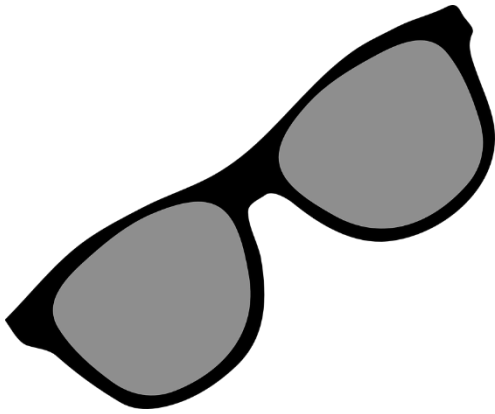


# Understanding Racism and Implicit Bias to Improve Maternal Outcomes in Miami: Lessons From Broward County, FL



Sue Gallagher

Chief Innovation Officer

Children's Services Council of Broward County

[www.cscbroward.org](http://www.cscbroward.org)

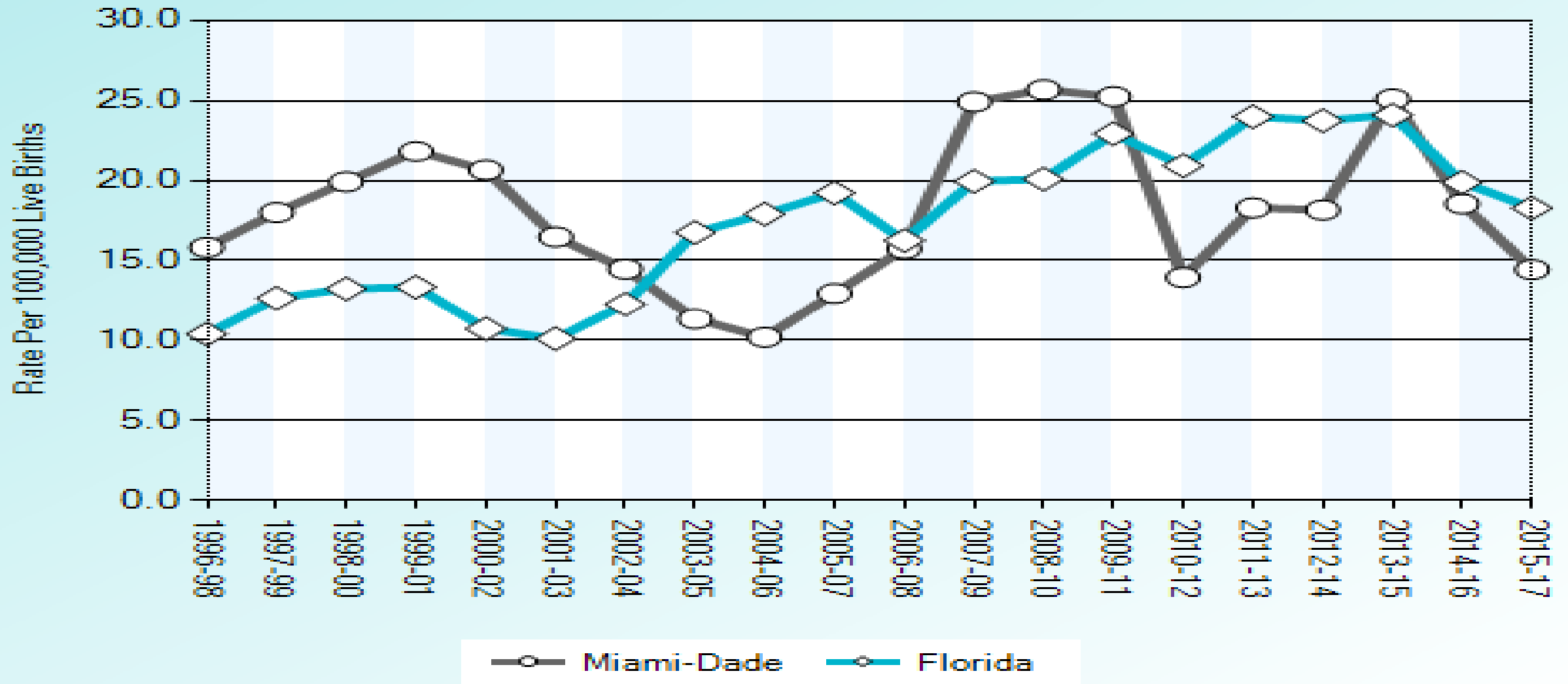


# Need to address racism and maternal mortality

- 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)

