

EXPLORING THE ROLE OF SOCIAL WORK IN BUILDING INCLUSIVE AND EQUITABLE PRACTICE IN MULTIDISCIPLINARY SETTINGS

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OBJECTIVES

Overviewing the current Diversity, Equity and Inclusion movement and how social workers can add perspective to the conversation within their settings.

There will be consideration for current trends and best practices associated with starting and maintaining healthy DE&I programs.

We will discuss the potential impact of DE&I initiatives on multiple levels of agencies that social workers practice within.

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NASW CODE OF ETHICS

Value: *Social Justice*

Ethical Principle: *Social workers challenge social injustice*

Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

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"Scared is what your feeling, brave is what your doing."

-Brene Brown.

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CREATING A SAFE SPACE

Fear of the work

Vulnerability

Courage

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TRADITIONAL DE&I WORK

Focus on difference

Focus on positive aspects of culture

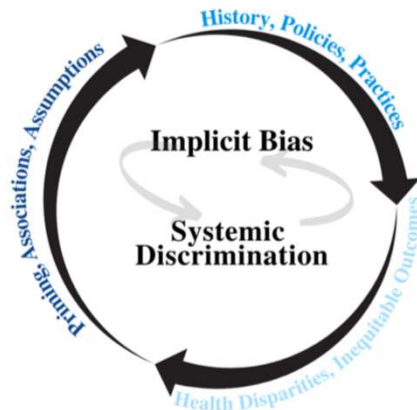
Focus on inclusion

“General concepts of cultural competency focus on cross-cultural language skills, awareness of diversity, and providing effective care across lines of difference”

(Sue, 2001)

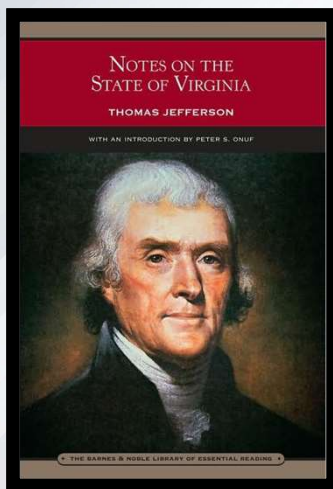
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UPDATED ELEMENTS OF DE&I CONCEPTS



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HISTORICAL TRAUMA



- **Thomas Jefferson wrote:**
- "Blacks are inferior to the whites in the endowments of the body and mind."
- "Their love lacks a tender delicate mixture of sentiment and sensation"
- "In imagination they are dull, tasteless and anomalous."
- He owned 175 slaves at the time he wrote the Declaration of Independence

Just Medicine, 2015

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BRIEF HISTORY OF U.S. RACIST LAWS

- Slavery (1500-1865)
- The Indian Removal Act (1830)
- Suppression of Native American Religion Act (1800-1978)
- Grieser Act (1855)
- Chinese Exclusion Act (1882)
- Jim Crow Laws (1876-1965)
- Indian Termination Policy (1940-1960's)
- Woman's right to vote (1807-1920)
- Anti-Miscengenation Laws (1908-1970's)

How to be an Anti-Racist, 2019

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DR. DONALD WARNE MD, MPH CO-DIRECTOR OF THE JOHNS HOPKINS CENTER FOR AMERICAN INDIAN HEALTH.



Dr. Warne defines historical trauma as "the collective emotional wounding across generations that results from massive cataclysmic events."

This trauma is "held personally and transmitted over generations. Thus, even family members who have not directly experienced the trauma can feel the effects of the event generations later."

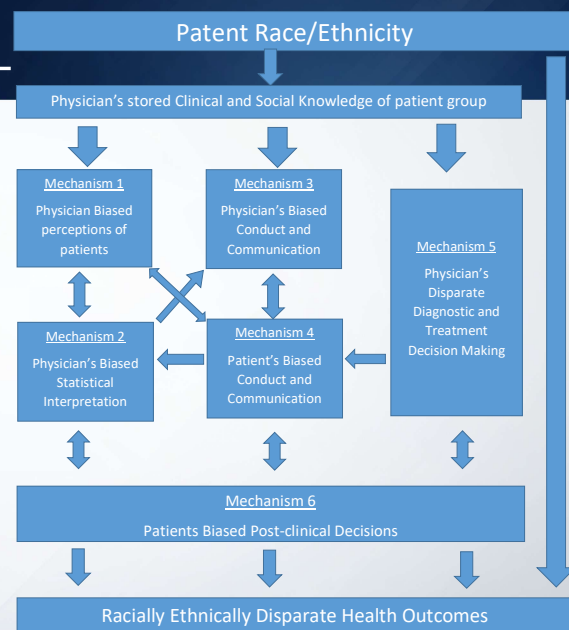
Johns Hopkin's Press,
2022

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Implicit and explicit bias is imbedded in almost every system and institution

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BIASED CARE MODEL



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STIGMATIZATION

50% of LGBT individuals reported experiencing discrimination when accessing health services

70% of transgender and gender-nonconforming people reported experiencing discrimination when accessing health services

The American Heart Association published a study finding that LGBTQ+ people experience worse cardiovascular (heart) health compared to their heterosexual and cisgender peers.

