

RACHEL HARDEMAN, PHD, MPH & DIVERSITY SCIENCE

DIGNITY IN PREGNANCY AND CHILDBIRTH

FUNDED BY THE CALIFORNIA HEALTH CARE FOUNDATION



DIVERSITY **SCIENCE**

Black Maternal Health Week 2021



AGENDA

- Opening
- Why Are We Here?
- The Project
- Sneak Peak
- The Course: Key Features
- Accessing the Course
- Q&A – Submit Questions by Using the Q&A Box



TODAY'S PRESENTERS



**RACHEL
HARDEMAN, PHD, MPH**

**PROJECT
DIRECTOR**



**MICHELLE
VAN RYN, PHD, MPH**

**FOUNDER
*DIVERSITY SCIENCE***



**AXCELLE
BELL**

**PROJECT
COORDINATOR
*DIVERSITY SCIENCE***



**MICHELLE
NIETO-HERNANDEZ**

**CLIENT RELATIONSHIP
SPECIALIST
*DIVERSITY SCIENCE***

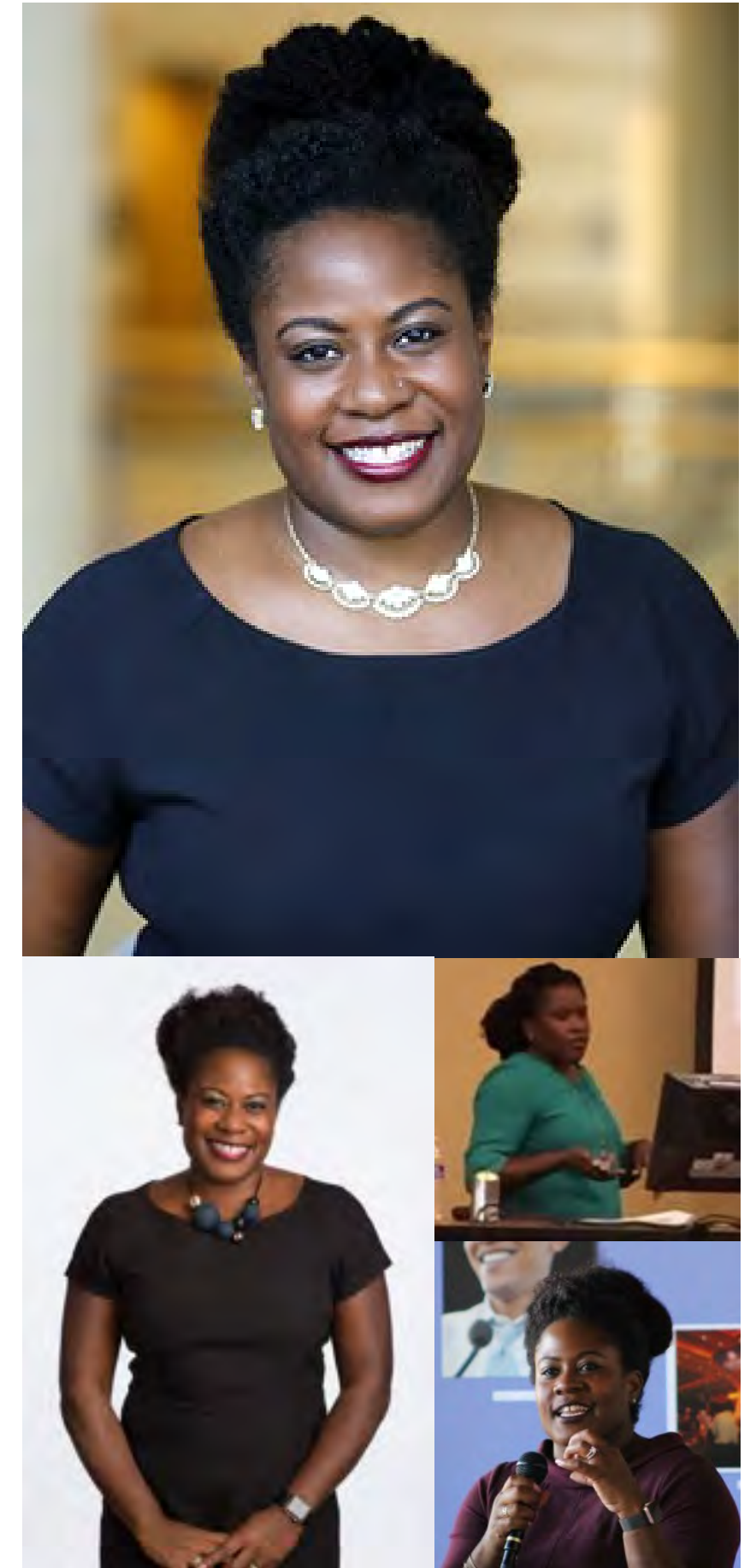
**Q&A
MODERATOR**

RACHEL HARDEMAN, PhD, MPH

PROJECT DIRECTOR

“...health care professionals have an obligation and **opportunity** to contribute to health equity in concrete ways.”

