

GROUND TRUTH: A CURRICULUM IN PLAIN SIGHT FOR OUR LEARNERS

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Professor of Pediatrics and Health Policy & Management University of Maryland Schools of Medicine and Public Health

compassion | discovery | excellence | diversity | integrity

Association of Pediatric Program Directors Fall Meeting September 21st, 2023



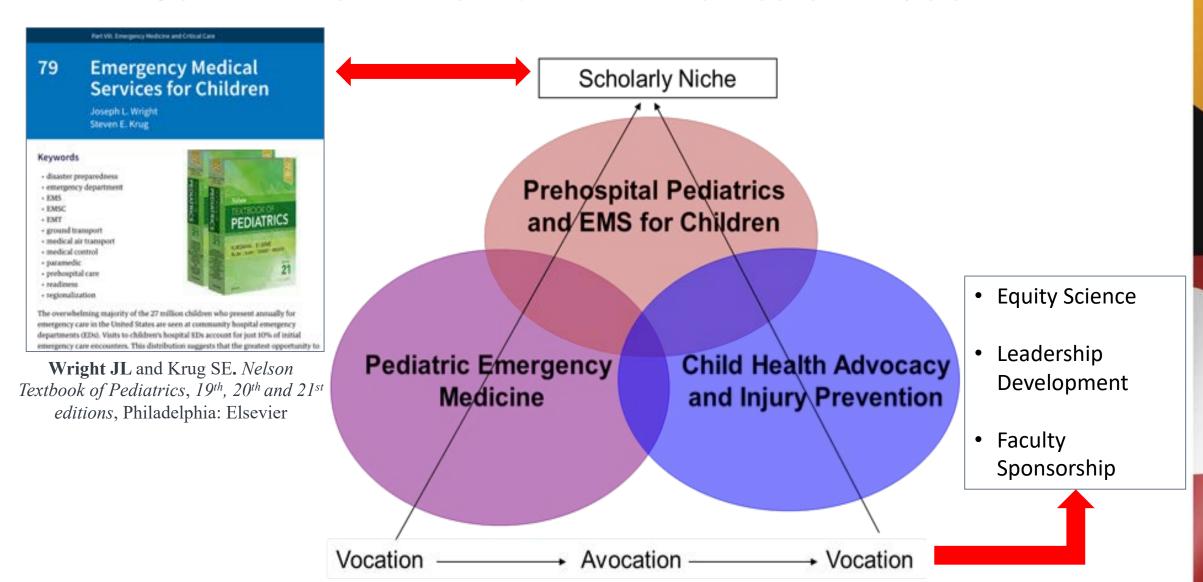
FACULTY DISCLOSURE INFORMATION

• In the past 12 months, I have not had a significant financial interest or other relationship with the manufacturer(s) of the products or provider(s) of the services that will be discussed in my presentation.

 This presentation will not include discussion of pharmaceuticals or devices that have not been approved by the FDA.



CONTEXT FOR PERSPECTIVE — PROFESSIONAL JOURNEY





CURRENT CONTEXT

 Immediate Past At-Large Member, American Academy of Pediatrics (AAP) Board of Directors and Chair, AAP Board Committee on Equity

 Co-Chair American Pediatrics Society Committee on Diversity, Inclusion and Equity

 AAP Chief Health Equity Officer and Senior Vice President, Equity Initiatives



SECTION ON PEDIATRIC TRAINEES — AWARD WINNING ACTIVITIES



- Tatiana Ndjatou, MD
 - Britt Nagy, MPH

- Health Equity 101 Series
- 30-day EDI Challenge: An Exploration of Pediatric Equity, Diversity and Inclusion
- Section on Pediatric Trainees (SOPT)
 Health Equity Grant Program

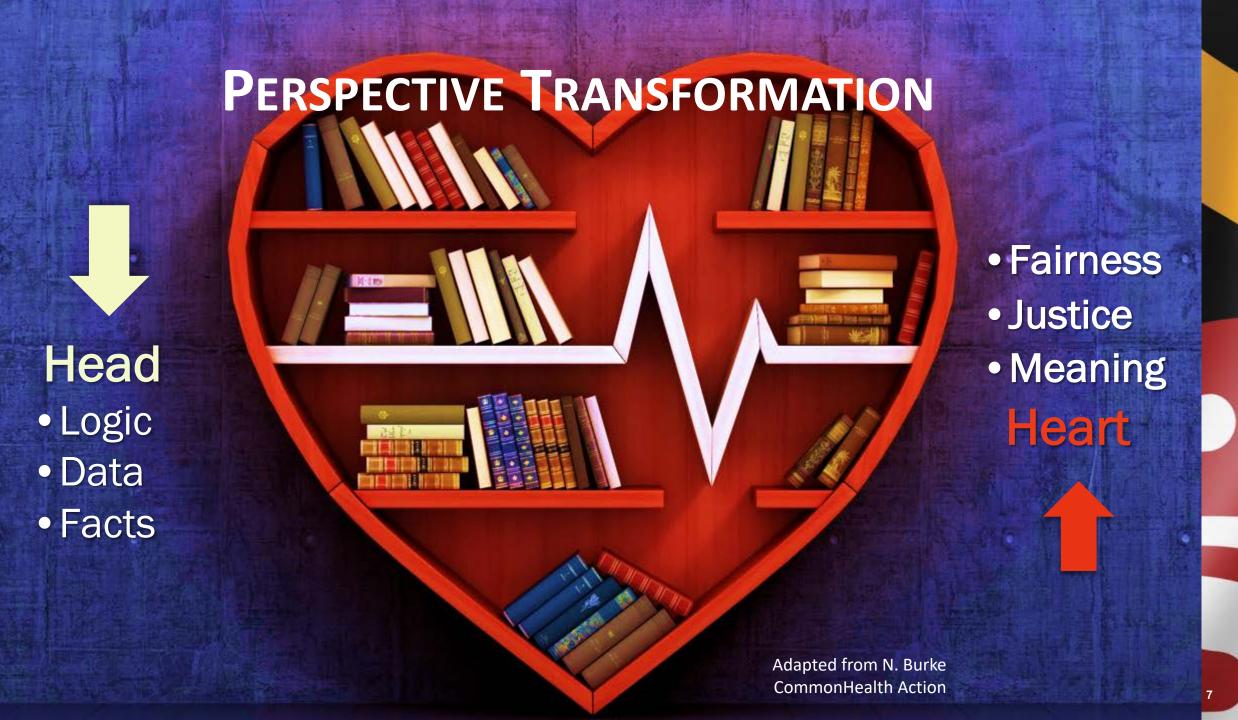


IMPORTANT LEVEL SET

- The work of advancing equity and anti-racism is necessarily iterative and incremental. It requires commitment, courage, humility, introspection, and resolve.
- This is uncharted territory and moving forward can feel challenging, disruptive, frustrating and polarizing.
- We can't expect to immediately have all the answers. We're at unique places on our individual journeys and must embrace the opportunity to learn from our collective fits and starts.



Wright JL, Johnson TJ. Child Health Advocacy: The Journey to Anti-Racism. *Pediatric Clinics of North America* 2023;70:91-101





GROUND TRUTH: A CURRICULUM IN PLAIN SIGHT FOR OUR LEARNERS

Learning Objectives:

- ➤ Recognize the fallacy of race as a biologic proxy.
- ➤ Identify inequities embedded in practice guidelines.
- ➤ Define the pathway for moving from race-based to race-conscious medicine

POLICY STATEMENT

Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

American Academy of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDRES

Eliminating Race-Based Medicine

Joseph L. Wright, MD, MPH, FAAP, Wendy S. Davis, MD, FAAP, Madeline M. Joseph, MD, FAAP, Angela M. Ellison, MD, MSc, FAAP, Mia J. Heard-Garris, MD, MSc, FAAP, Tiffani L. Johnson, MD, MSc, FAAP, and the AAP Board Committee on Equity

Pediatrics 2022;150(1):e2022057998



In Plain Sight: Why History Matters – A Juneteenth Story



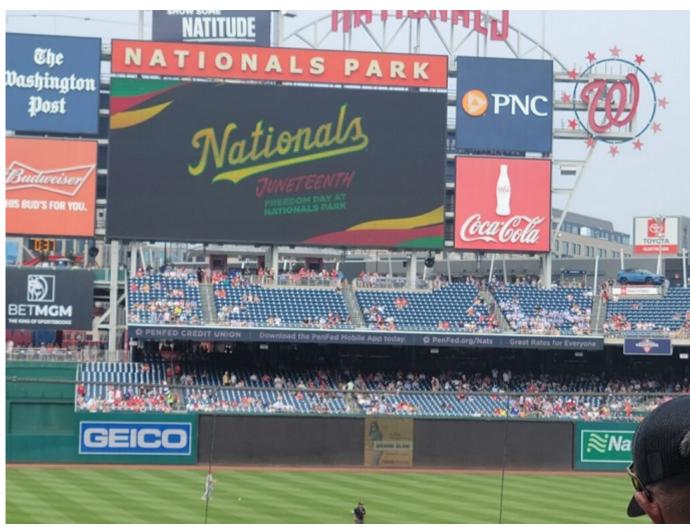
What is Sankofa?

Sankofa is an Akan word from Ghana that means "go back and fetch it". It is a symbol of a bird with its head turned backward, carrying an egg in its mouth, representing the idea of looking back at our past to learn from it and move forward.

https://ayeeko.africa



JUNETEENTH: PERSONAL REFLECTION

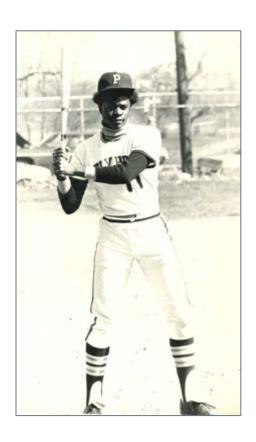


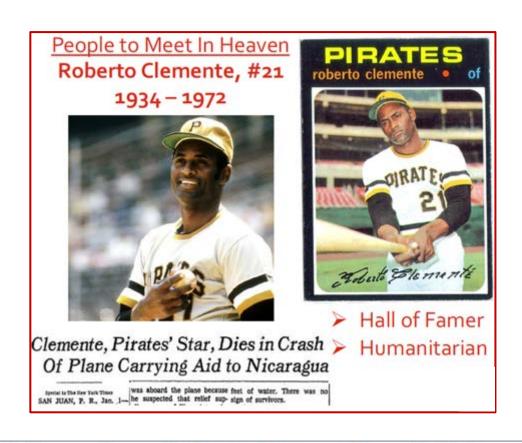


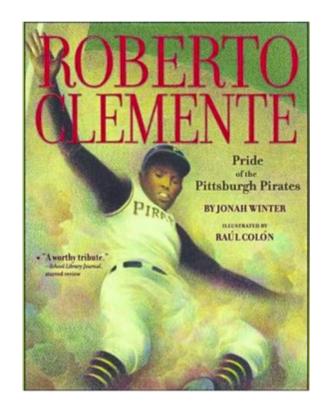
compassio



Personal Reflection ... AND Transgressions In Plain Sight







Florida school district pulls children's book about Roberto Clemente off shelves

(https://secure.pittsburghlive.com/ttm/contribute.php)



EQUITY AND ANTIRACISM JOURNEY:
ADVOCACY

TOP TEN
RESOLUTION

Resolution #LR10 2023 Leadership Conference

TITLE: Opposing Legislation that Bans Offices of Equity, Diversity and Inclusion

(EDI) and Restricts EDI Education for Learners at State Medical Schools

SPONSORED BY: Texas Chapter

DATE: August 2, 2023

DISPOSITION: ADOPTED

Whereas, two recent state bills (Florida State Senate Bill 266 and Texas State Senate

Bill 17) are the first passed of numerous bills introduced across the country banning state institutions of higher education from employing offices of

Equity, Diversity and Inclusion (EDI), and banning mandatory diversity

training of learners; and

RESOLVED, that the Academy be an unequivocal voice of support for the on-going

education of all learners in areas of equity, diversity and inclusion; and be it

further

RESOLVED, that the AAP oppose any legislation that might result in reduced

diversification of the physician workforce.

