

EDI in Trauma...and Trauma Patients

Andrew Bernard

Paul A. Kearney MD Endowed Chair in Trauma Surgery

University of Kentucky



STN Town Hall

July 28, 2020

Clarification



Membership 2600



Membership 3000

Tanya Zakrison

@tzakrison



Brian Williams

@BHWWilliamsMD

Inequality

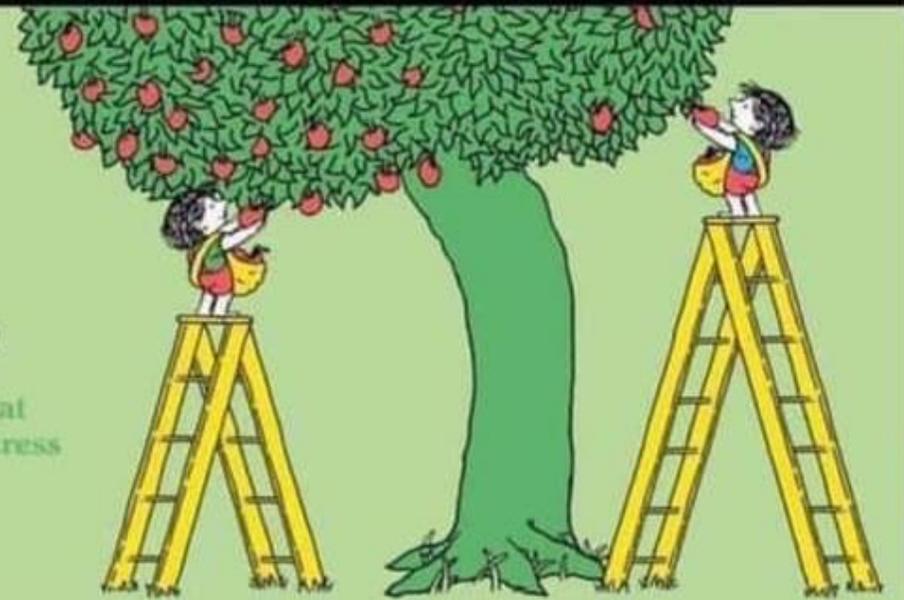
Unequal access to opportunities



Source: @guncherwath in the 2019 Design in Tech Report

Equity

Custom tools that identify and address inequality



Source: @guncherwath in the 2019 Design in Tech Report

Equality?

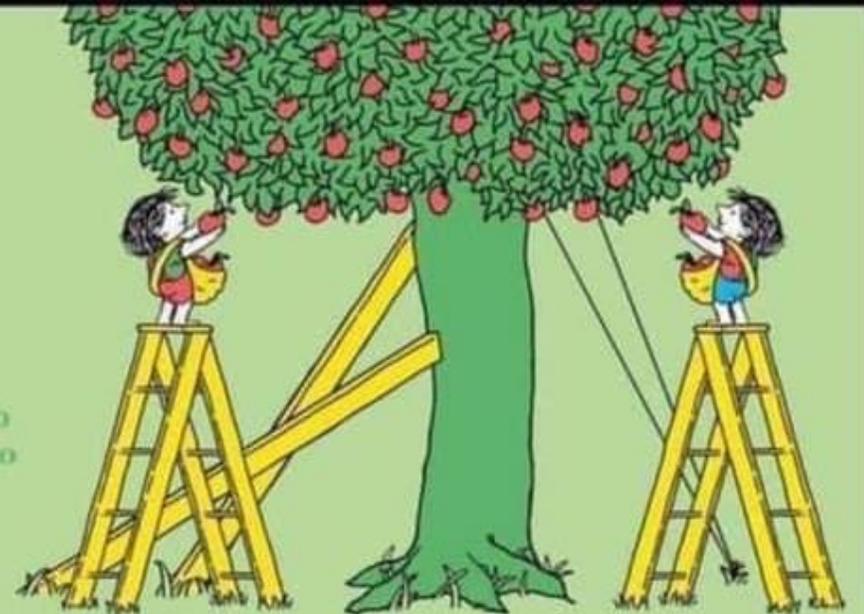
Evenly distributed tools and assistance



Source: @guncherwath in the 2019 Design in Tech Report

Justice

Fixing the system to offer equal access to both tools and opportunities



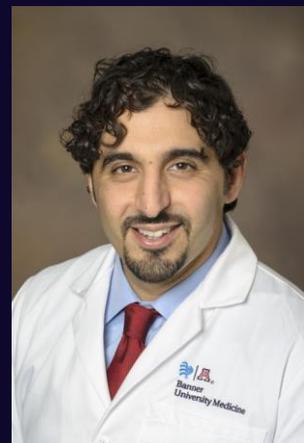
Source: @guncherwath in the 2019 Design in Tech Report