*Hardeman RR et al., Structural Racism and Supporting Black Lives
The Role of Health Professionals.
New England Journal of Medicine* 2016;375(22):2112-15.



SUBJECT MATTER EXPERT TEAM



Karen A. Scott,
MD, MPH,
FACOG



Brooke Cunningham,
MD, PhD



Joia Crear-Perry,
MD, FACOG



Sylvia Perry,
PhD

***TO THE DOZENS OF STAKEHOLDERS
WHO PROVIDED FEEDBACK – THANK YOU!***

DIVERSITY SCIENCE SCIENTIFIC & DEVELOPMENT TEAM



www.diversityscience.org/about-us-2/our-team/

E-LEARNING DEVELOPMENT PARTNER: SweetRush



www.sweetrush.com

WHY ARE WE HERE TODAY?

Persistent and extensively documented inequities in maternal and child suffering, illness, disability, and death.



**Black / African American
mothers & birthing people are:**

3–4x

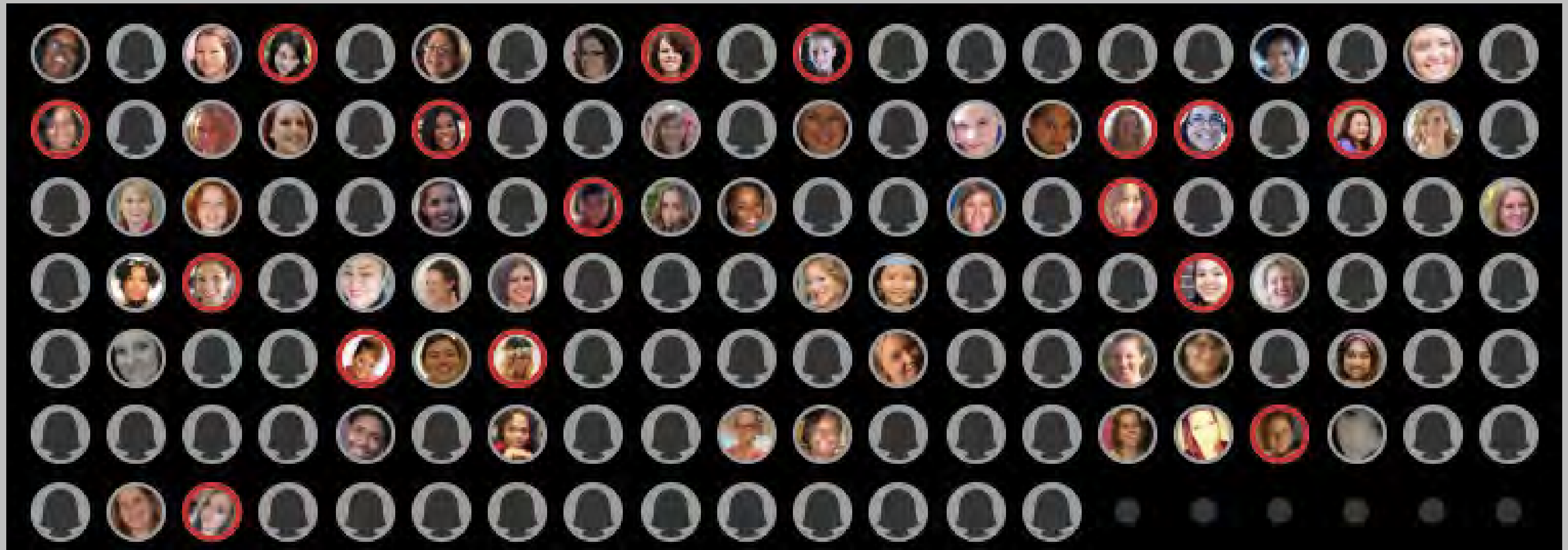
More likely to die in
childbirth

2x

More likely to experience
severe morbidity



Numerous studies document Black women’s experiences of racial discrimination in the healthcare system



Public testimony documents Black women's experiences of racial discrimination in the healthcare system

NPR/ Pro Publica Collection of 100+ stories that are publicly accessible

By Nina Martin and colleagues

Inequities persist after accounting for preconception healthcare and population socioeconomic differences.