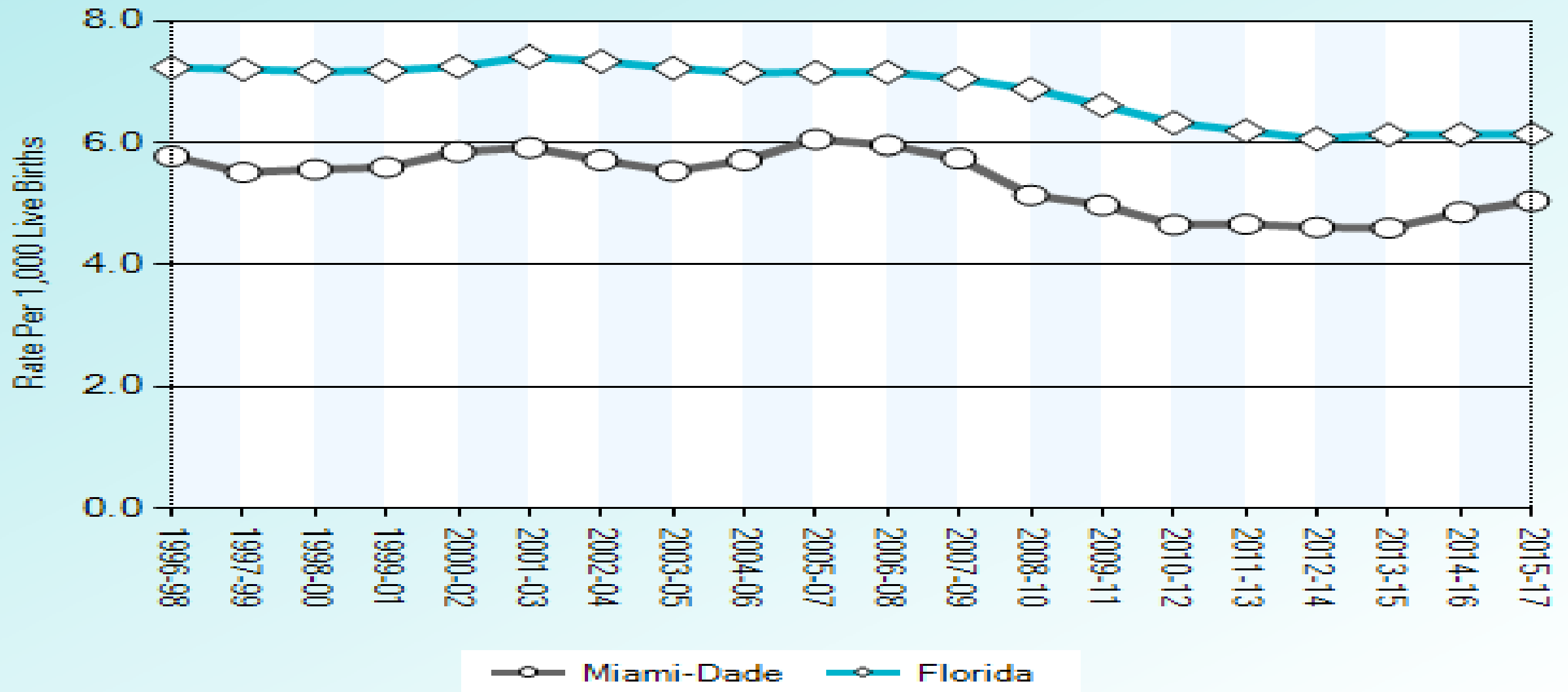
# Black Maternal Deaths Miami Dade County

Maternal Deaths Per 100,000 Live Births, 3-Year Rolling Rates



# Black Infant Deaths Miami Dade County

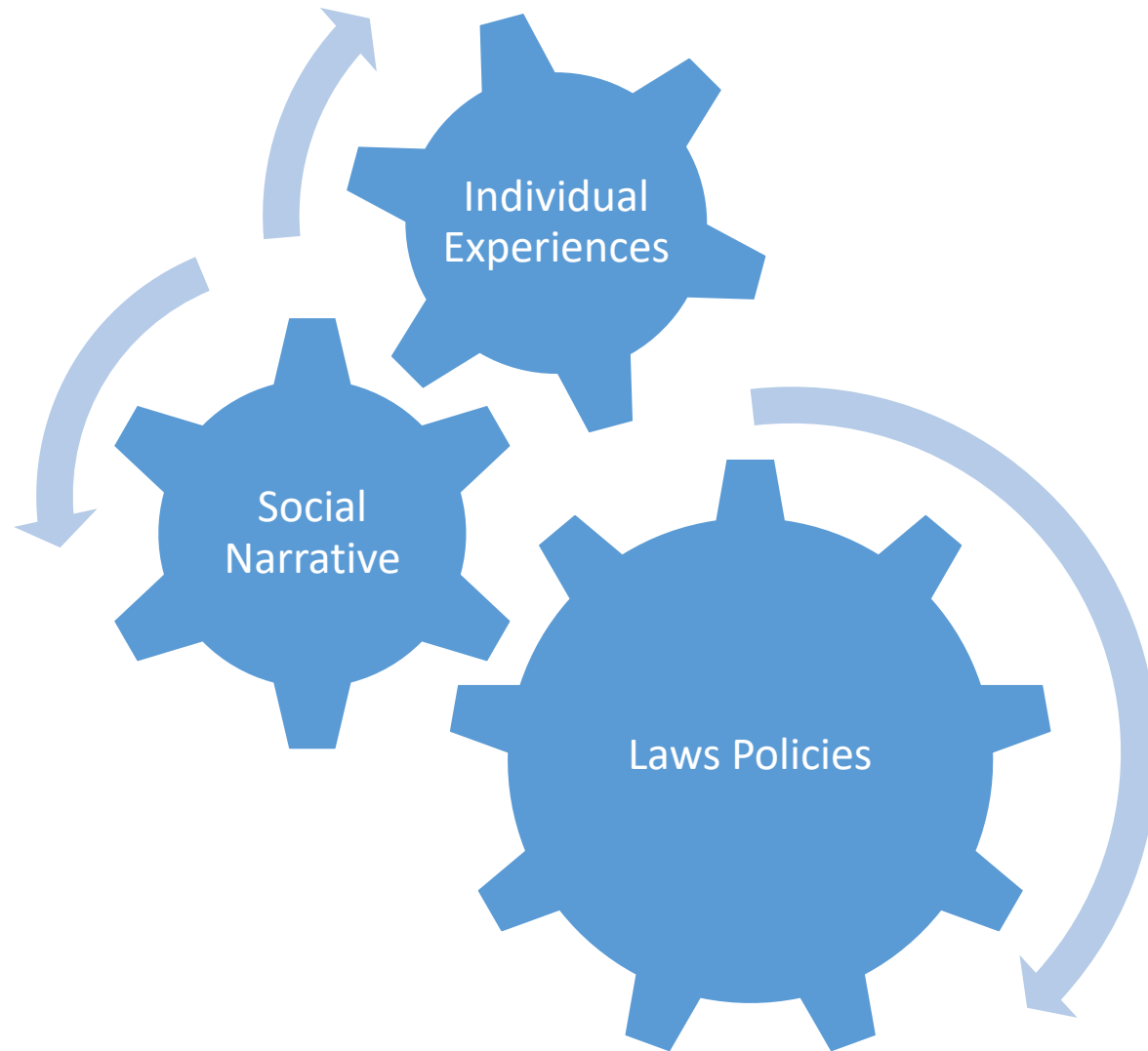
Infant Deaths Per 1,000 Live Births, 3-Year Rolling Rates