FISCAL NOTE: None

REFER TO: 2023 Leadership Conference

LEAD AUTHOR: Bethany Nunez, MD, FAAP



IN PLAIN SIGHT...

LOCAL // HEALTH

Texas Children's pediatrics chief abruptly departs after 7 months in role

Julian Gill, Rebecca Carballo, Staff writers

April 28, 2022 | Updated: May 2, 2022 5:18 p.m.



Nikole Hannah-Jones Denied Tenure at University of North Carolina

Her hiring brought a backlash from conservatives concerned about her involvement in The Times Magazine's 1619 Project, which examined the legacy of slavery in America.

The New Hork Times











https://www.insightintodiversity.com/university-of-south-carolina-removes-dei-from-top-diversity-officials-title/



RACIAL SOCIALIZATION — PART OF LONGITUDINAL CARE

American Academy of Pediatrics



Recommendations for Preventive Pediatric Health Care

Bright Futures/American Academy of Pediatrics



Each child and family is unique; therefore, these Recommendations for Preventive Pediatric Health Care are designed for the care of children who are receiving nucluring parenting, have no manifestations of any important health problems, and are growing and developing in a satisfactory fishion. Developmental, psychosocial, and chronic disease issues for children and adolescents may require more frequent counseling and treatment vests separate from preventive care visits. Additional visits also may become necessary if circumstances suggest concerns.

These recommendations represent a consensus by the American Academy of Pediatrics (AAP) and Bright Futures. The AAP continues to emphasize the great importance of continuity of care in comprehensive health supervision and the need to avoid fragmentation of care. Refer to the specific guidance by age as listed in the Bright Ratures Guidelines (Hagan JF, Shaw JS, Duncan PM, eds. Bright Ratures: Guidelines for Health Supervision of Inlants, Children, and Adolescents. 4th ed. American Academy of Pedutrics. 2017.

The recommendations in this statement do not indicate an exclusive course of treatment or serve as a standard of medical care. Variations, taking into account individual circumstances, may be appropriate.

The Bright Futures American Academy of Pediatrics Recommendations for Preventive Pediatric Health Care are updated annually. Copyright is 2022 by the American Academy of Pediatrics, updated July 2022.

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AGE*	250000	INFANCY									EARLY CHILDHOOD							MEDIOLE CHELDHOOD						ADOLESCINCI											
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BEHAVIORAL/SOCIAL/EMOTIONAL

The Psychosocial/Behavioral Assessment recommendation has been updated to Behavioral/Social/Emotional Screening (annually from newborn to 21 years) to align with AAP policy.



RACIAL SOCIALIZATION — A LEARNING CURVE

The New Hork Times

https://www.nytimes.com/2023/02/05/travel/african-american-historical-landmarks.html

8 Places Across the U.S. That Illuminate Black History

Over the years, many important African American landmarks have disappeared or fallen into disrepair. An effort to restore them promises a fuller understanding of American history as a whole.

By Shayla Martin

Feb. 5, 2023

- Buffalo Soldiers National Museum Houston
- Louis Armstrong Museum New York City
- 16th Street Baptist Church Birmingham
- African American Heritage Trail Martha's Vineyard

- Hayti Heritage Museum Durham
- Anne Spencer House and Garden Lynchburg
- South Side Community Arts Center Chicago
- Historic Mitchelville Freedom Park Hilton Head



SEPTEMBER 15, 1963 – FOUR LITTLE GIRLS





From left, Addie Mae Collins, Carole Robertson, Denise McNair and Cynthia Wesley were killed in the Sept. 15, 1963, bombing of the 16th Street Baptist Church in Birmingham. The church had been used to stage civil rights marches and activities in downtown Birmingham before being bombed by the KKK. (Photo: PBS)

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RACIAL SOCIALIZATION — A LEARNING CURVE

The New Hork Times

https://www.nytimes.com/2023/02/05/travel/african-american-historical-landmarks.html

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Historic Mitchelville Freedom Park

Hilton Head, S.C.

Founded in 1862, Mitchelville was the first self-governed town of free Black people in the United States. At its height, 3,000 formerly enslaved residents lived on 200 acres. The residents elected their own officials and had compulsory education and their own system of laws — rights that had previously been denied to them. Their West African heritage is the foundation for the region's Gullah Geechee culture, a distinct blend of West African art, crafts, cuisine, music and language influenced by life on the Sea Islands and the coastal plains of the Southeast.

Today, Mitchelville is a park and archaeological site where visitors can embark on self-guided tours to understand a time when newly freed African Americans successfully pursued self-governance. Visitors can also explore several reconstructed buildings from that era, including a homestead house, and see a bateau riverboat. Future plans include a commemorative park with an 18,000-square-foot visitors' center, event lawn and up to 10 reconstructed houses that represent the cluster of homes during the 1800s.



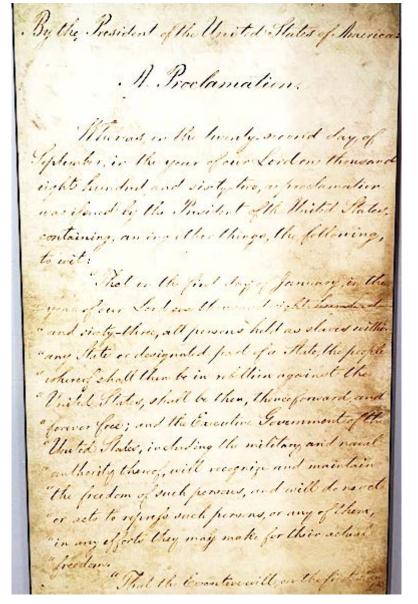




RACIAL SOCIALIZATION: SELF-LEARNING REQUIRED



National Museum of African American History and Culture (NMAAHC), Washington, DC



International African American Museum (IAAM), Charleston, SC

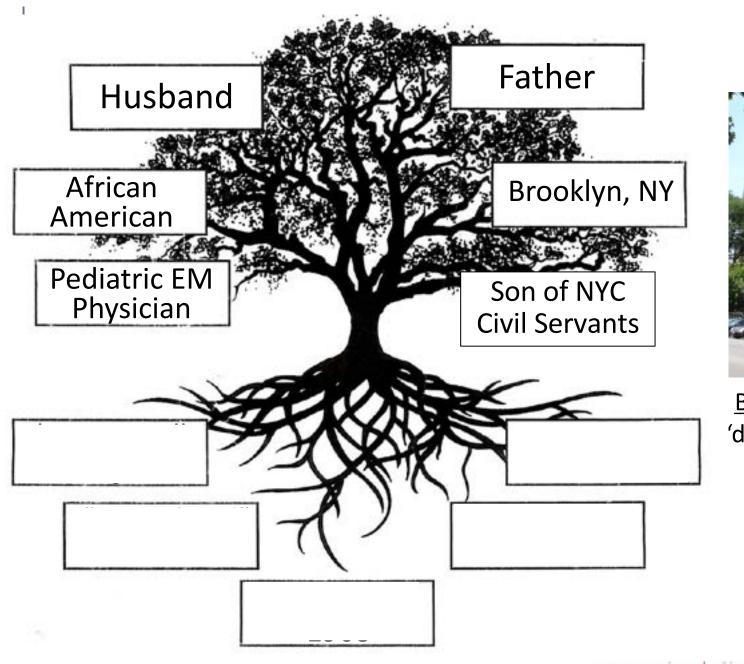


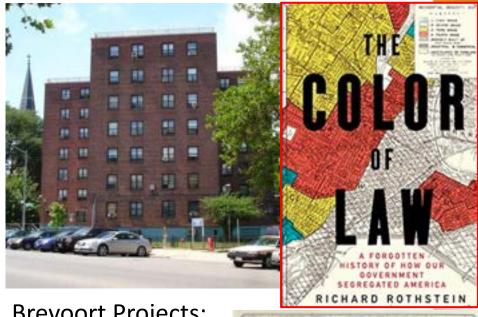
LIVED EXPERIENCE: LEAVES AND ROOTS

 WHAT: a networking activity to foster deeper connections and share as much as you like with colleagues that you may know really well or are meeting for the first time.

 LEAVES: Things about you that are readily visible (hobbies, demographic information, important people in your life, distinguishable personal traits, favorite music, things you do well, etc.)

ROOTS: Things about you that **are not easily visible** (where you are from, values, important life events, achievements, things you struggle with, long term goals, secret dreams, etc.)

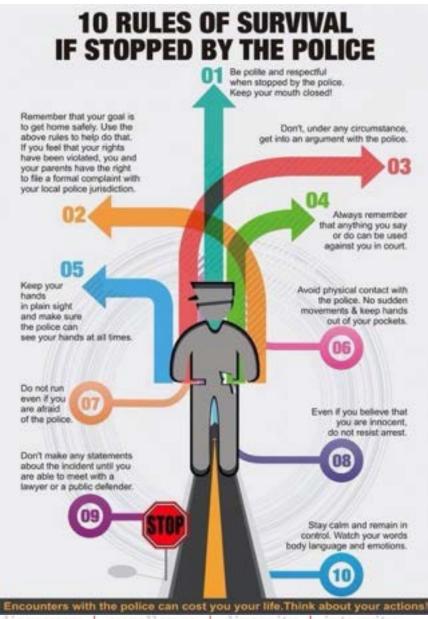




Brevoort Projects: 'do or die' Bed-Stuy

Father Husband **African** Brooklyn, NY American Pediatric EM Son of NYC Physician **Civil Servants Phenotypically** DWB **Identified** (driving while Black)

THE TALK





THE TALK - IT'S REAL

Executions and Police Conflicts Involving Children, Adolescents and Young Adults

Tiffani J. Johnson, мр, мsc^a,*, Joseph L. Wright, мр, мрн^b

KEYWORDS

- Police violence Policing Race Racism Disparities Discrimination
- Implicit bias Pediatr Clin North Am. 2021 Apr;68(2):465-487