EAST Survey

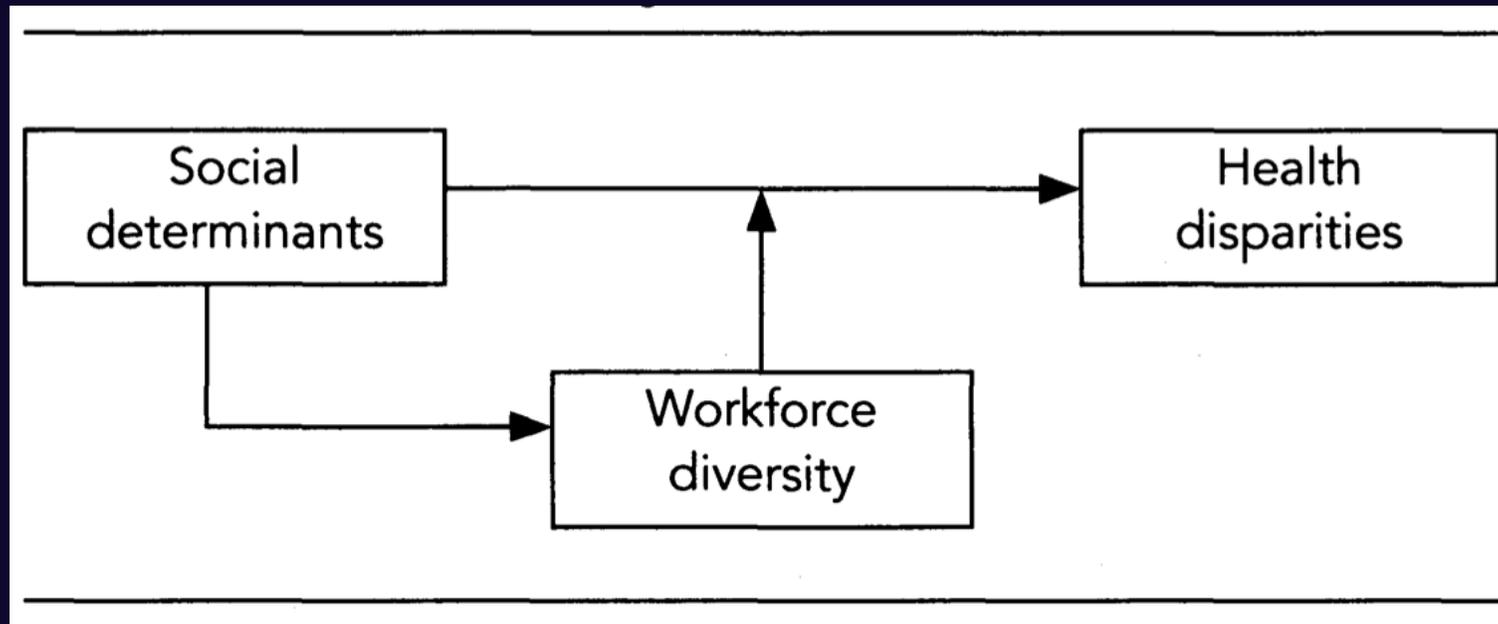
- EAST membership
- n=306
- Experiencing harassment or discrimination:
 - 57% women (28% relatively frequently)
 - 48% non-white (15% relatively frequently)



