

# Challenging Racial Inequity In Health Care? Call a Chaplain!



Rev. M. Alexandra George, M.Div., BCC  
Rev. Jodi Barry, M.Div., BCC

---

---

---

---

---

---

---

---

## Challenging Health Care Equity? Call a Chaplain!



▶ Rev. M. Alexandra George, Chaplain at  
Children's Minnesota, St. Paul Campus



---

---

---

---

---

---

---

---

## Challenging Health Care Equity? Call a Chaplain!



▶ Rev. Jodi Barry, Lead Chaplain Woodwinds  
Health Campus (Woodbury, MN)



---

---

---

---

---

---

---

---

## Learning Goals:

- ▶ Increase knowledge about current racial disparities in relation to the healthcare system
- ▶ Use personal stories to explore the effects of racism
- ▶ Gain an understanding of white privilege
- ▶ Identify practical tips for partnering with staff to create an equitable healthcare environment

---

---

---

---

---

---

---

---

## Ground Rules:

- ▶ Questions will be limited during the presentation; there will be time at the end for questions.
- ▶ You will be invited to participate at different points during the workshop to illustrate ideas, concepts.
- ▶ We will guide the discussion throughout the presentation
- ▶ In your small groups please be respectful of time

---

---

---

---

---

---

---

---

## Grounding in Data:

- ▶ Where Are We Now?



---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

Chronic Stress can create health issues unique to people of color.

- ▶ Unnatural Causes ...is inequality making us sick?
  - Racism imposes an added health burden
  - Health is tied to the distribution of resources
  - Chronic stress can be toxic
  - Inequality – economic and political– is bad for our health
  - Health inequalities are not natural

---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

Health Equity Quiz



---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

▶ Racial and Ethnic Disparities in US Health Care: A Chartbook

---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

My Story...

---

---

---

---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

Our Stories – Small Groups (2-3)

► Four Questions:

---

---

---


---

---


---

---

---

Challenging Health Care Equity? Call a Chaplain! 

What Oxygen is to the lungs,  
such is hope to the  
meaning of life.



---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

## White Privilege:



---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

## Blue Eye/Brown Eye Experiment:



---

---

---


---

---

---

---

---

Challenging Health Care Equity? Call a Chaplain! 

## Unpacking the Invisible Knapsack:



---

---

---

---

---

---

---

---

## Unpacking the Invisible Knapsack:

▶ Invite people to make their own autobiographical lists of privilege, for example:

- Sexual orientation
  - Religion
  - Gender identity
  - Employment
  - Physical ability
  - Nation of origin
  - Families languages of origin
  - Families relation to education, money, housing and neighborhoods
- \*Class
  - \*Gender
  - \*Language
  - \*Ethnicity
  - \*Handedness

---

---

---

---

---

---

---

---

## Unpacking the Invisible Knapsack:

▶ Avoid self righteousness and preaching to family and friends about privilege, especially if it is something they have just discovered themselves

---

---

---

---

---

---

---

---

## Unpacking the Invisible Knapsack:

▶ Need to strengthen three intellectual muscles:

- The ability to see in terms of systems as well as in terms of individuals
- The ability to see how system discrimination, the downside, is matched by systemic privilege, the upside
- The ability so see many different kinds of privilege systems

---

---

---

---

---

---

---

---

## Systemic

- Think about what it is to see society systemically, and structurally, rather than only in terms of individuals making individual choices

---

---

---

---

---

---

---

---

I've learned that people will forget what you said,  
people will forget what you did,  
but people will never forget  
    how you made them feel.  
Nothing will work unless you do.  
There is no greater agony than bearing  
    an untold story inside you.  
                                Maya Angelou

---

---

---

---

---

---

---

---

## Partnering to create equitable healthcare: But What Can We Do?

- Discussion
- Handouts of things we can do
- Case presentations

---

---

---

---

---

---

---

---

## Closing

- ▶ Closing comments
- ▶ Our setting is health care – how can we impact inequity in our setting.
- ▶ What can we learn from people of color in the health care setting knowing that chronic stress affects their lives?
- ▶ Closing Ritual

---

---

---

---

---

---

---

---

- ▶ Bibliography to come

---

---

---

---

---

---

---

---