RESEARCH ARTICLE

SOCIAL SCIENCES

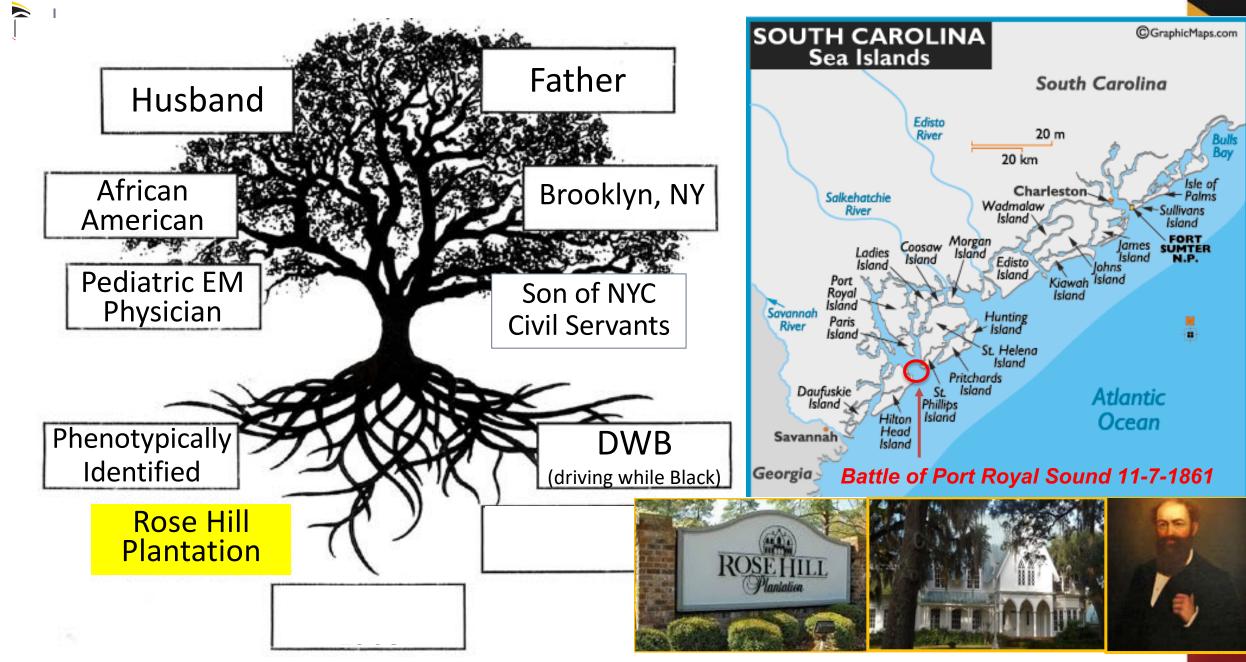
OPEN ACCESS

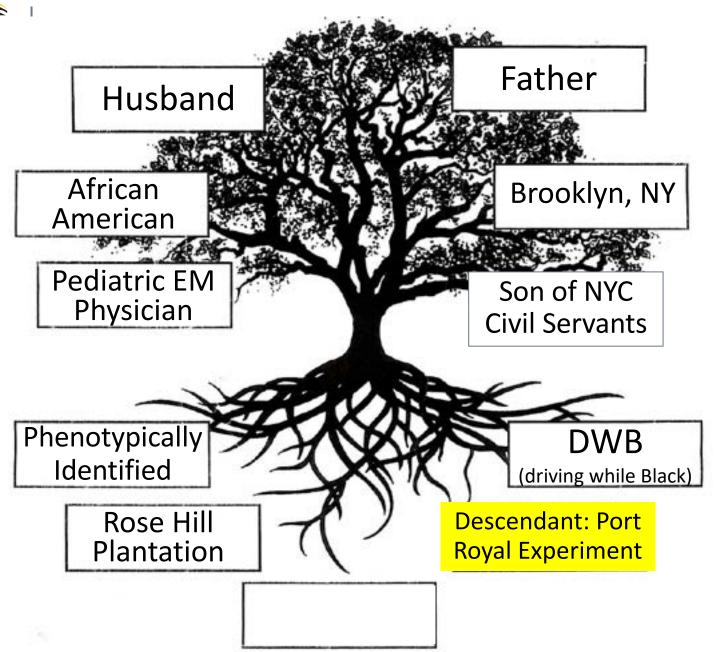
Escalated police stops of Black men are linguistically and psychologically distinct in their earliest moments

Eugenia H. Rho^{a,1}, Maggie Harrington^b, Yuyang Zhong^c, Reid Pryzant^d, Nicholas P. Camp^c, Dan Jurafsky^{d,e,1}, and Jennifer L. Eberhardt^{b,f,1}

Disposition of a traffic stop is determined within the first 45 words

Proc Natl Acad Sci U S A. 2023 Jun 6;120(23):e2216162120





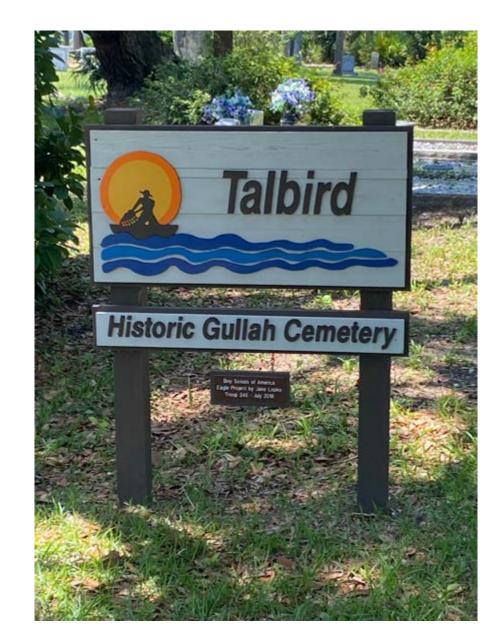
RESTORATIVE HISTORY





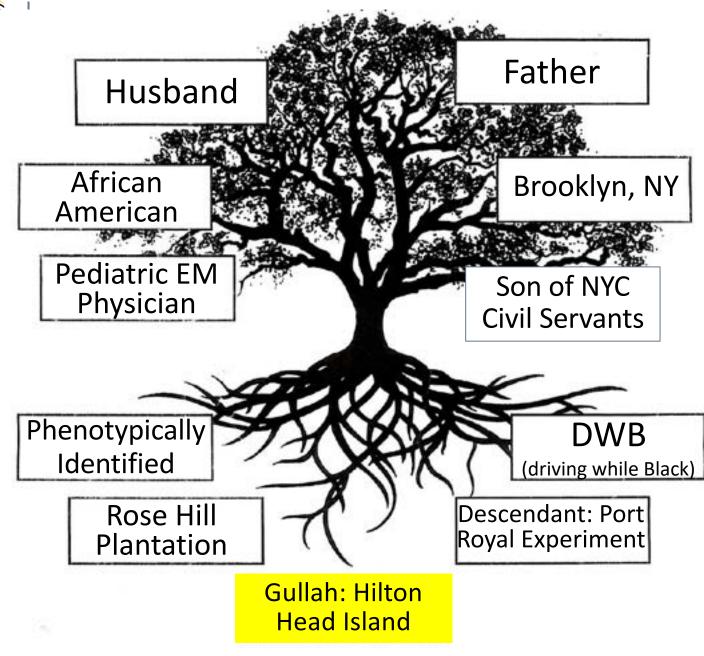


RESTORATIVE HISTORY





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MITCHELVILLE: CULTURAL PRIDE REINFORCEMENT





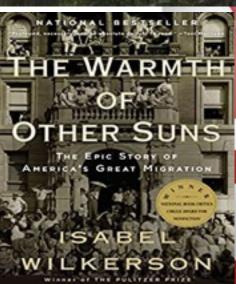


LEARNING THE LOW COUNTRY: AN INTERGENERATIONAL LIVED EXPERIENCE



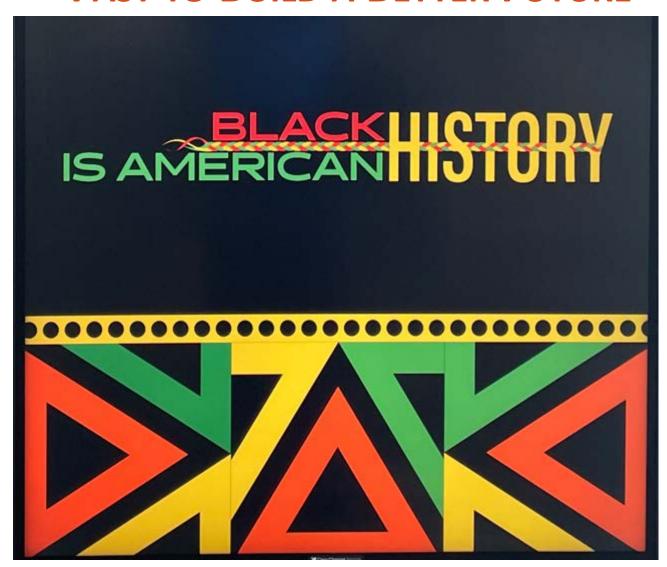








SANKOFA — THE IMPORTANCE OF REMEMBERING <u>OUR</u> COLLECTIVE PAST TO BUILD A BETTER FUTURE





MUTUALISM

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality. Whatever affects one directly, affects us all indirectly."

- MLK, Letter from a Birmingham Jail, 1963







A CURRICULUM IN PLAIN SIGHT FOR OUR LEARNERS

Presentation Outline

- **≻**Truth
 - What are we talking about?
 - How did we get here?
- **≻**Reconciliation
 - Why is this important?
- **≻**Transformation
 - What is the task at hand?



American Academy of Pediatrics Board of Directors. Truth, Reconciliation and Transformation: Continuing on the Path to Equity. Pediatrics. 2020 Sep;146(3):e2020019794.

Eliminating Race-Based Medicine: <u>Truth</u> - What are we talking about?

> Assumptions vs. Reality



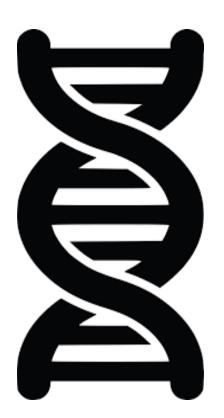


TRUTH: FLAWED ASSUMPTIONS

Race is a biologic category

Race is a construct for genetic difference

 Equivalency between genes that determine race and health





TRUTH: REALITY

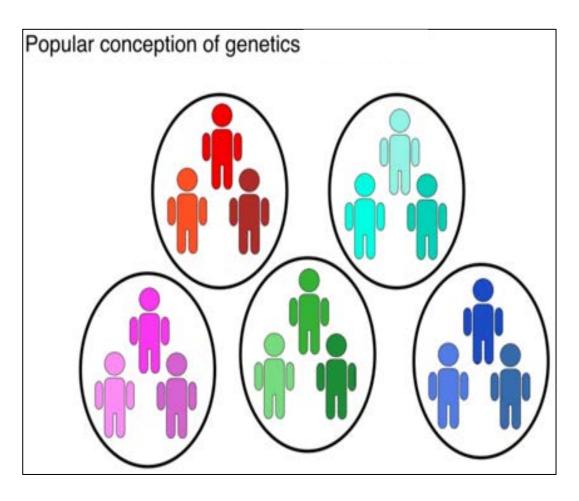
Race is a not a biologic category based on innate differences. Rather, it is a social construct that reflects differential and often inequitable lived experiences and should not be used as a biologic proxy for disparities.

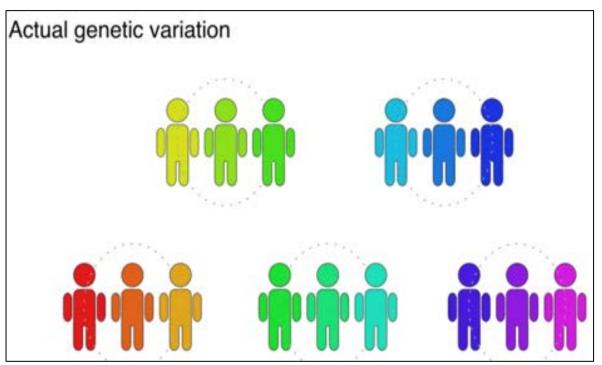




TRUTH: RACE, ANCESTRY, AND GENETIC VARIATION

The greatest fraction of genetic diversity is found <u>within</u> populations, rather than <u>between</u> them.





Adapted from: https://sitn.hms.harvard.edu/flash/2017/science-genetics-reshapingrace-debate-21st-century



TRUTH: BOTTOM LINE

 We share 99.9% of DNA with one another; only 0.1% varies between individuals.

 Stratification based on the minute portion of that 0.1% variation responsible for the phenotype of skin color has been used throughout history to justify a belief in human hierarchy.