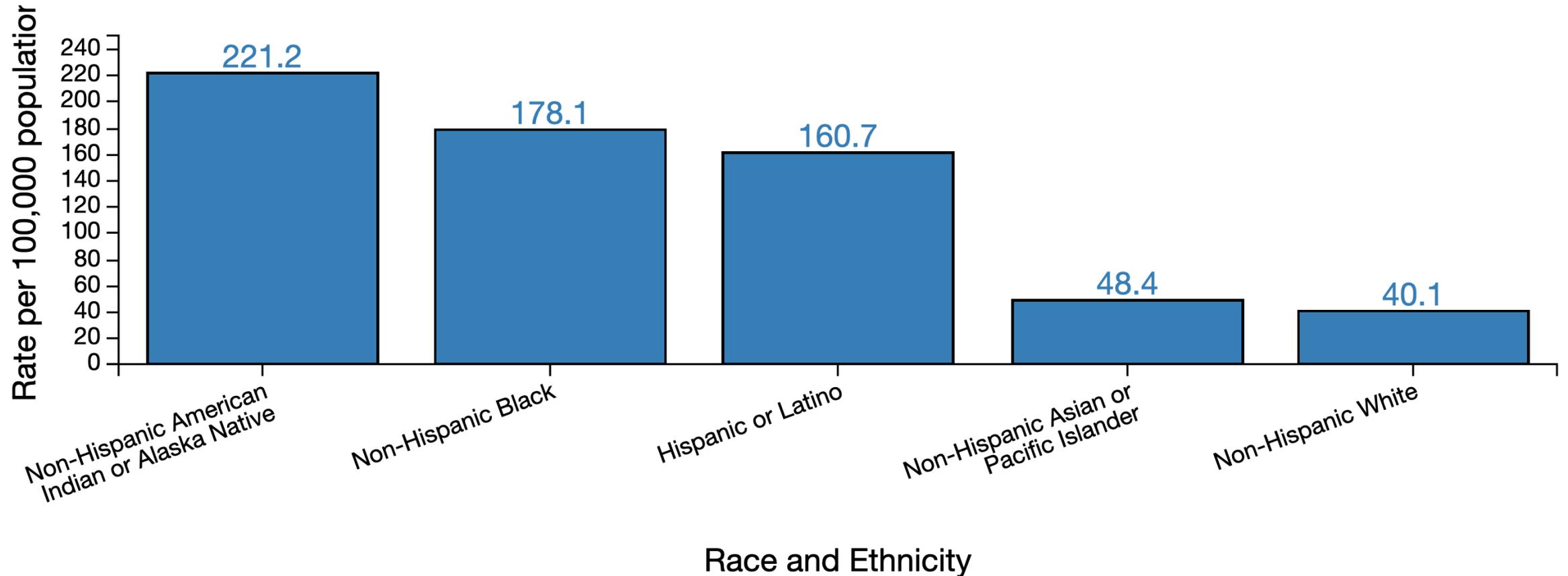
Thursday 3:45-5:00
Ballrooms 6-8
#EAST4ALL:
 An Introduction to the EAST Equity, Quality, & Inclusion
 in Trauma Surgery Practice Ad Hoc Task Force



Integrating the 3Ds—Social Determinants, Health Disparities, and Health-Care Workforce Diversity



Age-adjusted COVID-19-associated hospitalization rates by race and ethnicity, COVID-NET, March – June 13, 2020





PUBLIC HEALTH

Why Racism, Not Race, Is a Risk Factor for Dying of COVID-19

Public health specialist and physician Camara Phyllis Jones talks about ways that jobs, communities and health care leave Black Americans more exposed and less protected

..more exposure, less protection, more chronic disease.

MARCH
FOR OUR

THIS is not a
moment
it's the
MOVEMENT

CHUTNEYS

Disparities in trauma care and outcomes in the United States: A systematic review and meta-analysis

Adil H. Haider, MD, MPH, Paul Logan Weygandt, MPH, Jessica M. Bentley, BS, Maria Francesca Monn, MPH, Karim Abdur Rehman, Benjamin L. Zarzaur, MD, MPH, Marie L. Crandall, MD, MPH, Edward E. Cornwell, MD, MPH, and Lisa A. Cooper, MD, MPH
Baltimore, Maryland

- systematic review, meta-analysis
- 35 studies
- uninsured more likely to die (OR 2.17)
- black race more likely to die (OR 1.19)