# 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

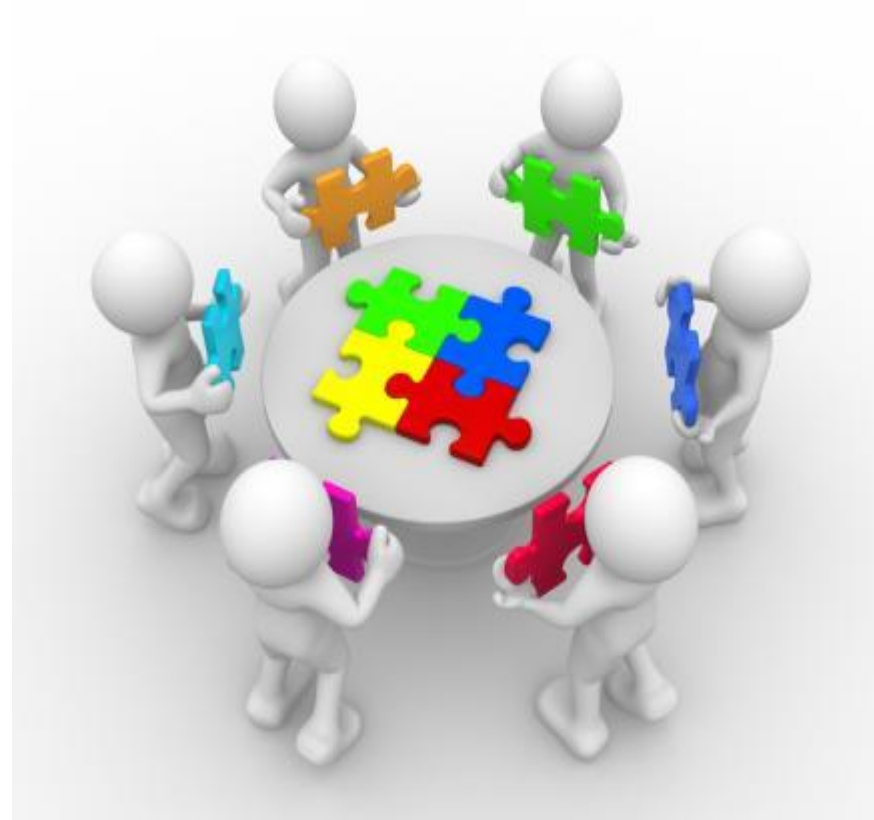
# Racism in the Groundwater



[www.cscbroward.org](http://www.cscbroward.org)

# Putting the Pieces Together for Equity

- Historical
- Structural
- Institutional
- Interpersonal
- Individual



# Where Are We Now?



[www.cscbroward.org](http://www.cscbroward.org)



# Origin & Evolution of Racism in the US

## Bacon's Rebellion

1674

- Slave Codes
- Violence to maintain racial hierarchy
- Message – Blacks are not human
- Protests & Resistance

## Civil War

1864

- Black Codes (Jim Crow)
- Violence to maintain racial hierarchy
- Message – Blacks should be separate
- Protests & Resistance

## Civil Rights

1964

- Race Neutral Policies
- Violence to maintain racial hierarchy
- Message – Blacks behavior is wrong
- Protests & Resistance

Carol Anderson, Ibram X. Kendi

# Approaches to Overcome

- Colorblind
- Treat everyone equally
- Blame and fix individual behavior rather than community conditions



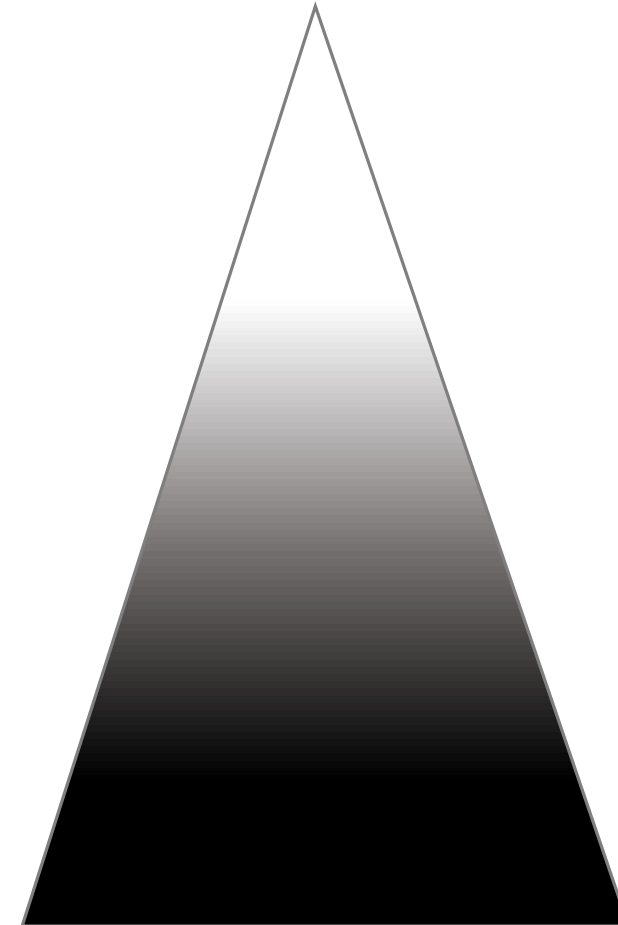
[www.cscbroward.org](http://www.cscbroward.org)