Courtesy: Child Health Advocacy Institute, Children's National Hospital





RACE-BASED MEDICINE

 Inappropriate use of race as a corrective, risk-adjusting, or dichotomizing variable in algorithms, practice guidelines, or policies that influence the clinical decision-making process.



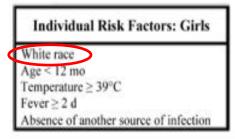


PEDIATRIC URINARY TRACT INFECTION

CLINICAL PRACTICE GUIDELINE

Urinary Tract Infection: Clinical Practice Guideline for the Diagnosis and Management of the Initial UTI in Febrile Infants and Children 2 to 24 Months

Pediatrics 2011;128(3):595 reaffirmed 2016



Probability of UTI	No. of Factors Present
≤1%	No more than 1
≤2%	No more than 2

Individual Risk Factors: Boys	
Nonblack race	
Temperature ≥ 39°C	
Fever > 24 h	
Absence of another source of	infection

Probability	No. of Fa	ctors Present
of UTI	Uncircumcised	Circumcised
≤1%	a	No more than 2
≤2%	None	No more than 3

FIGURE 2

Probability of UTI Among Febrile Infant Girls²⁸ and Infant Boys³⁰ According to Number of Findings Present. ^aProbability of UTI exceeds 1% even with no risk factors other than being uncircumcised.

Probability of UTI based on clinical characteristics		
Enter child's clin	ical characteristics below (all fields are required)	
Age < 12 months	V	
O Yes	○ No	
Maximum temp	erature ≥ 39 °C (i.e., 102.2 °F)	
○ Yes	○ No	
Self describes ra	ce as black	
O Yes	○ No	
Female or uncire	cumcised male	
O Yes	○ No	
Other fever sour	ce*	
O Yes	○ No	
Probability of U	n	
_		
Calculate	Clear	

Eliminating Race-Based Medicine: <u>Truth</u> - How did we get here?

- > Historical Transgressions
- > Organized Pediatrics' Equity Journey





ROOTS OF RACE-BASED MEDICINE

 "On the dysfunction of the pulmonary apparatus in Blacks...among the real distinctions which nature has made is a lack of lung capacity."

- Thomas Jefferson, 1781

Library of Congress

Notes on the state of Virginia.

582 382

NOTES ON THE STATE OF VIRGINIA.

BY THOMAS JEFFERSON.

LC

BOSTON: PUBLISHED BY LILLY AND WAIT.

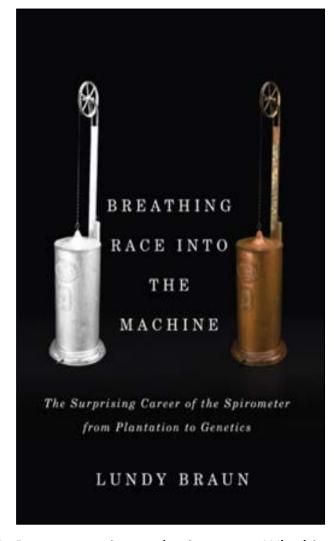
https://www.loc.gov/item/03004902/.pdf



PSEUDOSCIENCE OF RACE NORMING IN LUNG FUNCTION ASSESSMENT

- "Lung capacity in the Negro is 20% deficient...because small lungs prevent Blacks from inhaling enough air forced labor is a way to vitalize the blood and correct the problem."
 - Dr. Samuel Cartwright, 1851

Cartwright SA. Report on the diseases and physical peculiarities of the negro race. *New Orleans Medical and Surgical Journal*. 1851;VII:692-713.



Braun L. Race correction and spirometry: Why history matters. *Chest.* 2021;159:1670.



Race- and Ethnicity-Based Spirometry Reference Equations Are They Accurate for Genetically Admixed Children?

Jonathan Witonsky, MD; Jennifer R. Elhawary, MS; Celeste Eng, BS; José R. Rodríguez-Santana, MD; Luisa N. Borrell, DDS, PhD; and Esteban G. Burchard, MD, MPH

INTERPRETATION: Guideline-recommended spirometry reference equations yielded biased estimates of lung function in genetically admixed children with high variation of African ancestry. Spirometry could benefit from reference equations that incorporate genetic ancestry, either for more precise application of the current equations or the derivation and use of new equations.

Chest. 2022 Jul;162(1):184-195



Race and Ethnicity in Pulmonary Function Test Interpretation An Official American Thoracic Society Statement

Recommendation for PFT Reporting and Interpretation

A majority (30/33) of workshop participants recommend using a race-neutral average reference equation instead of race-specific equations in PFT laboratories and clinical practice. The majority cited limitations and problems with classifying individuals by race, the lack of evidence for benefit of racespecific equations, and the growing scientific evidence that supports both the use of a single reference equation and the concerns about norming social and environmental risk factors for reduced pulmonary function.

"HOT OFF THE PRESS"

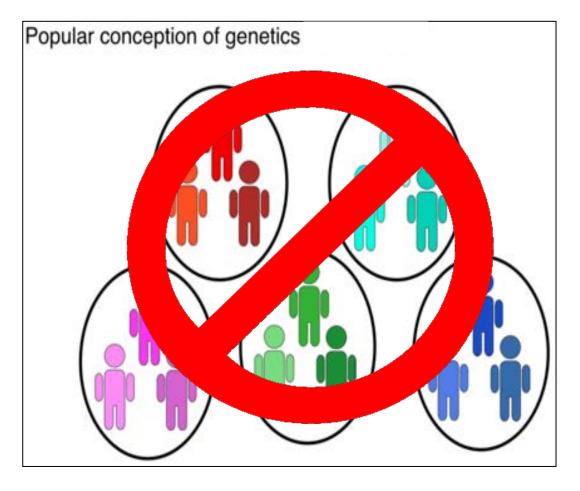
Among the three who disagreed, one cited the harms in not comparing a person's results to those of other people who self-identify with the same race or ethnicity, as well as the recommendation's conflict with their view of heritable differences in body proportions between people that were set by different ancestral climates.

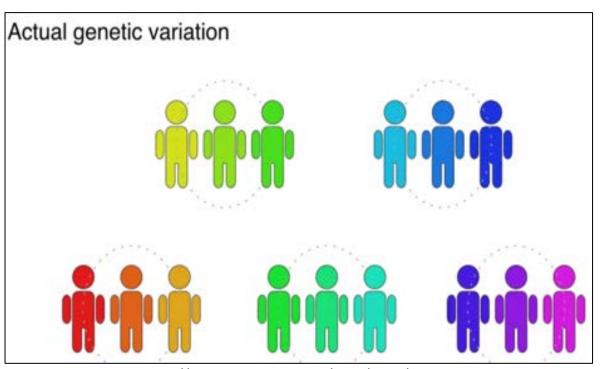
American Journal of Respiratory and Critical Care Medicine Volume 207 Number 8 | April 15 2023



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Adapted from: https://sitn.hms.harvard.edu/flash/2017/science-genetics-reshapingrace-debate-21st-century



CHALLENGING DOGMA, DEBUNKING MYTH:

REMOVING RACE/ETHNICITY FROM CLINICAL ALGORITHMS AND PRACTICE GUIDELINES

Opportunity

Problem

Health Equity Consequence

 Staging of Chronic Kidney Disease (CKD)



- Black patients with advanced CKD experience referral delays.
- Black patients now likely to be younger and healthier upon referral.



 Vaginal Birth After Cesarean (VBAC) Calculator



- Race/ethnicity negatively 'correct' calculation predicting lower likelihood of success.
- Objective and safe promotion of vaginal birth in populations already beset w/ disproportionate morbidity.

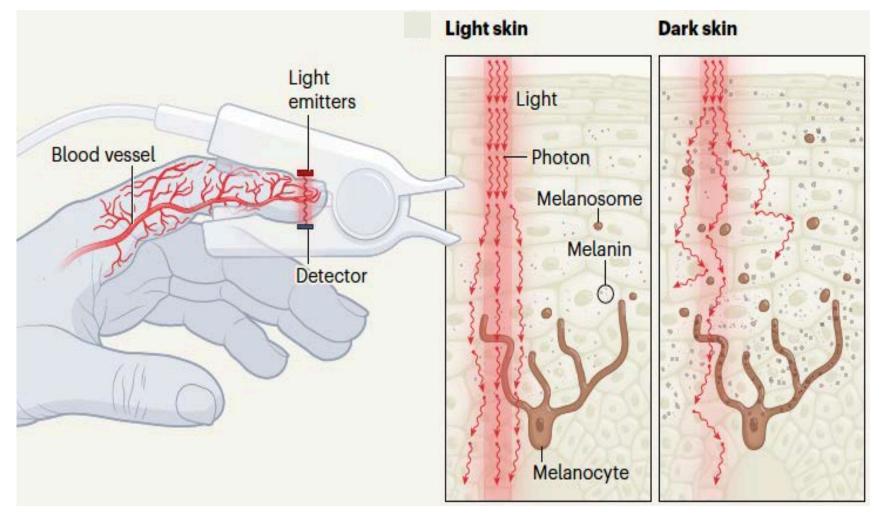
- Neonatal Hyperbilirubinemia Clinical Practice Guideline (NH CPG)
- Black infants at risk for kernicterus, i.e., hazardous hyperbilirubinemia with encephalopathy, neurotoxicity
- for Black infants of risk leading to dangerous, irreversible disparity.

 Atherosclerotic Cardiovascular Disease (ASCVD) Risk

- Substantial and biologically implausible differences, i.e., up to 23%, found based on race alone.
- More accurately calibrated tool to direct appropriate care for all patients.



BIAS IN THE TECHNOLOGY



Undetected (Occult) Hypoxemia in Pulse Oximetry



EVALUATING THE ACCURACY OF PULSE OXIMETRY IN CHILDREN

EDITORIAL

JAMA Pediatrics Published online March 20, 2023

Effects of Racial Bias in Pulse Oximetry on Children and How to Address Algorithmic Bias in Clinical Medicine

Keyaria D. Gray, DO; Hamsa L. Subramaniam, PhD, MPH; Erich S. Huang, MD, PhD

In this issue of *JAMA Pediatrics*, Ruppel et al⁴ perform an electronic health record (EHR)-based review of the accuracy of pulse oximetry in children according to race by comparing results from arterial blood oxygen saturation (SaO₂)—the criterion standard—with pulse oximetry (SpO₂). All arterial blood oxygen saturation samples were obtained within 1 minute of an SpO₂ reading during a pediatric cardiac catheterization, and the accuracy was compared among Black and White infants. Consistent with other studies, pulse oximetry overestimated the oxygen saturations in children of Black or African American race more often than in White children.



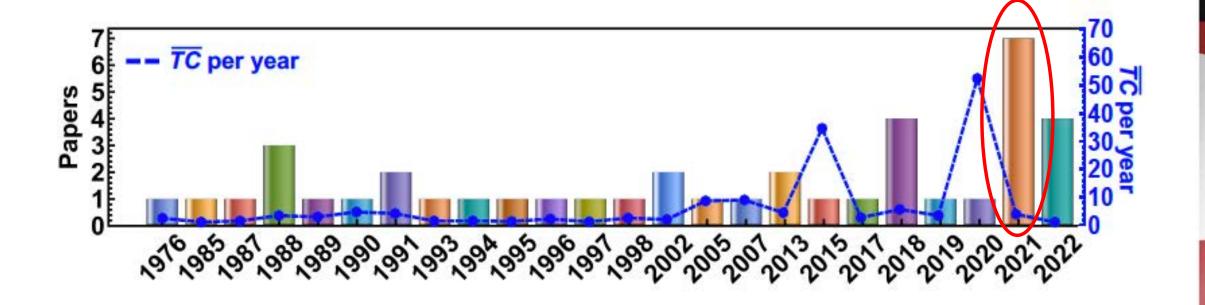
JAMA Pediatr. 2023 Mar 20:e230071 Epub ahead of print.