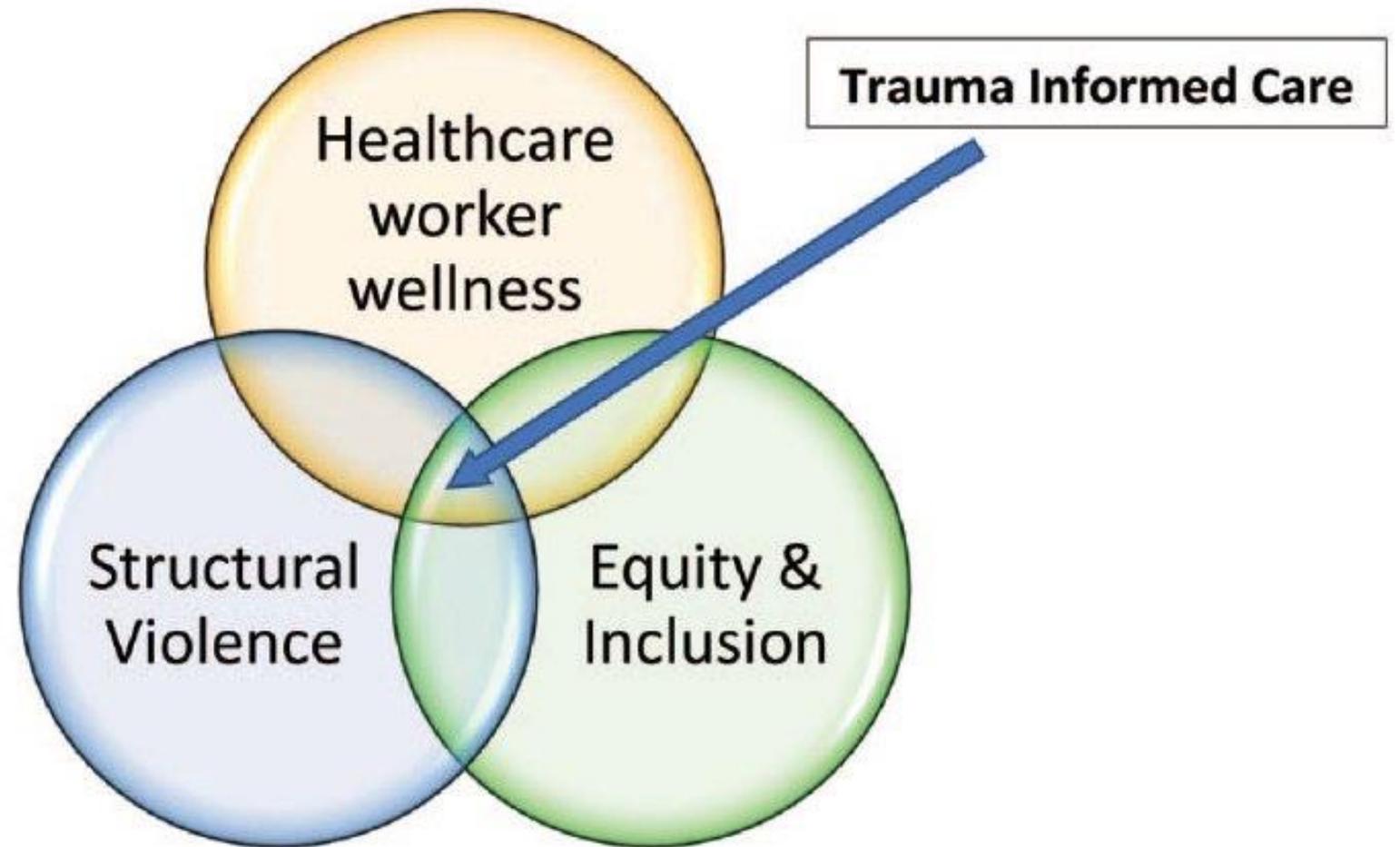


FIGURE 1. The overlapping domains of trauma-informed care.

What if trauma centers...?