**Economic & Political Elites  
create racial discrimination to  
build wealth and power, self-  
interest**

**Racist ideas & messaging**

**Ignorance and hate**

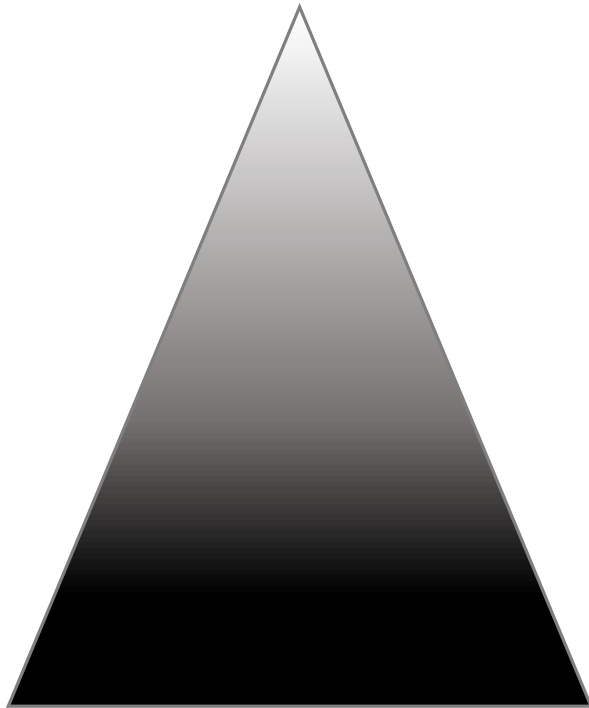


Kendi, Ibram (2016) Stamped from the Beginning

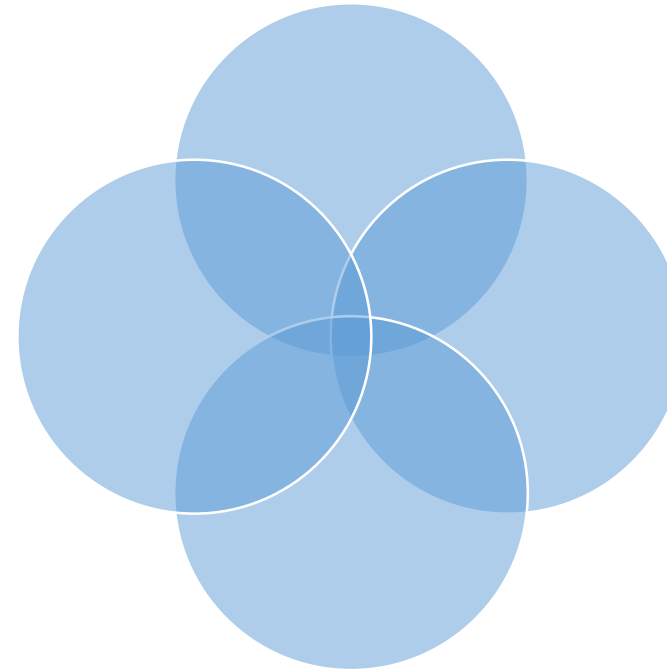
# RACE

vs.

# CULTURE



—  
**Dehumanizes  
Hierarchy & Duality**



**Enlivens  
Mutuality & Reciprocity**

[www.cscbroward.org](http://www.cscbroward.org)



# 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 Sistrunk- 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 fountains, Blacks not able use library, hospital
- Black Beach- substandard open 2 days/week, need ID card. Owners not wanting to see Blacks on the beach
- White Business forced to leave 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 10<sup>th</sup> grade but had no funding for supplies.
- Black students had to walk from Oakland Park & Dania 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, shooting, 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



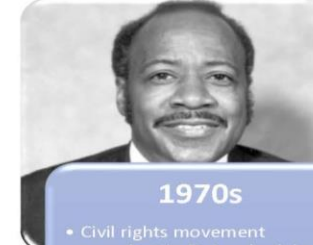
## 1940s

- Dr. Mizell requested Library, park, and beach access, sanitary sewage system, increase police protection; not granted until 1960s\*
- **1940**
  - Segregated Hospital was created (Provident) – Black doctors were not allowed to do surgery in White hospitals and Blacks could not receive treatment in White hospitals
- **1941**
  - 1<sup>st</sup> 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 9 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 swim anywhere, yet it took years to integrate, not allowed in restaurants or hotels
- **1964**
  - Integration of hospitals was mandated- Blacks received poorer service in White hospital, Black doctors not allowed to work in White hospital, Black doctors lost jobs
- **1966**
  - Confederate flag in Fort Lauderdale flown at protest of Blacks for poor prison conditions.
  - NCAAP protested "colored men & women signs" at Fort Lauderdale middle school
  - 1960s - Alcyee Hastings sued hotels and restaurants to integrate
  - 1969 Fort Lauderdale Riot



