

The Committee on Departmental Diversity and Pediatric Healthcare Equity

Celebrating a Month of Black and African-American History and its Many Contributions to Health and the Field of Medicine

February of each year is a time in which we are called to celebrate the immeasurable accomplishments and contributions of the Black and African-American Community. However, Black and African-American history is American history and like all American history, acknowledgment of it should be continual. In this context, February offers us instead a moment to pause and focus on our progress, as people, families, communities, institutions, and a country, toward the assurance of equality of opportunity, access, support, recognition, and inclusion for all. We think about the many contributions of the Black and African-American Community to Medicine, the fields of Health and Science, and to the many technological advances we enjoy today. But, we are also called to contemplate the barriers to success, excellence, and advancement placed before these individuals.

As the month of February comes to the end, we would like to take a moment to acknowledge the significance of this past month. We would like to remember that realizations we have come to during this month should be carried forth through the entire year. In doing that, we also reflect on the historical inequities that have occurred in our country over the

last 401 years and which continue to this day. We must each make our own promises, through our own actions and self-accountability, to ensure that these inequities of the past are not inequities of the future.

As we work so avidly towards Equity, Diversity, and Inclusion (EDI) within our institution, we acknowledge that true advancement in this area requires simultaneous activity within each of ourselves. It is through intentional efforts as individuals and colleagues in EDI that we will grow together as a Department in meeting our goals to undo inequities. Furthermore, it is through multiple individual, yet coordinated, Department EDI efforts, that we as a health care institution will impact the health of all communities.

As a health care institution, we contemplate the full extent of those inequities over a lifetime and their impact on health equity, quality and opportunities of life, and long term health and life outcomes for everyone. We remember that inhibition of any group of our people leads to the inhibition of us all as a people and that support for all leads to progress for all.

Additional Resources:

Health Equity

Socioeconomic and Racial/Ethnic Disparities in Multisystem Inflammatory Syndrome.

<https://pediatrics.aappublications.org/content/pediatrics/early/2021/02/17/peds.2020-039933.full.pdf>

"BLACK PARENT VOICES Resilience in the Face of the Two Pandemics—COVID-19 and Racism"

https://fpg.unc.edu/sites/fpg.unc.edu/files/resource-files/RISER%20Black%20Parent%20Voices%20Pandemics_FINAL.pdf

Diversity and Inclusion

"Factors that Influence Underrepresented in Medicine (UIM) Medical Students to Pursue a Career in Academic Pediatrics"

<https://pubmed.ncbi.nlm.nih.gov/32771220/>

"Why Black doctors like me are leaving faculty positions in academic medical centers."

<https://www.statnews.com/2020/01/16/black-doctors-leaving-faculty-positions-academic-medical-centers/>

"21-Day Racial Equity Habit Building Challenge" (selection of videos by time you have to watch them)

<https://www.eddiemoorejr.com/21daychallenge/#listen>

Disrupting the Status Quo: Special Report of the UC Health Sciences Diversity, Equity, and Inclusion Task Force

<https://health.ucdavis.edu/diversity-inclusion/PDFs/uc-health-sciences-diversity-taskforce-report.pdf>

Monthly Reflection:

As the Committee on Departmental Diversity and Pediatric Healthcare Equity, we ask that you take a moment to contemplate these impacts on historical lack of minority physicians, staff, and professionals in health care. We also ask that you take a few moments to engage in the following reflection:

- ***What does it mean to “pay tribute”, “honor”, “appreciate” a person’s or a people’s role in our country? Does it require that we learn about the entirety of their history?***
- ***Does it require we acknowledge the harms this country has and continues to inflict upon them, and how those harms may result in additive burdens, barriers, and traumas?***
- ***Does it necessitate that we must continually strive to rectify them?***

For us in healthcare, this means that ***health equity must be at the center of everything that we do*** every day, and that ***societal equity must be at the center of health equity***.

Please see the Resources section for a list of EDI issues that you should have in mind during your work.