction in the face of need

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Building Racial Equity Initiatives to Improve Outcomes and Reduce Racial Disparities

Education
- Two Day Racial Equity Workshop
- Implicit Racial Bias/Research
- Local History of Racism and Resistance Workshops
- Groundwater Event
- Evidence Based Messaging
- Body Wisdom To Heal Racialized Trauma

Procurements
- Youth & Family Voice RFP Rating
- Community Voice on Capacity Bldg RFP
- Learning Together RFP
- Special Needs System of Care Assessment RFQ
- History of Juvenile Justice, Child Welfare Policy

Feedback Loops
- Disaggregate Data
- MOST Racial Pilot
- Community & Participatory Action Research
- Enhanced Performance Measurements

Internal Operations
- Org. Equity Audit
- Staff Surveys

Partnerships
- Southern Policy & Practice Network
- BCHSO, FLDOH, Broward, CSC Workgroup
- POC/White Caucuses
- FL OEL Equity Task Force
- BCPS Equity Liaisons
- UPENN AISP Learning Community
- High School Youth Racial Equity Work
- Florida College Access Network

Children's Services Council of Broward County
Our Focus is Our Children.
Your Action Plan to Reduce Bias


Contact Us

954-377-1000

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