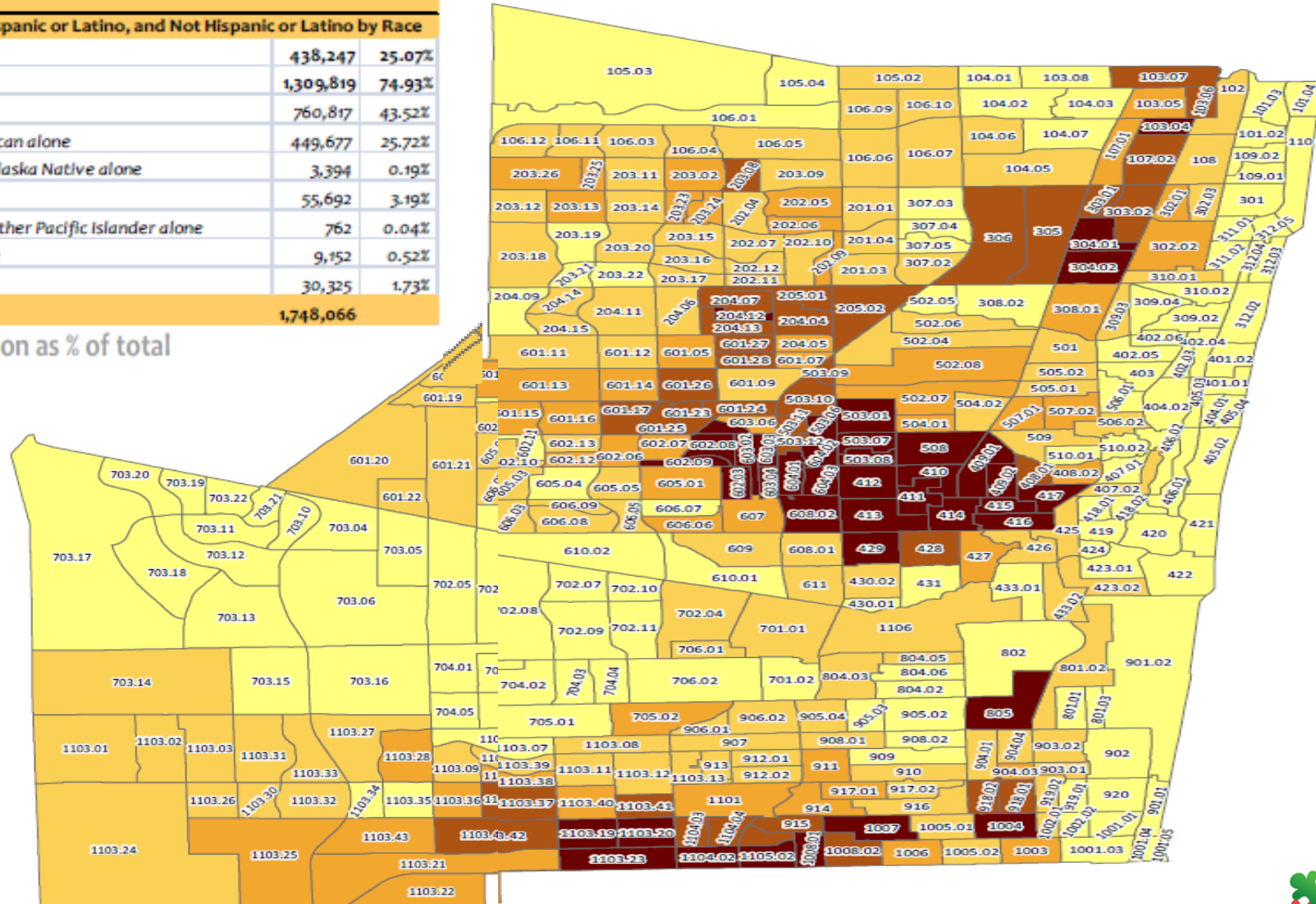
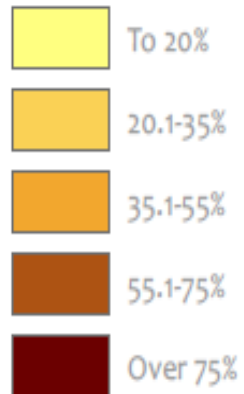
## 1970s

- Civil rights movement prevalent in Ft. Lauderdale
- KKK maintained a strong presence & responded violently to freedom rides, sit-ins, & mass demonstrations
- **1973**
  - Andrew DeGraffenreidt elected 1<sup>st</sup> black City Commissioner.
- **1972**
  - Thomas J. Reddick appointed 1st black Circuit Court Judge.
- **1974**
  - K.C.W. (Kathleen C. Wright), first Black female, elected to school board
  - 1970s - residential segregation increases as middle class whites abandoned urban residential areas for new developments in suburbs.

# Population by Race and Ethnicity Census Tracts, Broward County, FL 2010

Broward County		
Census 2010 Table P2. Hispanic or Latino, and Not Hispanic or Latino by Race		
Hispanic or Latino	438,247	25.07%
Not Hispanic or Latino:	1,309,819	74.93%
White alone	760,817	43.52%
Black or African American alone	449,677	25.72%
American Indian and Alaska Native alone	3,394	0.19%
Asian alone	55,692	3.19%
Native Hawaiian and Other Pacific Islander alone	762	0.04%
Some Other Race alone	9,152	0.52%
Two or More Races	30,325	1.73%
<b>TOTAL</b>	<b>1,748,066</b>	