Systematic Review

Skin Pigmentation Influence on Pulse Oximetry Accuracy: A Systematic Review and Bibliometric Analysis

Ana M. Cabanas ^{1,*}, Macarena Fuentes-Guajardo², Katina Latorre ², Dayneri León ³ and Pilar Martín-Escudero ⁴





"HISTORY NEVER REPEATS, BUT IT DOES OFTEN RHYME"

- MARK TWAIN





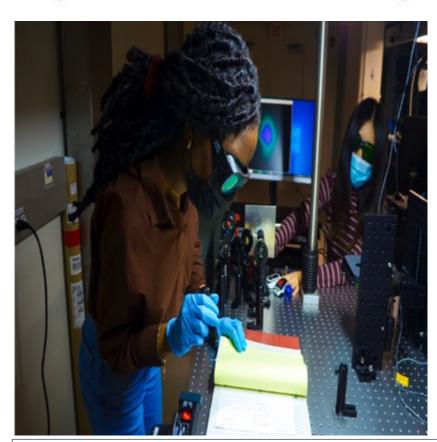
Rigorous, authoritative and honest science acknowledges what came before."

How do we hold academia, industry, regulators, policy-makers accountable?

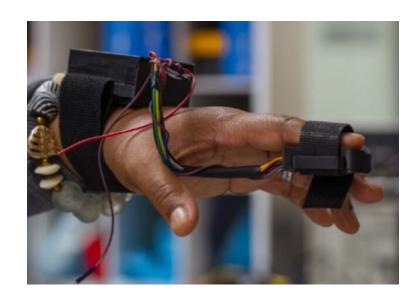


INCLUSIVE SCIENCE: INVESTIGATORS MATTER

'A poster child' for diversity in science: Black engineers work to fix long-ignored bias



Kimani Toussaint, a professor and senior associate dean of engineering at Brown





Brown University doctoral student Rutendo Jakachira is helping to develop a next-generation pulse oximeter

Eliminating Race-Based Medicine: <u>Truth</u> - How did we get here?

- > Historical Transgressions
- > Organized Pediatrics' Equity Journey





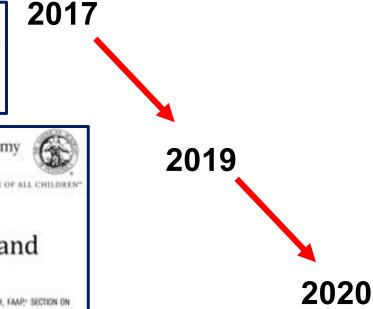
ORGANIZED PEDIATRICS — CALLING THE QUESTION

The Road to Tolerance and Understanding

Peter G. Szilagyi, Benard P. Dreyer, Elena Fuentes-Afflick, Tamera Coyne-Beasley and Lewis First

Pediatrics 2017;139;

DOI: 10.1542/peds.2017-0741 originally published online May 3, 2017;



American Academy of Pediatrics

DEDICATED TO THE HEALTH OF ALL CHILDREN

The Impact of Racism on Child and Adolescent Health

Maria Trent, MD, MPH, FAAP, FSAHM,* Danielle G. Dooley, MD, MPHI, FAAP,* Jacqueline Dougé, MD, MPH, FAAP,* SECTION ON ADDLESCING HEACH, COUNCIL ON COMMUNITY PEDATRICS, COMMITTEE ON ADDLESCINGS

www.nature.com/pr

Pediatric RESEARCH



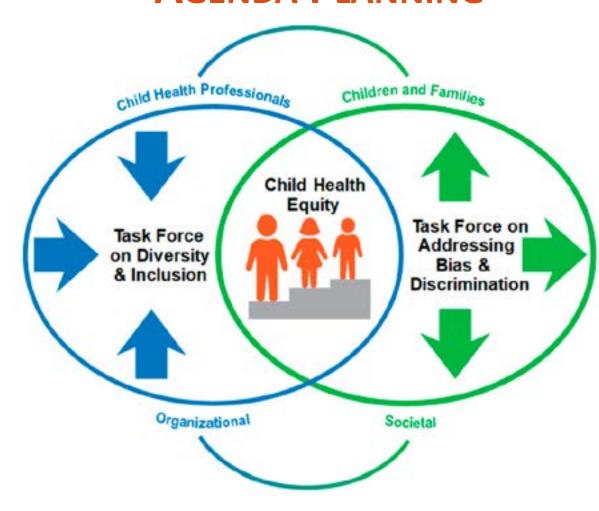
COMMENT

"Racism as a public health issue" APS racism series: at the intersection of equity, science, and social justice

Joseph L. Wright^{1,2}, James N. Jarvis³, Lee M. Pachter^{4,5} and Leslie R. Walker-Harding⁶



AAP EQUITY JOURNEY: STRATEGIC AGENDA PLANNING







Task Force on Diversity and Inclusion



Task Force on Addressing Bias & Discrimination



AAP EQUITY JOURNEY: POLICY DEVELOPMENT

POLICY STATEMENT

Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

August 2019



Landmark statement:

- Authoritative
- Pre George Floyd

The Impact of Racism on Child and Adolescent Health

Maria Trent, MD, MPH, FAAP, FSAHM,* Danielle G. Dooley, MD, MPhil, FAAP, Jacqueline Dougé, MD, MPH, FAAP, SECTION ON ADOLESCENT HEALTH, COUNCIL ON COMMUNITY PEDIATRICS, COMMITTEE ON ADOLESCENCE

Pediatrics 2019 Aug;144(2):e20191765

- Bibliometrics:
 - 700 citations
 - 97,442 views



POLICY STATEMENT Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

Sept 2020

American Academy of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDREN®

AAP EQUITY JOURNEY: POLICY DEVELOPMENT

Truth, Reconciliation, and Transformation: Continuing on the Path to Equity

American Academy of Pediatrics Board of Directors

Oct 2021

American Academy of Pediatrics



AAP Perspective: Race-Based

Medicine

American Academy of Pediatrics Board of Directors and Executive Committee

Pediatrics 2020;146(3):e2020019794

Pediatrics 2021;148(4):e2021053829

Pediatrics 2022;150(1):e2022057998

POLICY STATEMENT

Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

July 2022

American Academy of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDREN

Eliminating Race-Based Medicine

Joseph L. Wright, MD, MPH, FAAP, Wendy S. Davis, MD, FAAP, Madeline M. Joseph, MD, FAAP, Angela M. Ellison, MD, MSc. FAAP^{4,7} Nia J. Heard-Garris, MD. MSc, FAAP⁷ Tiffani L. Johnson, MD. MSc, FAAP⁶ and the AAP Board Committee on Equity



DR. ROLAND B. SCOTT

The New York Times

August 25, 2020

Pediatrics Group Offers 'Long Overdue' Apology for Racist Past

The American Academy of Pediatrics recently joined other prominent medical organizations in confronting its history of discrimination.





TRUTH, RECONCILIATION, TRANSFORMATION: 2020 BYLAWS REFERENDUM

RESOLUTION FOR AMENDMENT TO THE BYLAWS OF THE AMERICAN ACADEMY OF PEDIATRICS

RESOLVED, that the Bylaws of the American Academy of Pediatrics shall be hereby amended to include a first new article pertaining to anti-discrimination. The article in its entirety is as follows:

ARTICLE

Anti-Discrimination: Embracing equity for all children and families as well as for the pediatricians who care for them is central to the mission of the Academy. The AAP is committed to achieving meaningful diversity and inclusion and to combat bias and discrimination in all its forms, including structural and systemic racism. AAP does not discriminate on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, disability, and national origin.



AAP EQUITY AND ANTI-RACISM JOURNEY: EDUCATION

Resolution #71 2020 Annual Leadership Forum

TITLE: Prohibit the Use of Race-Based Medicine

SPONSORED BY: District VI

DATE: October 31, 2019

DISPOSITION: ADOPTED

RESOLVED, that the Academy shall end the practice of using race as a proxy for

biology or genetics in all their educational events and literature,

and be it further

RESOLVED, that the Academy require race be explicitly characterized as a

social construct when describing risk factors for disease with all presentations at AAP sponsored conferences including a slide

certifying their content does not teach race-based medicine.

Chomilo N. Available at: https://collaborate.aap.org/alf/Documents/Prohibit%20the%20use%20of%20Race-Based%20Medicine.pdf



EQUIPPING AUTHORS AND CONTRIBUTORS: WORDS MATTER

Words Matter: AAP Cuidance on Inclusive, Anti-biased Language

The AAP encourages the use of inclusive, and biased language in § (y) to publications and communications in under to integrate and combat bias, avoid steerstypes, remove stigma, and promote strengths. The use of inclusive, and-biased language is consistent with the <u>AAP Environs</u> and <u>Inclusive stations stations and inclusive</u>.

"...not only do words matter but so does context – both social and situational. It is important to note that words do not exist in a vacuum. They are contextualized by history, politics, social position, geography, and other variables. Recognizing that these factors are dynamic, so too is language."

Amendment to the AAP Board Policy Manual

General Consideration

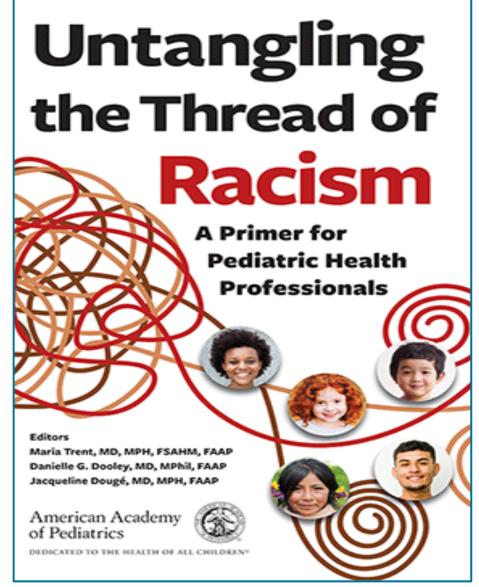
- Be as specific as possible when referring to groups or subjects. Specificity provides clarify and associa
- multiple interpretations or misinferpretation
- Line terms like "valuerable," and "marginalized" spannigly sugereral decorptors. They can obscure
 measuring for example, instead of using "valuerable" consider using "people experiencing liamiers or

American Academy of Pediatrics. Words matter: AAP guidance on inclusive, anti-biased language. Available at: https://services.aap.org/en/about-the-aap/american-academy-of-pediatrics-equity-and-inclusion-efforts/words-matter-aap-guidance-on-inclusive-anti-biased-language.





