

Racial Equity as a Treatment Plan

Program Description

It has long been noted that racism is a public health crisis, but how can socially conscious providers actualize their desire to advance racial equity within their practices? Moreover, how can providers better serve their patients with criminal legal system involvement who are disproportionately also people of color? This workshop seeks to equip providers with practical tools and strategies toward those ends.

First, participants will make themselves proximate to the problem [of racism] as urged by Bryan Stevenson, founder of the Equal Justice Initiative and author of *Just Mercy*, and in this way acknowledge their field's—and perhaps even their own—contributions to racially disparate health outcomes. Then using Dr. Ibram X Kendi's conceptualization of racism and anti-racism, this session will empower participants to home in on the source of these health disparities: racist policy. Finally, all participants will be empowered to actionable steps they can take to uproot racist policy and practice in their spheres of influence and beyond.

Learning Objectives

Upon completion of this workshop, participants should be able to:

1. Define racist and anti-racist policy and identify racist and anti-racist policies in their fields and practices.
2. Examine three contributions of the medical field to racist ideas and policies and three examples of present-day manifestations of these ideas and policies.
3. Identify current ideas and policies that create or contribute to health disparities in general, in their specific fields of care, in their individual practices/offices, and their own thoughts and biases.
4. Outline actionable steps they can take to advance racial equity in their practices and spheres of influence.
5. List potential allies and resources needed to advance racial equity beyond their immediate sphere of influence and the steps necessary to acquire them or enlist their support.
6. Reconceptualize their day-to-day work as a vehicle for system-level change

Target Audience

This program is intended for clinically licensed providers in the medical and behavioral health fields.

Contact Hours

3.5 credit hours

Program Agenda

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| 9 AM - 9:45 AM | Welcome and Introduction – Expectations and Group Norms History - A brief recounting of America’s legacy of racial exploitation |
| 9:45 AM - 10:00 AM | Encouragement – As healthcare professionals you have the power not only to provide excellent care to individual patients but to also transform systems of care and improve the well-being of entire communities |
| 10 AM - 10:30 AM | A Gift from Bryan Stevenson: Becoming Proximate to The Problem A Medical History – A brief recounting of the medical field’s contributions to racist ideas and policies and their ongoing affects |
| 10:30 AM - 10:45 AM | Break |
| 10:45 AM - 11:15 AM | Activity – Identify racist policies and practices in your field, at your practice/office, and unpack your own racial socialization and the biases you grapple with. Breakout Session – In small groups, process your findings |
| 11:15 AM -12:00 Noon | Group Debrief The Solution <ul style="list-style-type: none">• Evidence-Based Practices• Stories from the field – Case studies from providers |
| 12:00 Noon - 12:15 PM | Breakout Session – Using the policies and practices you identified in the previous activity. Outline actionable steps you can take to uproot and/or change them |
| 12:15 PM - 12:45 PM | Closing & Questions |
| 12:45 PM | Adjourn |

Faculty

Juan Enrique Tuset, MSW, is a social worker, holding the position of Program Coordinator for the Formerly Incarcerated Transition (FIT) Program which partners with the NC Department of Public Safety to connect people leaving incarceration to health care in their community and is also a consultant with The Equity Paradigm, a Diversity, Equity and Inclusion firm that specializes in trainings and solutions related to racial equity and cultural competence. He has a background in human services, college access, education, and youth outreach. All these experiences, capped off by reading *The New Jim Crow* by Michelle Alexander, inspired Juan to obtain his Master of Social Work from the

University of North Carolina at Chapel Hill with the purpose of dismantling institutionalized racism in America's legal system. More recently, Juan has expanded his focus to include the advancement of racial equity throughout the public and private sectors.