Minority Population as % of total

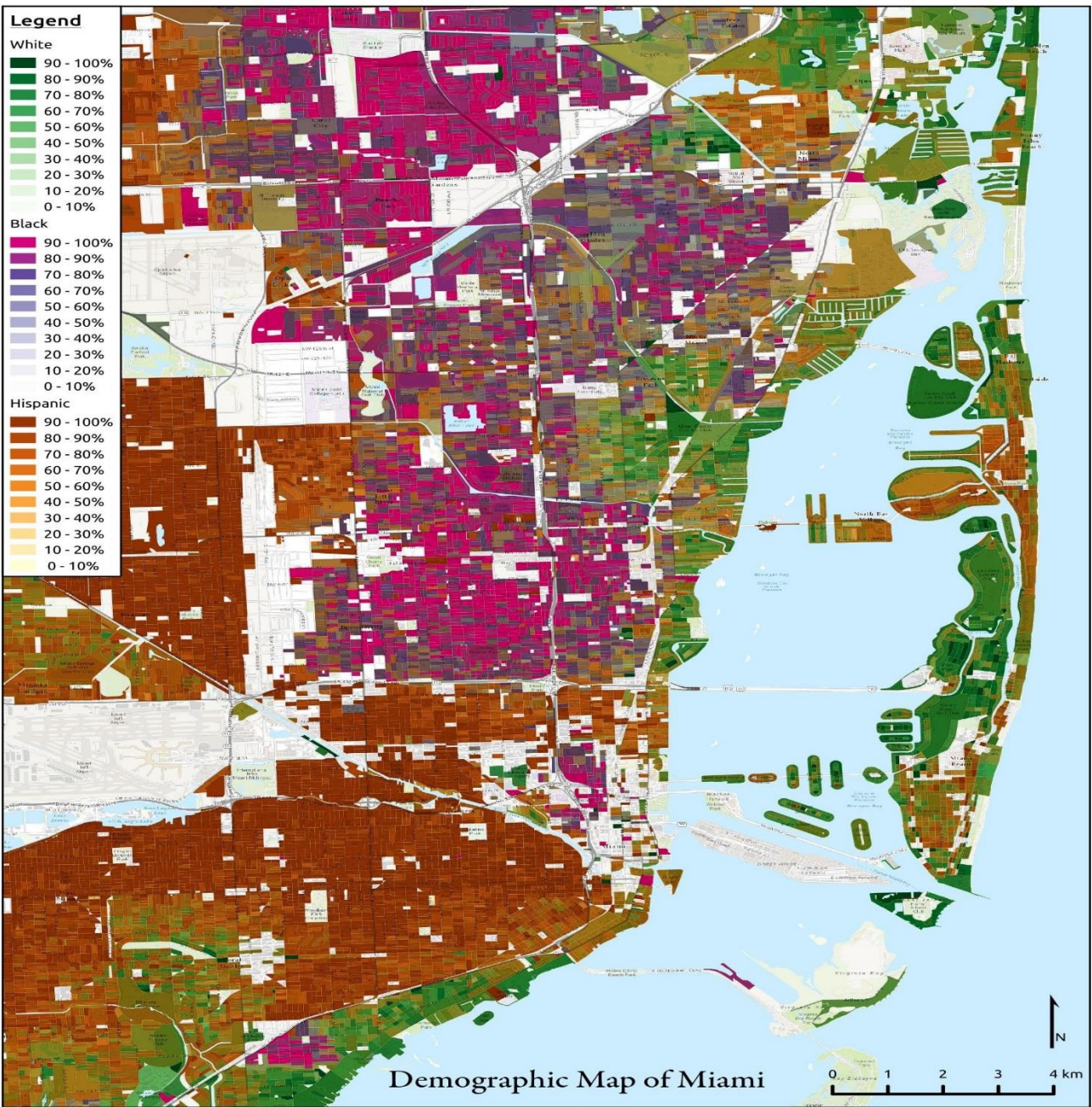


Data Source: 2010 Census, Redistricting Data, Table P2.



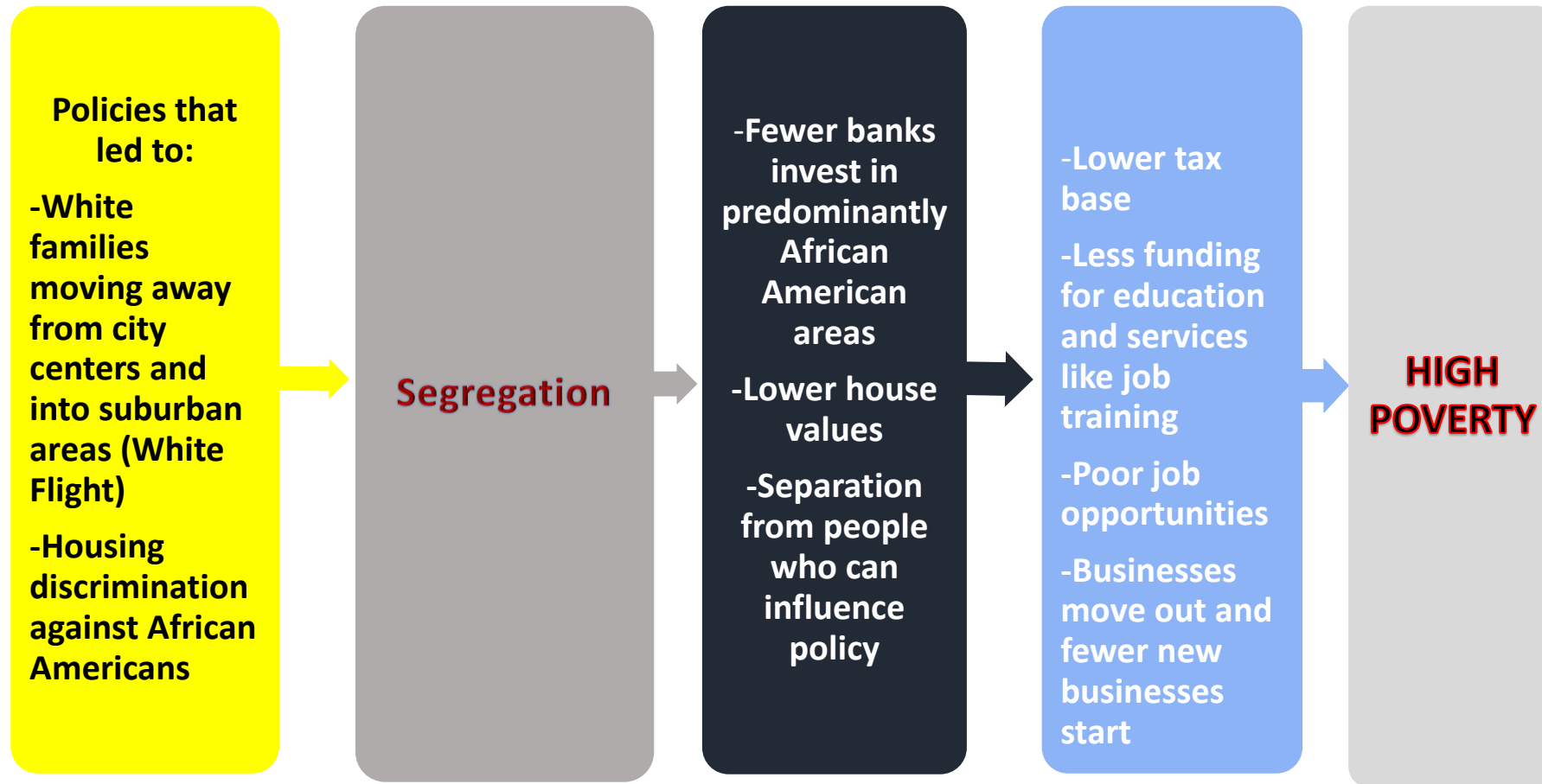
# Miami Dade Census Tract Black Hispanic White Population