Human Rights Campaign, 2023

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HOW TO START/UPDATE DE&I WORK

Assessing DE&I efforts in practice

Finding governing policies or laws that support your efforts


Presenting justification to leadership

Partnering with HR/Quality/Data analytics

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BIRTHPLACE AND SANFORD CHILDREN'S INCLUSION

DIVERSITY,
EQUITY AND
INCLUSION



WELCOME BABY!

Name: _____

Birth Parent: _____ Room Number: _____

Date Of Birth: _____ Time: _____ AM/PM

Birth Weight: _____ LBS. _____ OZ.


Head: _____ IN. Length: _____ IN.

Birth Parent's Physician: _____

Baby's Doctor: _____

Crown

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DRESS CODE AND APPEARANCE POLICY

DIVERSITY,
EQUITY AND
INCLUSION

- Sanford is working to finalize enhancements to our dress code and appearance policy to ensure cultural competence and inclusion for protective hairstyles and religious practices such as head coverings

Hair (including facial hair): Hair should be clean and neat, combed, and neatly trimmed. Extremes in hairstyle or hair color will be addressed on a case-by-case basis given the nature of the employee's role/position. Sanford recognizes the importance of cultural and religious practices regarding hairstyles and head coverings, human resources will work with the employee's leader to ensure workplace safety and inclusion on a case-by-case basis.

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INDIGENOUS PEOPLES DAY

DIVERSITY,
EQUITY AND
INCLUSION

SANFORD HEALTH

Sanford Family,

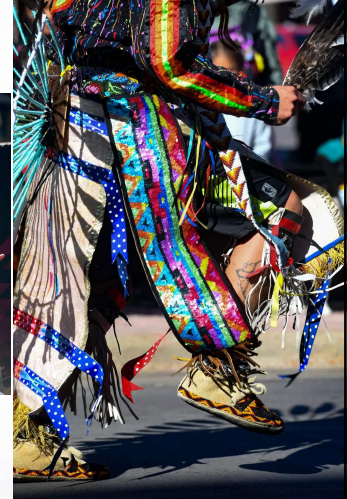
Today our community comes together to observe Indigenous Peoples' Day. Each year on this day, we pay special recognition to the rich history, vibrant culture and lived experiences of our Native American friends, colleagues, patients and residents.

As the largest rural health system in the United States, two-thirds of our patients and 70 percent of our residents come to us from rural communities. Our footprint encompasses more than a dozen Native American tribes and nations. As we work to become the premier rural health system in the country, we continue to embrace and advance that goal for all our rural patients, including those who reside on tribal lands. Sanford Health is committed to ensuring culturally relevant, inclusive care for Native American patients and residents, no matter where they receive medical services.

We are making progress on this commitment thanks to valuable viewpoints from employees like Rebekah Fineday, who serves as Sanford Bemidji's Native American Community Advocate. In addition to building strong connections between the health care system and the Native American community, Rebekah works with Native American patients to provide culturally relevant care and address their unique needs to help them on their path toward healing. I encourage you to read the [Sanford Health News story](#) highlighting the meaningful contributions of our teams focused on Native American health care.

By listening to and learning from diverse perspectives, we become a better organization for every patient we are privileged to serve. Thank you for joining me in honoring the contributions made by Native American people on this Indigenous Peoples' Day.

With gratitude,



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REDI IMPACT

New pronoun badge buddies

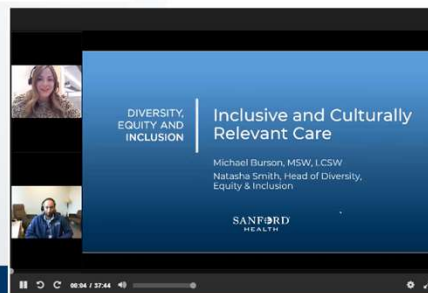
- Pronoun badge buddies are now available from the office of Diversity, Equity and Inclusion and identify the following pronouns: She/Her/Hers, He/Him/His and They/Them/Theirs.
- Employees who request to identify their pronouns on their badge should contact their Human Resource Advisor.
- Good Samaritan Society employees should contact the center leader for information on how to order a badge buddy.