Maria Trent, MD, MPH



Available October 15th, 2023



Danielle Dooley, MD, MPhil



Jacqueline Dougé, MD, MPH



EDUCATION: EQUITY AND ANTI-RACISM — AN EMERGING CORE COMPETENCY



Entrustable Professional Activities EPA 14 for General Pediatrics

EPA 14: Use Population Health Strategies and Quality Improvement Methods to Promote Health and Address Racism, Discrimination, and Other Contributors to Inequities Among Pediatric Populations

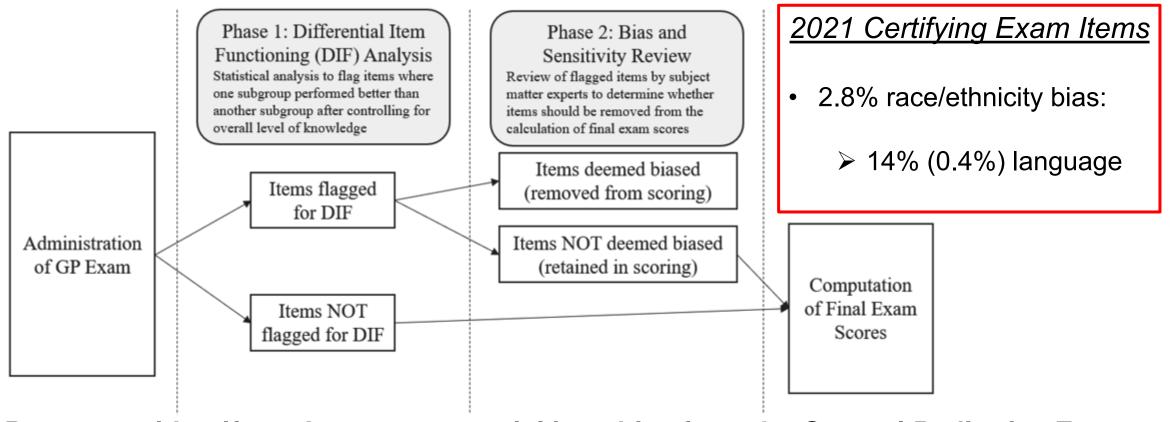
An Entrustable Professional Activity Addressing Racism and Pediatric Health Inequities

Ndidi I. Unaka, MD, MEd,^{a,b} Ariel Winn, MD,^{c,d} Adiaha Spinks-Franklin, MD, MPH,^e Patricia Poitevien, MD, MSc,^f Franklin Trimm, MD,^g Brenda J. Nuncio Lujano, MS,^h David A. Turner, MD^h

Pediatrics. 2022 Feb 1;149(2):e2021054604



IDENTIFYING AND ADDRESSING ITEM BIAS IN THE CERTIFYING EXAMINATION



Process to identify and remove potential item bias from the General Pediatrics Exam

Eliminating Race-Based Medicine: Reconciliation – Why is this important?

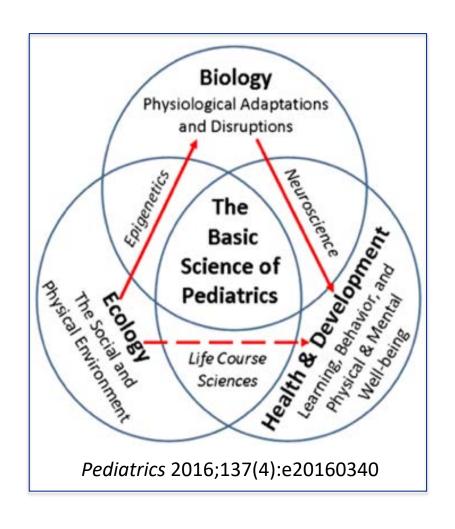
> Biology







RACISM IS TOXIC TO CHILDREN







Processing of the Chronic Adaptation Social Environment to Social Stressors Identity/ Socialization Physiological LIFE COURSE Stress MODEL OF PERCEIVED RACISM **INTERNALIZED RACISM ON DISEASE RISK** Social Psychological Status Stress Coping Response. Workshop Proceedings: Wright JL "Re-imagining a System of Care Physiologic

Dysregulation
(allostatic load)

HPA
Dysregulation
(cortisol)

SMA
Dysregulation
(CV reactivity;
arterial
elasticity)

Altered Inflammation (IL-6; CRP); hormonal regulation

> Altered Immunity

Epigenetic Alteration HEALTH DISPARITIES



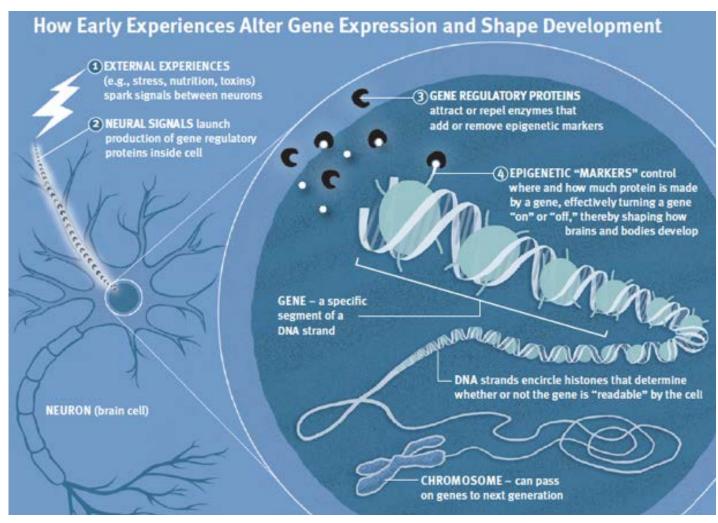
Tmorbidity
(e.g.,CVD,
Diabetes,
Obesity,
Depression,
Asthma)

Adapted from Pachter LM, DC-Baltimore Research Center on Child Health Disparities 2016

<u>Workshop Proceedings</u>: Wright JL "Re-imagining a System of Care to Promote the Well-Being of Children and Families" NASEM 2021



EPIGENETICS



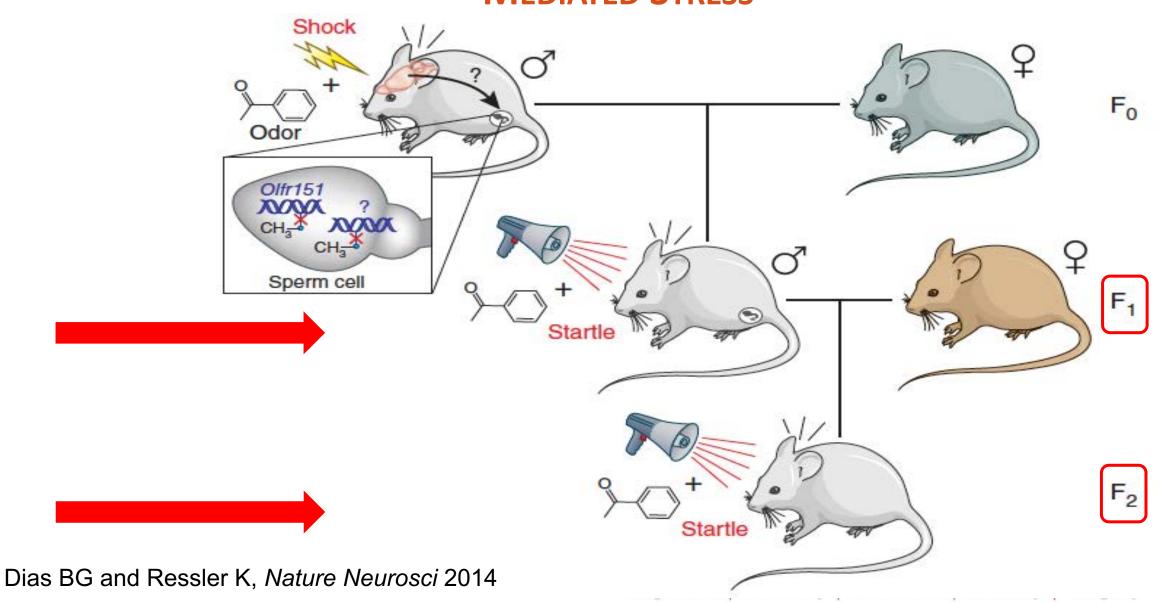
Adapted from the Harvard Center on the Developing Child

"We are beginning to understand the underlying biology of chronic stress, including the stresses that accompany racism. The biological effects of historically mediated trauma such as slavery may linger even in individuals who have seemingly escaped the more toxic environments to which their ancestors were exposed".

Wright et al. *Pediatric Research* 2020 Nov;88(5):696-698.



EPIGENETICS: THE INTERGENERATIONAL TRANSMISSION OF HISTORICALLY MEDIATED STRESS





UNDER THE MICROSCOPE

VIEWPOINT

The Silent Crisis of Pediatric Clinical Practice Guidelines

Corinna J. Rea, MD, MPH

Division of General Pediatrics, Boston Children's Hospital Boston, Massachusetts: and Harvard Medical School, Boston, Massachusetts.

Francisco J. Alvarez.

Lucile Packard Children's Hospital, Palo Alto, California: and Stanford University School of Medicine, Stanford, California.

Joel S. Tieder, MD.

Seattle Children's Hospital, Seattle, Washington; and University of Washington School of Medicine, Seattle, Washington.

Current State of Clinical Prac

The number of Clinical Practice (panded tremendously over the there have been parallel efforts portant role in improving the qu care by synthesizing large amor vide standardized recommenda fessionals and patients. When ately and updated regularly, CP processes and outcomes.1

International Network provide sp for guideline development. 2.3 Cor ordination efforts, and robust proce these standards, including (1) a tear and skilled, (2) transparent proced of interest, (3) evaluation and synth is systematic and unbiased, (4) ra dence and strength of recommen dations that are implementable, far perpetuate racial and ethnic disp ternal stakeholders, and (7) pred

The National Academy of Med

JAMA Pediatrics | Review

and health inequities.

Use of Race in Pediatric Clinical Practice Guidelines velopment and ensure their qu A Systematic Review

Courtney A. Gilliam, MD; Edwin G. Lindo, JD; Shannon Cannon, MD; L'Oreal Kennedy, DNP, CNM, ARNP;

Teresa E. Jewell, MLIS: Joel S. Tieder, MD, MPH

IMPORTANCE National clinical practice guide The use of race in CPGs has the potential to

OBJECTIVE To review the use of race in publ

EVIDENCE REVIEW A literature search of Pub Institute Guidelines Trust, and MetaLib.gov guidelines addressing patients younger than Abstract 2021. The study team systematically identific ethnicity terms and then used a critical race to the potential to either positively or negati in health care.

FINDINGS Of 414 identified pediatric clinical for full review because of the use of race or e The authors analyzed the use of race and or ethnicity terms. The use of a race term or recommendations, or future directions. Au occurred 87 times (49.7%) across 73 CPGs a 45 CPGs.

Academic Medicine, Vol. 97, No. 10 / October 2022

Race in the Reading: A Study of Problematic Uses of Race and Ethnicity in a Prominent Pediatrics Textbook

Alice Li, Andrea T. Deyrup, MD, PhD, Joseph L. Graves Jr, PhD, and Lainie Friedman Ross, MD, PhD

Aspects of medical education and clinical practice continue to reflect the antiquated notion that race is a biologically valid distinction among individuals rather than a social construct. ethnicity in a popular pediatrics textbook to determine if these concepts were being used consistently and correctly.

In May 2021, using the search function on the American Academy of Pediatrics (AAP) eBooks platform, the authors searched for 29 race- or ethnicity-related terms (e.g., African, Asian, Black, race) in the AAP Textbook of Pediatric Care, 2nd Edition, which was published in

2016. One resear quotes containing these search term independently co problematic or no respect to the use excluding example were used in irrele black box warnin then identified th quotes that used problematically.