- Measured the psychological challenges for trauma providers?
- Developed a curriculum to manage psychological challenges?
- Mandated psychological first aid for trauma centers, psychological first aid for trauma surgeons, especially black trauma surgeons?
- Agreed that racism is major public health problem?
- Made the Trauma Bay a police-free zone?
- Developed strategies of de-escalation to avoid re-traumatizing?
- Taught trauma informed care, including the social structure behind this concept?
- Completed victim compensation paperwork? (requires that people cooperate with the police)



#EAST4ALL

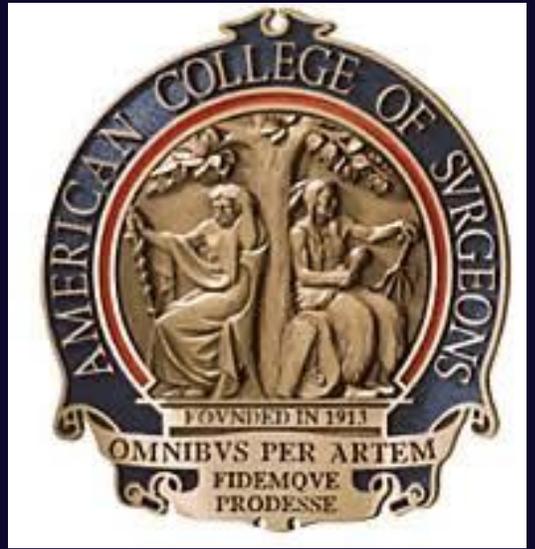


Tom Varghese Jr. MD
@TomVargheseJr

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ASSOCIATION OF
**WOMEN
SURGEONS**

ENGAGE. EMPOWER. EXCEL.



Surgical Infection Society
Dedicated to the Understanding, Prevention,
& Management of Surgical Infections



THE
**COMMITTEE
ON TRAUMA**





Proposal: Establish a taskforce on equity, quality (of professional life) and inclusion in trauma and emergency surgery in order to enhance the practice of trauma surgery for our members.



As members of the healthcare system, there has never been a more pressing need for us to unite

Monday, June 1, 2020



Eastern Association for the Surgery of Trauma

Advancing Science, Fostering Relationships, and Building Careers

“The suffering and fears of our Black colleagues, friends and family members are the suffering and fears of us all. We see you. We hear you. Most importantly, we feel you. This shall not, and will not stand.”

*“Until you walk in a room
and everyone looks like you
and you feel uncomfortable about that,
we will not have arrived.”*



-Nina Shaw, Attorney

PBS NewsHour, 1-20-20

Statement on Diversity

Updated on January 1, 2018

Board of Regents of the American College of Surgeons

The ACS actively promotes full participation in College activities by **all surgeons**. The ACS upholds the highest standards of leadership in our profession with its strong commitment to **multiculturalism** and equal opportunity, respecting and nurturing the **diversity** of its membership. It recognizes that specific recruitment and development of Fellows from **diverse and underrepresented** groups is essential to enhancing the strength of the ACS.

The ACS underscores this commitment to **diversity** by ensuring that meaningful positions of leadership are held by Fellows from all constituent groups. Nominations for leadership positions should be based on individual qualifications, expertise, and ability to contribute.

The ACS and its committees and chapters shall acknowledge **diversity and inclusion** by developing measures of progress in mentoring leaders of **different backgrounds** in all its activities.

American College of Surgeons Call to Action on Racism as a Public Health Crisis: An Ethical Imperative

From the American College of Surgeons Board of Regents and American College of Surgeons Committee on Ethics
Online June 9, 2020

...disproportionate ravages caused by COVID-19, especially in **African-American** and other disenfranchised communities, compounding effects of **systemic racism** that prompted the recent killing of Ahmaud Arbery, Breonna Taylor, and now George Floyd.

...call for enlightened and innovative leadership, inspired intervention, and compassionate service from all members of the American College of Surgeons (ACS).

We must work arduously to accelerate the elimination of the **unacceptable inequities** that pervade our health care system.

Inequities fostered by our society's **racism** keep **African Americans** and other **racial and ethnic minorities (Indigenous, Latinx)** from receiving the accessible, high-quality care that every American deserves.

Structural racism, manifested by deep inequities in housing, employment income, and education, contributes to a greater prevalence of underlying chronic conditions.

Correcting these **injustices** now, by denouncing **racism** and its deleterious effects on the health of **Black and Brown people**, is among the most important missions of the ACS

Trauma Informed Care

- 1 in 4 children experience maltreatment (physical, sexual, emotional)
- 1 in 4 women experienced domestic violence
- 1 in 5 women, 1 in 71 men experienced rape
- 12% of women/30% of men were younger than 10 when raped

- Medical exams can feel invasive.
- Sensitive questions, examining intimate body parts, and sometimes delivering uncomfortable — even painful — treatments.

People come to that healthcare interaction with a history of trauma.