2010 Census Data





# Process by which Segregation Leads to 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**

Table 1. Historical and Contemporary Sexual- And Reproductive-Related Health and Healthcare Experiences of African American Women				
Period	Time span	No. of years	Personal experiences of AAW that contribute to disparities in sexual and reproductive health	Healthcare experiences of AAW that contribute to disparities
Slavery	1619–1865	246	Public, nude physical auction examinations to determine reproductive ability <sup><a href="#">15</a>,<a href="#">20</a></sup> ; raped for sexual pleasure and economic purpose <sup><a href="#">19</a>,<a href="#">23</a></sup> ; purposely aborting pregnancies where rape occurred; Jezebel stereotype emerged of black women being hypersexual <sup><a href="#">115</a></sup> ; generational poverty	Nonconsensual gynecological and reproductive surgeries performed at times repeatedly on female slaves without anesthesia, including cesarean sections and ovariectomy to perfect medical procedures <sup><a href="#">27</a>,<a href="#">28</a></sup>
Black Codes/Jim Crow	1865–1965	100	Rape <sup><a href="#">35</a></sup> ; lynching (genitalia/reproductive mutilation) <sup><a href="#">36</a>,<a href="#">37</a>,<a href="#">40</a></sup> ; uncertain/unequal civil rights <sup><a href="#">35</a></sup> ; stereotypes and negative media portrayals continued; generational poverty	Nonconsensual medical experiments continued <sup><a href="#">27</a></sup> ; poor or no healthcare for impoverished blacks; compulsory sterilization <sup><a href="#">47</a></sup> ; Jim Crow laws enforced lack of access to quality healthcare services and opportunities; effects of Tuskegee Untreated Syphilis Study on women <sup><a href="#">49</a>,<a href="#">50</a></sup>
Civil Rights	1955–1975	20	Lynching, uncertain/unequal civil rights and violence against women to show superiority and control <sup><a href="#">35</a></sup> ; stereotypes and negative hypersexual media portrayals continued; generational poverty	Nonconsensual medical experiments continued <sup><a href="#">27</a>,<a href="#">132</a></sup> ; compulsory sterilization <sup><a href="#">47</a></sup> ; effects of Tuskegee Untreated Syphilis Study on women <sup><a href="#">50</a></sup> ; unequal healthcare services <sup><a href="#">30</a></sup>
Post-Civil Rights	1975–2018	43	Black exploitation movies, media's hypersexual images continued <sup><a href="#">116–117</a></sup> ; generational poverty	Unequal healthcare continued <sup><a href="#">30</a></sup> ; targeted sterilizations, hysterectomies, abortions, and birth control <sup><a href="#">42</a>,<a href="#">43</a>,<a href="#">47</a>,<a href="#">53</a>,<a href="#">54</a></sup>
Present	2019–	2020		

# EQUALITY-HISTORICAL & STRUCTURAL RACISM-EQUITY

## Idea of Equality



*Full Potential*

Quality housing / home ownership	Quality housing / home ownership
Good paying jobs & benefits	Good paying jobs & benefits
Access to high quality healthcare	Access to high quality healthcare
Effective education	Effective education
Fair justice system	Fair justice system

Historical Racism	Current Structural Racism
No access to affordable loans, Redlining	Segregated neighborhoods
No social security for domestic & agriculture 75% of blacks	Racial wealth disparities
Denied access to white hospitals	Racial health disparities
Colored schools with few resources	Racial education disparities
White policing violence to enforce segregation & racist practices	Racial justice disparities

## Need for Equity Solutions



*Full Potential*

Quality housing / home ownership	Quality housing / home ownership
Good paying jobs & benefits	Good paying jobs & benefits
Access to high quality healthcare	Access to high quality healthcare
Effective education	Effective education
Fair justice system	Fair justice system

# Structural Racism

**Laws**

+

**Policies**

+

**Resource Allocation**

+

**Attitudes and Behaviors**

# 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)

Racist  
Structures

Biased  
Consciousness

# What Does White Privilege Look Like/Sound Like?

## **Silence**

**Ahistorical** – Slavery happened a long time ago and civil rights was passed

**Acontextual** – Racism is perpetuated by bad people

**Color blind** – I don't see race

**Denial** – I don't have privilege, my life is hard too

**Empathy without Analysis** – I have black friends

**White Savior/paternalism** – I am here to help

**Fragile** – I am not a racist

**Innocent** – I am a good person

**Individualistic** – I succeeded by myself, I don't want to check a box

**Normative/natural/neutral** – Whiteness is the right way to do things

**Over evaluative/deficit focused** – If only black people would act right

**Privilege** – I don't see myself as white

**Purity/perfection/order**



# 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>

[www.cscbroward.org](http://www.cscbroward.org)

# Research on Implicit Biases in Our Community



- Education
- Employment
- Healthcare
- Criminal Justice
- Child Welfare
- Housing

# The Power of the Brain

According to a research 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.

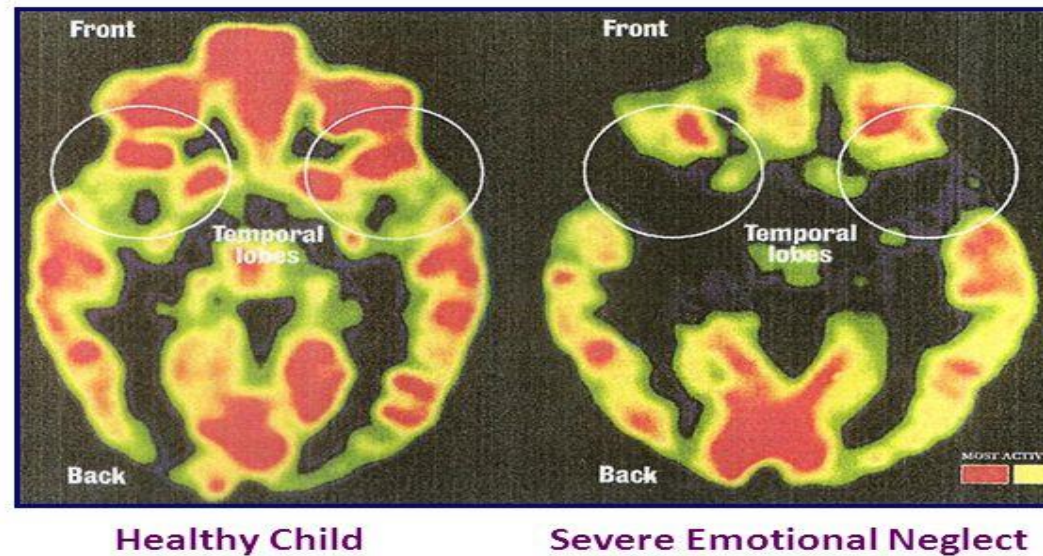
Adapted from [www.policingequity.org](http://www.policingequity.org) , 2016