Results

The search produc across the search were relevant to were analyzed. Pr used race or ethni

From 1977 to 2013, the average age of thelarche, the first sign of puberty in girls, decreased by nearly 3 months per decade.1 This trend, along with rising rates of precocious puberty in girls, has significant implications for girls' physical and psychosocial development, especially because early puberty has been linked to future health

In 1997, the Pediatric Research in Office Setting study introduced race into the discourse surrounding pubertal timing

as a factor in the pubertal timing of girls and has been included in recent American Academy of Pediatrics (AAP) clinical reports⁶ and Pediatric Endocrine Society guidelines.7 As a result, many patients, caregivers, medical students, and physicians have been taught that Black girls experience puberty at earlier ages. In addition, in scientific and educational resources^{8,9} and the lav media. 10,11 race continues to be associated with precocious puberty without considering the potential causes of this

"A use of race with a

potential negative effect

occurred in 49.7% of CPGs"

*Warren Albert Medical School of Brown University Previdence Rhode

Are Black Girls Exhibiting Puberty Earlier? Examining Implications of Race-Based Guidelines

Adeiyewunmi (Ade) Osinubi, MD,* C. Paula Lewis-de los Angeles, MD, PhD,*⁵⁰ Patricia Poitevien, MD, MSc,*⁵¹ Lisa Swartz Topor, MD, MMSc*D.c

68



NEONATAL HYPERBILIRUBINEMIA

JAMA Pediatrics | Review

JAMA Pediatr. doi:10.1001/jamapediatrics.2020.1767

Combating the Hidden Health Disparity of Kernicterus in Black Infants A Review

Francesca Okolie, DO, MPH; Jeannette E. South-Paul, MD; Jon F. Watchko, MD

IMPORTANCE Kernicterus is a devastating, permanently disabling neurologic condition resulting from bilirubin neurotoxicity. Black neonates account for more than 25% of kernicterus cases in the US, despite making up only approximately 14% of all births. This is a largely overlooked health disparity.

Variables Used in Predictive Logistic Regression Model: ETCOc, feeding type, birth weight, *race*, parity, maternal diabetes, maternal blood type, and bruising.

TABLE 2. Risk Factors for Development of Severe Hyperbilirubinemia in Infants of 35 or More Weeks' Gestation (in Approximate Order of Importance)

Major risk factors

Predischarge TSB or TcB level in the high-risk zone (Fig 2)^{25,31} Jaundice observed in the first 24 h³⁰

Blood group incompatibility with positive direct antiglobulin test, other known hemolytic disease (eg, G6PD deficiency), elevated ETCO_c

Gestational age 35-36 wk39,40

Previous sibling received phototherapy^{40,41}

Cephalohematoma or significant bruising39

Exclusive breastfeeding, particularly if nursing is not going well and weight loss is excessive^{39,40}

East Asian race39

Minor risk factors

Predischarge TSB or TcB level in the high intermediate-risk zone^{25,31}

Gestational age 37-38 wk39,40

Jaundice observed before discharge⁴⁰

Previous sibling with jaundice40,41

Macrosomic infant of a diabetic mother 42,43

Maternal age ≥25 v39

Male gender^{39,40}

Decreased risk (these factors are associated with decreased risk of significant jaundice, listed in order of decreasing importance)

TSB or TcB level in the low-risk zone (Fig 2)25,31

Gestational age ≥41 wk³⁹

Exclusive bottle feeding^{39,40}

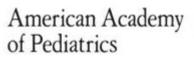
Black race38*

Discharge from hospital after 72 h40,44

^{*} Race as defined by mother's description.



NEONATAL HYPERBILIRUBINEMIA – REVISED CLINICAL PRACTICE GUIDELINE





DEDICATED TO THE HEALTH OF ALL CHILDREN

Clinical Practice Guideline Revision: Management of Hyperbilirubinemia in the Newborn Infant 35 or More Weeks of Gestation

"Family history or genetic ancestry suggestive of inherited red blood cell disorders, including G6PD"

Alex R. Kemper, MD, MPH, MS, FAAP, Thomas B. Newman, MD, MPH, FAAP, Jo M. Jeffrey Maisels, MB BCh, DSc, FAAP,d Jon F. Watchko, MD, FAAP, Stephen M Randall W. Grout, MD, MS, FAAP, David G. Bundy, MD, MPH, FAAP, Ann R. Star Alison Volpe Holmes, MD, MPH, FAAP, Lori B. Feldman-Winter, MD, MPH, FAAP, Steven R. Brown, MD, FAAFP, Gabriela M. Maradiaga Panayotti, MD, FAAP, Kyr Peter D. Rappo, MD, FAAP, Terri L. Russell, DNP, APN, NNP-BC

Pediatrics. 2022;150(3):e2022058859

TABLE 1 Risk Factors for Developing Significant Hyperbilirubinemia

Risk Factors

- . Lower gestational age (ie, risk increases with each additional week less than 40 wk)
- . Jaundice in the first 24 h after birth
- . Predischarge transcutaneous bilirubin (TcB) or total serum bilirubin (TSB) concentration close to the phototherapy threshold
- Hemolysis from any cause, if known or suspected based on a rapid rate of increase in the TSB or TcB of >0.3 mg/dL per hour in the first 24 h or >0.2 mg/dL per hour thereafter.
- · Phototherapy before discharge
- · Parent or sibling requiring phototherapy or exchange transfusion
- Family history or genetic ancestry suggestive of inherited red blood cell disorders, including glucose-6-phosphate dehydrogenase (G6PD) deficiency
- · Exclusive breastfeeding with suboptimal intake
- · Scalp hematoma or significant bruising
- Down syndrome
- · Macrosomic infant of a diabetic mother



AAP receives \$2 million grant to help eliminate race-based medicine

by Alyson Sulaski Wyckoff • Associate Editor

The Doris Duke Charitable Foundation has awarded the AAP a two-year, \$2 million grant to launch a project to support the elimination of racebased medicine.

Several other medical organizations also received grants for this purpose.

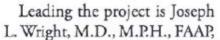
The AAP project, "Establishing a Race-Conscious Approach to Clinical Guidance in Pediatric Care," will create a process for identifying and correcting race-normed clinical algorithms and test a revised

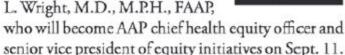
For the latest updates from the AAP Board of Directors, see page 4.

algorithm in an emergency department setting. Funding from the foundation, whose

mission is to improve the quality of people's lives through grants supporting the performing arts, environmental conservation, medical research and child well-being, extends from March 1, 2023, to Feb. 28, 2025.

Results of the project will be used to guide the development of clinical recommendations from the AAP and other medical organizations seeking to eliminate race-based medicine and improve health outcomes for children. The effort will address individual-level factors at the patient-physician level as well as system and policy-level factors.





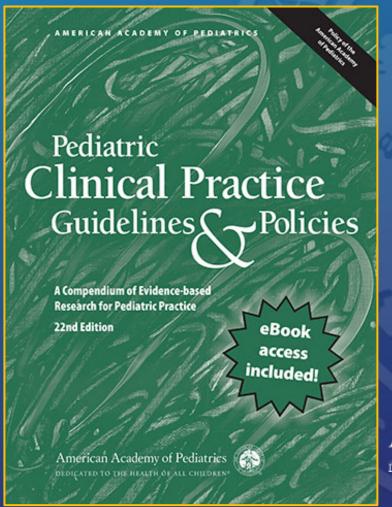
A former member of the AAP Board of Directors (2020-'22), Dr. Wright is immediate past chair of the Committee on Equity. He is an emergency medicine specialist, currently serving as senior vice president and chief health equity officer for the University of Maryland Medical System, where he is a professor of pediatrics and of health policy and management.

Recognition of AAP efforts

The AAP has been taking steps to correct the inappropriate use of race in clinical decision-making, medical education and research such as in Clinical Practice Guideline Revision: Management of Hyperbilirubinemia in the Newborn Infant 35 or See Grant, page 10



Eliminating Race-Based Medicine: Transformation - What is the task at hand?



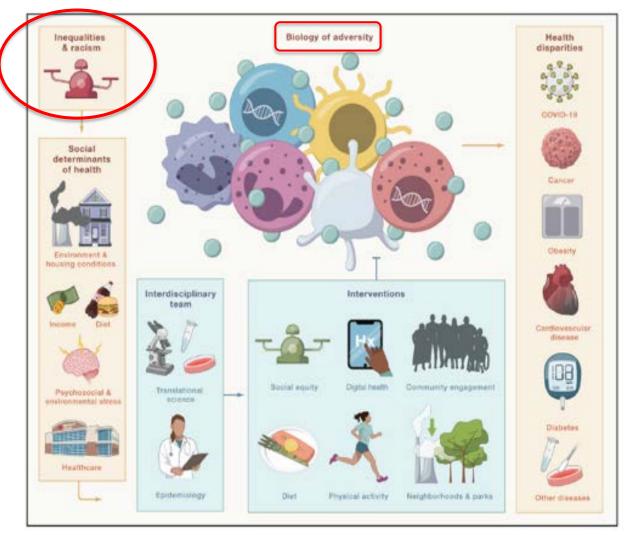




Moving Towards Equity and Anti-Racism

- Recognize it
- Name it
- Oppose it
- Replace it

Ward JV. The Skin We're in: Teaching Our Teens to be Emotional Strong, Socially Smart, and Spiritually Connected. New York, NY: Free Press; 2002



Cell 2021;184(11):2797

IMPLEMENTATION: MOVING FROM RACE-BASED TO RACE-CONSCIOUS MEDICINE

RACE-BASED MEDICINE

Race inferred to have biological significance

Epidemiological and clinical studies link race with disease

Basic or translational science studies link race with biology

Racial groups understood as inherently diseased

Biologized concepts of race reinforced

Healthcare bias and stereotyping

Racially tailored clinical practice

Health Disparities

RACE-CONSCIOUS MEDICINE

Race defined as a social construct

Effects of structural and systemic racism are analyzed

Health consequences of racism taught

Support provided to overcome structural and systemic barriers

Reduction in Health Disparities

adapted from Cerdena JP, Plaisime MV, Tsai J. Lancet 2020;396(10257):1125

Plaisime MV, Cerdena JP, Belcher HE, Wright J. Pediatrics in press



Introducing Race-Conscious Medicine into Discovery and the Scientific Lexicon

JAMA Pediatrics | Original Investigation

2022 Jun 1;176(6):569

Reassessment of the Role of Race in Calculating the Risk for Urinary Tract Infection

A Systematic Review and Meta-analysis

Nader Shaikh, MD, MPH; Matthew C. Lee, BA; Lynissa R. Stokes, PhD; Elizabeth Miller, MD, PhD; Marcia Kurs-Lasky, MS; Isabella Conway, BS; Timothy R. Shope, MD; Alejandro Hoberman, MD

IMPORTANCE A previously reported prediction model included a child's race to estimate risk of urinary tract infection (UTI), but race-conscious medicine encourages investigating how race is likely to be a proxy for other factors that should instead be used for risk prediction.

"...race-conscious medicine encourages interrogating how race is likely to be a proxy for other factors and that those factors should be considered for inclusion in decision making processes".