Sanford Health Diversity Week (April 24-28)

Diversity in Action: Book club

- Book club**
- Ask team members or co-workers in other departments to join a book club during April.
 - Review the book club guidelines document.
 - Schedule in person or virtual meetings to discuss the book.
 - Hold meetings to discuss the books during breaks or outside of work hours.
 - Select one of these books purchased using grant funds and available for rent through local diversity councils. Books can be checked out for 30 days.
 - To check out a book contact the representative from your region:
 - Bismarck: Gabby Aboussay
 - Bemidji: Sarah Curran
 - Fargo: Michael Burton
 - Souls Falls: Chantel Katie Menning
 - Sanford Business Center: Zoe Angerhofer
- Available books**
- "100 Deconstructed" by Lily Zheng
 - "The End of Bias" by Jessica Nordel
 - "Diversity, Equity and Inclusion for Trainers" by Maria Monahan
 - "You are the Best Thing" by Tanika Burke and Brenne Brown
 - "My Grandmother's Hands" by Resmaa Menakem
 - "Bright Winton" by Minda Harts
 - "The Waymakers" by Tara Yazzie Parok
 - "The Viral Underclass" by Zaven Thrasher
 - "Everything You Wanted to Know About Indians" by Arlon Tesler
 - "Medical Apartheid" by Harriet A. Washington
 - "Blasphemy" by Jennifer Eberhardt
 - "Good Enough Now" by Jessica Pettit
 - "Just Medicine: A Cure for Racial Inequality" by Dana Matthews



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REDI IMPACT

100 hospitals and health systems with great oncology programs | 2023

Anna Falvey, Claire Wallace, Zoe McClain and Paige Haeffele • Updated Friday, September 29th, 2023

Becker's is thrilled to release its 2023 list of hospitals and health systems with great oncology programs. These organizations have earned national recognition for their work in cancer care. These programs offer leading-edge clinical trials and pioneer research discoveries that expand access to care and enhance patient outcomes.

Many of these cancer programs have earned designations from the National Cancer Institute and are ranked among the top hospitals for cancer care by U.S. News & World Report. The list also features cancer centers with internationally known specialists, numerous clinical trials and exceptional safety ratings.

Note: This list is not an endorsement of included hospitals, health systems, or associated healthcare providers. Organizations cannot pay for inclusion on this list. Organizations are presented in alphabetical order. We extend a special thanks to Rhoda Weiss for her contributions to this list.

We accepted nominations for this list. Contact Anna Falvey at afalvey@beckershealthcare.com with questions or comments.

Sanford Health (Fargo, N.D.) The Roger Maris Cancer Center serves approximately 600 patients on a daily basis and has made top-notch cancer care accessible to patients in the Midwest. In efforts to make care even more convenient for the community, it provides cutting-edge chemotherapy services in locations across North Dakota and Minnesota. Sanford most recently partnered with Perham Health to open two chemotherapy infusion chairs in Perham, Minn., with plans to add an additional seven chairs and a permanent facility this year. The center launched the upper Midwest's first blood and bone marrow transplant program in 2021, which has treated more than 40 patients to date, all while allowing them to stay close to home. The cancer center consistently advocates for equitable treatment, particularly within the LGBTQ+ community, earning national recognition as a "top performer" in DEI-based initiatives from the American Medical Association.

What it takes for health systems to lead on LGBTQ+ patient care

JUN 26, 2023 • 6 MIN READ

Kevin B. O'Reilly
News Editor

More than 900 health care facilities took active part in the most recent edition of the Human Rights Campaign's "Healthcare Equality Index," the country's foremost benchmarking survey of health care organizations' policies and practices dedicated to the equitable treatment and inclusion of their LGBTQ+ patients, visitors and employees.

2 Sanford Health

Sanford Medical Center Fargo, part of Sanford Health, was named a top performer. Michael Burson, a senior social worker at the Sanford Roger Maris Cancer Center in Fargo, North Dakota, helped lead the process that led to the honor.

"What we're seeing is that there is a deep and urgent need in the LGBTQ community," Burson said. "Essentially, many of the members of this community have lost trust in the medical field and it is having grave impact on their health."

Shelby Terstriep, MD, a Sanford Health medical oncologist, was instrumental in landing a Centers for Disease Control and Prevention grant to help address health inequities. The effort originated with Dr. Terstriep's conversations with several of her lesbian patients about ways that physicians and other health professionals could do things differently.

"We have an organized department looking at equitable health care now," Dr. Terstriep said. "We have policies and procedures that focus on issues that we might not have thought about in the past and wording and language that we wouldn't have noticed before." Learn more about [Sanford Health](#).

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DISPARITY AT ALL LEVELS

- Assess for disparities in your practice, collect data if needed
- Make them known
- Find allies that have similar interests in changing the current practices
- Define goals
- Engage stakeholders in conversation

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Questions

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- **Biased:** Jennifer Eberhardt
- **Everything you wanted to know about Indians:** Anton Treuer
- **Just Medicine A cure for racial inequality:** Dana Bowen-Matthew
- **How to be an Anti-Racist:** Ibrim X Kendi
- **Medical Apartheid:** Harriet A Washington

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Thank you!