# The Brain On Toxic Stress

## Toxic Stress Can Affect Brain Development

- Organizational changes
- Brain chemistry imbalances
- Structural changes



Centers for Disease Control and Prevention



# Research on Implicit Bias

## Maternal Health



# Discrimination Effects on Health

- 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



# Provider – Patient Interactions

- 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



# Strategies to Reduce Implicit Bias

- 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

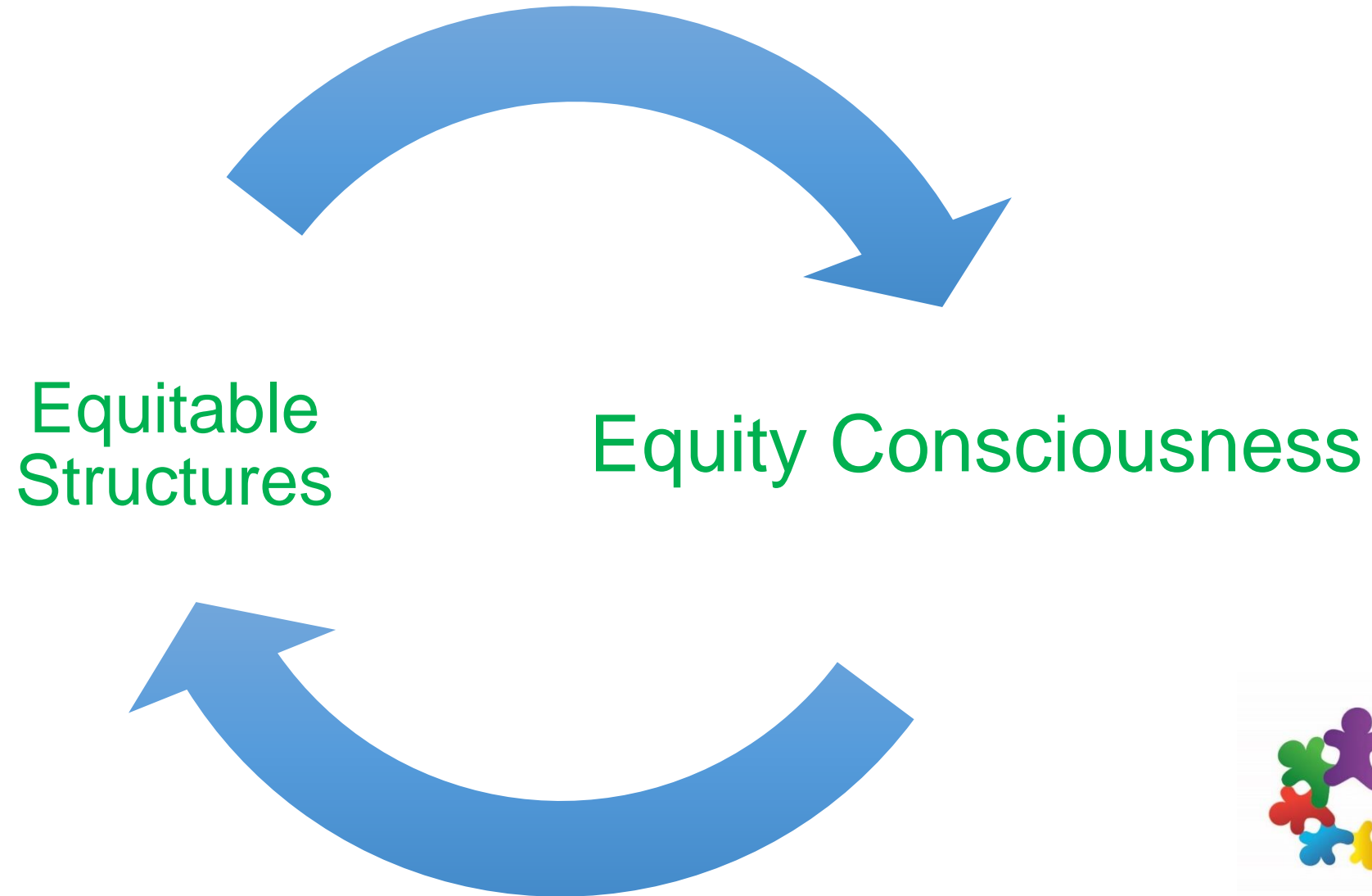
## De-biasing Strategies (Kirwan Institute, 2015)

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

*Common  
Language*



*Centering  
Lived  
Experience of  
People of Color*

Institutional  
Racism  
Questions

# Policy Solutions for Racial Equity

## ➤ **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

# Building Racial Equity Initiatives to Improve Outcomes and Reduce Racial Disparities



# Broward Partners for Racial Equity (Anchor Institutions)



Child Protective  
Investigation Section



## Your Action Plan to Reduce Bias

ACTION PLAN			
WHO	WHAT	WHEN	HOW



# Program Bibliography

- Creanga, A. A., Berg, C. J., Syverson, C., Seed, K., Bruce, F. C., & Callaghan, W. M. (2015). Pregnancy-related mortality in the united states, 2006-2010. *Obstetrics and Gynecology*, 125(1), 5-12.  
doi:http://dx.doi.org.ezproxy.fiu.edu/10.1097/AOG.0000000000000564
- Mali, N. V. (2018). A COMPARATIVE ASSESSMENT OF MATERNAL HEALTH AND MATERNAL HEALTH POLICIES IN INDIA AND THE U.S.: NEED TO TRANSITION FROM A BIOMEDICAL MODEL TO A BIOPSYCHOSOCIAL MODEL FOR MATERNAL HEALTH POLICIES. *Journal of Health and Human Services Administration*, 40(4), 462-498.  
Retrieved from <http://ezproxy.fiu.edu/login?url=https://search-proquest-com.ezproxy.fiu.edu/docview/2051208712?accountid=10901>
- Nelson, D. B., Moniz, M. H., & Davis, M. M. (2018). Population-level factors associated with maternal mortality in the united states, 1997–2012. *BMC Public Health*, 18 doi:http://dx.doi.org.ezproxy.fiu.edu/10.1186/s12889-018-59

## Contact Us

954-377-1000

Visit us online [www.cscbroward.org](http://www.cscbroward.org)  
Follow us on social media [@cscbroward](https://www.instagram.com/cscbroward)