PEDIATRIC UTI: EQUITABLE CARE DELIVERY

Emergency Medicine I

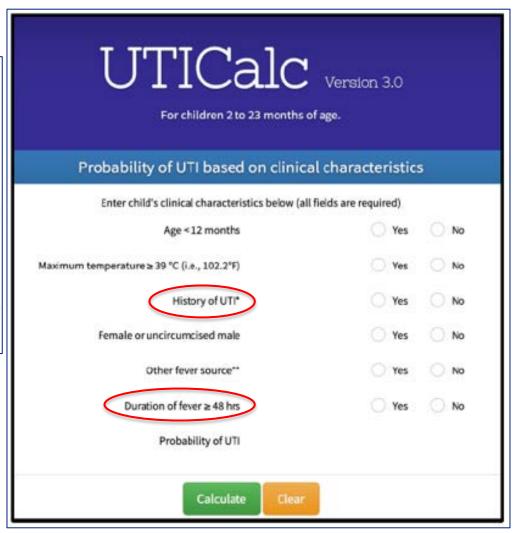
External validation of the UTICalc predictive model for pediatric urinary tract infections

Sunday, April 24, 2022 2 10:45 AM - 11:00 AM US MT

Q Location: Convention Center: 708/710/712 ☑ Enduring CME: 0.25

Anna G. Smith, Ann & Robert H. Lurie Children's Hospital of Chicago, Chicago, IL, United States; Lindsay H. Boles, Ann & Robert H. Lurie Children's Hospital of Chicago, Chicago, IL, United States; Anisha Kshetrapal, Ann & Robert H. Lurie Children's Hospital of Chicago, Chicago, IL, United States; Norma-Jean E. Simon, Ann & Robert H. Lurie Children's Hospital of Chicago, Chicago, IL, United States; Timothy R. Shope, UPMC Children's Hospital, Gibsonia, PA, United States; Nader Shaikh, University of Pittsburgh School of Medicine, Pittsburgh, PA, United States; Sriram Ramgopal, Ann & Robert H. Lurie Children's Hospital of Chicago, Chicago, IL, United States

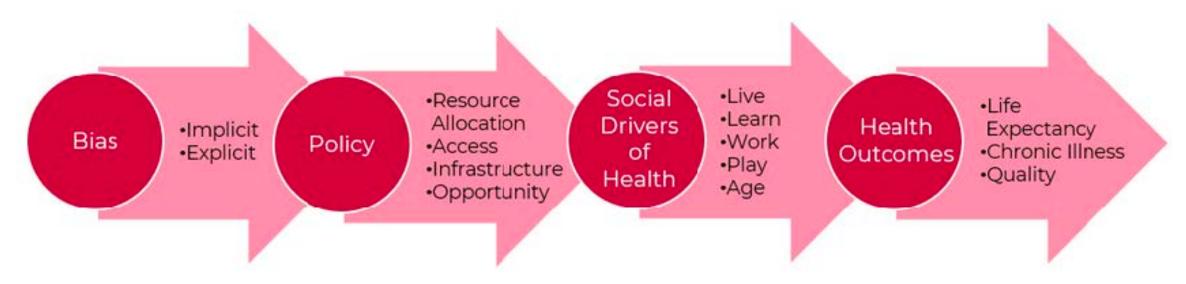
The variable *race* was replaced with *history* of *UTI* and duration of fever. Accuracy compared to previous risk prediction models was similar.





CAN'T THROW THE BABY OUT WITH THE BATH WATER

- Even in the face of insurmountable evidence that race is not a biologic proxy, there <u>is</u> definitely a role for what race represents in terms of differential lived experiences.
- Rigorous consideration of the social drivers that frame health status is necessary to eliminate disparities and achieve more equitable outcomes.



https://www.rwjf.org/en/library/research/2019/02/medicaid-s-role-in-addressing-social-determinants-of-health.html



RACISM NOT RACE: INEQUITIES IN CHILD WATER SAFETY

POLICY STATEMENT Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

> American Academy of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDREN®

Prevention of Drowning

"Overall, African American children have the highest drowning fatality rates, followed in order by American Indian an/or Alaskan Native, white, Asian American and/or Pacific Islander, and Hispanic children"

The New Hork Times

'Swimming Wasn't for Us'

The nation's first Black-owned pool club aims to teach hundreds of children to swim this summer, helping to close a dangerous racial gap in the process.





Pediatrics. 2019;143(5):e20190850

https://www.nytimes.com/2022/07/04/us/segregation-nile-swim-club.html



CORRECTIVE ADVOCACY: ACCESS TO PUBLIC POOLS CAN PREVENT DROWNING

"With no physiologic differences to explain the difference in drowning risk, race and ethnicity are likely a proxy for social and cultural differences...underlying reasons are not well understood, but may include historical (such as segregation and lack of access) and environmental influences".

Prevention of Drowning
 AAP Technical Report

Pediatrics. 20212021;148(2):e2021052227

The New Hork Times

https://www.nytimes.com/2023/07/27/opinion/drowning-public-pools-america.html

When It Comes to Swimming, 'Why Have Americans Been Left on Their Own?'

July 27, 202



By Mara Gay
Ms. Gay is a member of the editorial board.

At long last, a once-segregated beach reopens on the Chesapeake Bay

Published on: May 09, 2023 5:30 AM EDT | Updated on: May 09, 2023 7:20 AM EDT





Racial Health Equity and Social Needs Interventions A Review of a Scoping Review

Crystal W. Cené, MD, MPH; Meera Viswanathan, PhD; Caroline M. Fichtenberg, PhD; Nila A. Sathe, MA, MLIS; Sara M. Kennedy, MPH; Laura M. Gottlieb, MD, MPH; Yuri Cartier, MPH; Monica E. Peek, MD, MPH, MS

SOCIAL DRIVERS OF HEALTH

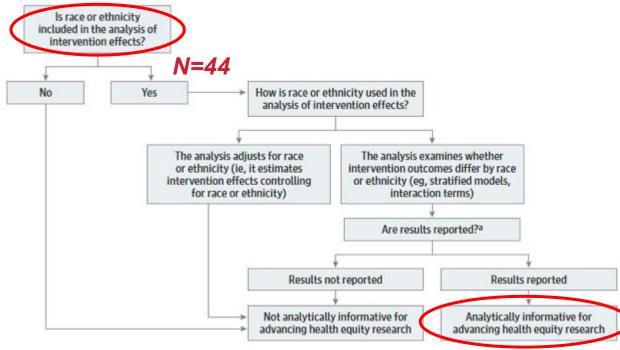
Abstract

IMPORTANCE Social needs interventions aim to improve health outcomes and mitigate inequities by addressing health-related social needs, such as lack of transportation or food insecurity. However, it is not clear whether these studies are reducing racial or ethnic inequities.

Key Points

Question To what extent do studies of social needs interventions explain how race and ethnicity are conceptualized and used in analyses of intervention

N=152



SDoH research lack race data, study finds

January 24, 2023

Researchers are calling for studies on social determinants of health (SDoH) to include race in their analyses to advance racial health equity.

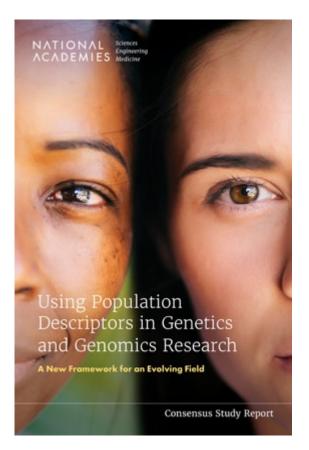


https://www.risehealth.org/insights-articles/sdoh-research-lack-race-data-study-finds/

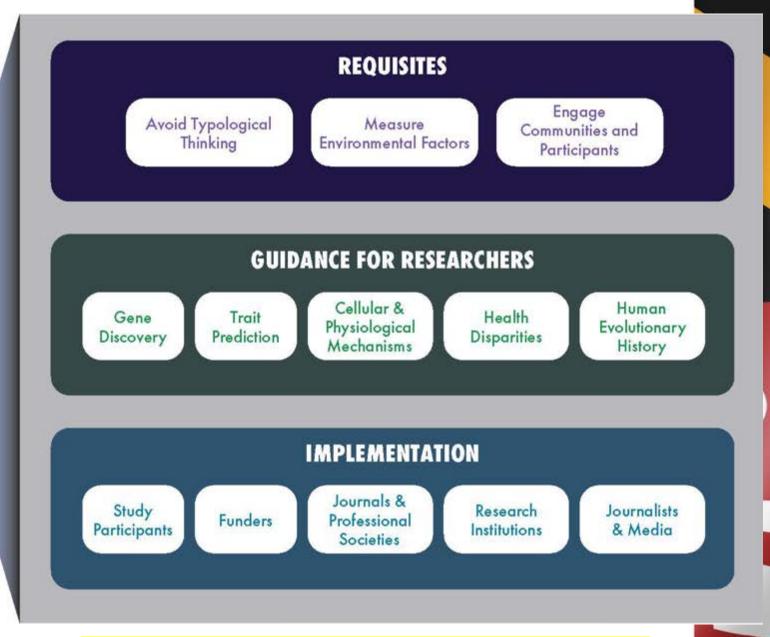
N=21 → N=4 conceptually thoughtful



A FRAMEWORK FOR CHANGE







National Academies of Sciences, Engineering, and Medicine. 2023. *Using Population Descriptors in Genetics and Genomics Research: A New Framework for an Evolving Field.* Washington, DC: The National Academies Press. https://doi.org/10.17226/26902.



APPLYING SCIENTIFIC INTEGRITY

Achieving equity through science and integrity: dismantling race-based medicine

Joseph L. Wright^{1,251}, Gary L. Freed^{3,4}, Karen D. Hendricks-Muñoz⁵, James N. Jarvis⁶, Yvonne A. Maldonado^{7,8}, Jean L. Raphael⁹, David Schnadower¹⁰, Brian Sims¹¹, Clifford W. Bogue¹², Mary B. Leonard^{7,13}, Tamera D. Coyne-Beasley^{11,14} and Committee on Diversity, Inclusion and Equity on behalf of the American Pediatric Society⁶

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Pediatric Research (2022) 91:1641-1644; https://doi.org/10.1038/s41390-022-02041-8

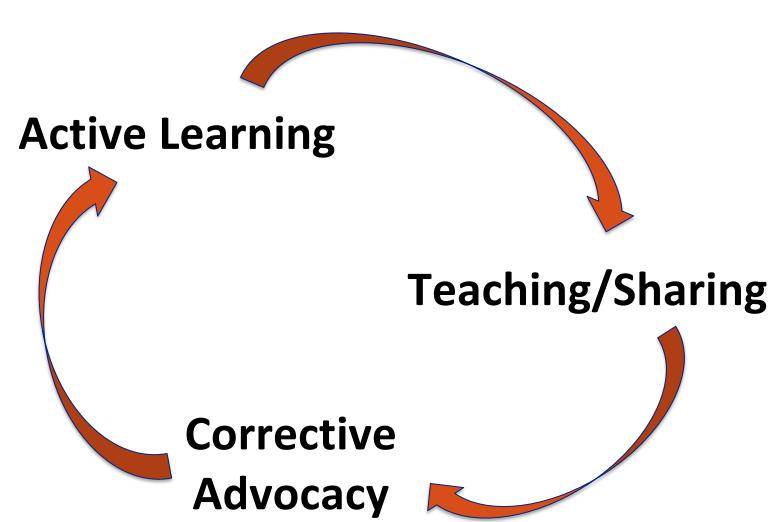
- Comprehensive
- Collaborative
- Transdisciplinary

Convergence Science





REROUTING THE JOURNEY







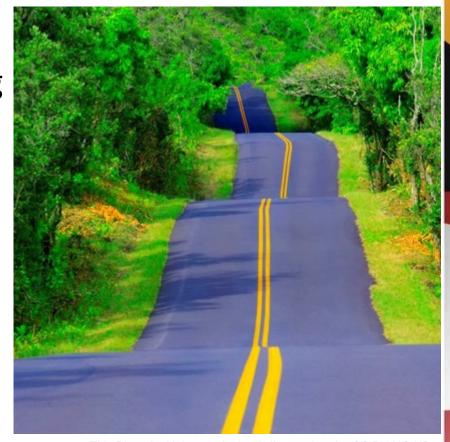
REROUTING THE JOURNEY — STRATEGIES AND TACTICS

• Skew to the evidence:

- Appeal to the inherent scientist and life-long learner in us to build fund of knowledge.
- Expand awareness of surreptitiously hidden history.

Emphasize differential lived experience:

Leverage collegial relationships to better understand synergistic value of diversity.



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discovery | excellence | diversity | integrity





Adapted from N. Burke CommonHealth Action

Until the lion tells the story, the narrative will always glorify the hunter.

- African proverb