This evidence points to a *major opportunity* for healthcare professionals and organizations.

Be part of the solution.



This course is a piece of the solution.

**Feasible, provider and learner-centered,
evidence-based, inclusive of stakeholder
perspectives, and meets the requirements of:**

California Dignity in Pregnancy and Childbirth Act, SB 464

THE LAW




Bill Authored by
Senator Holly J.
Mitchell



<https://sd30.senate.ca.gov/>

(b) An implicit bias program implemented pursuant to subdivision (a) shall include all of the following:

- 
- A photograph of a woman with dark hair, wearing a headscarf, smiling and holding a newborn baby. The image is overlaid with a semi-transparent blue filter.
- (1) Unconscious bias
 - (2) Barriers to inclusion
 - (3) How to decrease implicit bias
 - (4) Historical and contemporary exclusion and oppression
 - (5) Cultural identity across racial and ethnic groups
 - (6) Communicating effectively across difference
 - (7) Power dynamics and organizational decision-making
 - (8) How implicit bias contributes health inequities in perinatal care
 - (9) Perspectives of diverse, local constituency groups and experts
 - (10) Reproductive Justice

From CA SB464

**FULLY RESPONSIVE TO THE LAW AND
EXPERT STAKEHOLDER INPUT AND REVIEW**

FREE

Due to the generosity of the
California Health Care Foundation

California perinatal care organizations and
providers have access to this high-quality training
and supplemental resources at no charge!

The Course

Dignity in Pregnancy and Childbirth Course

LEARNER-CENTERED

Real world, real needs

EVIDENCE-BASED

Rooted in huge body
of scientific literature

ACCESSIBLE

Many ways to access
and **free** of charge

INCLUSIVE

Stakeholder and
SME Input





LEARNER CENTERED

Real World, Real Needs

- Engaging
- Meaningful
- Relevant to learner needs
- Grounded in real clinical scenarios





EVIDENCE-BASED *Impactful*

- Increases structural competency
- Increases insight and transferrable knowledge and skills
- Promotes empathy, skills and actions needed to prevent racial biases
- Motivates action



INCLUSIVE

*Responsive to All
Stakeholder Groups*

- Black birthing women
- Families
- Professional organizations
- Hospitals and providers
- Advocacy and community organization
- Subject matter experts



WHAT WE HEAR FROM LEARNERS

"The e-learning expanded my perspective on the effects racism can have on the birthing process."

"I liked learning from a very real-life story that could easily happen in our department. This was very relatable and easy to apply to many situations we have encountered."

"As an African-American female that almost died, it made me realize how fortunate I was. My husband was in the waiting room and not allowed to go with me to ICU after my emergency C-section. Great telling of Melissa's story - very impactful."

DIGNITY IN PREGNANCY AND CHILDBIRTH COURSE



Laying the
Groundwork



Racism not Race



Taking Action

SUPPORTING RESOURCES

For Learners

- 17-minute Stereotype Threat prevention online training course
- Online resources for understanding and transforming racial trauma

Visit diversityscience.org/perinatal

For Leaders and Change Agents

- Facilitator guide and small group discussion activities
- Leadership resources for organizational health equity initiatives
- Diversity Science is offering facilitated workshops to deepen learning for perinatal care providers and leaders. Email **equalcare@diversityscience.org** to learn more about timing and fees

*Leader resources will be available in May 2021

Accessing the Course

Group Access

**My organization
would like to
register as a
group or access
the course files**

Individual Access

**I am an
individual and
I would like to
take the course
today**

equalperinatalcare.diversityscience.org

Easy, Flexible Access for Individuals



Any individual, anywhere can self-register and complete the course for free.



After completing the entire course, individuals receive printable Certificate of Completion.

**Easy, Flexible
Access for
Organizations**

OPTIONS

Use your Learning
Management
System

Use our Learning
Management
System

Q&A

THANK YOU



Rachel Hardeman, PhD, MPH



DIVERSITY SCIENCE



If you have not yet, join our mailing list:
[Diversity Science.org/perinatal](https://DiversityScience.org/perinatal)



Additional Questions?
Email us at equalcare@diversityscience.org