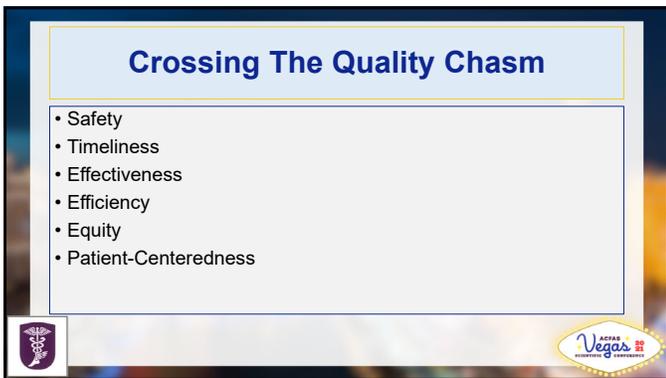




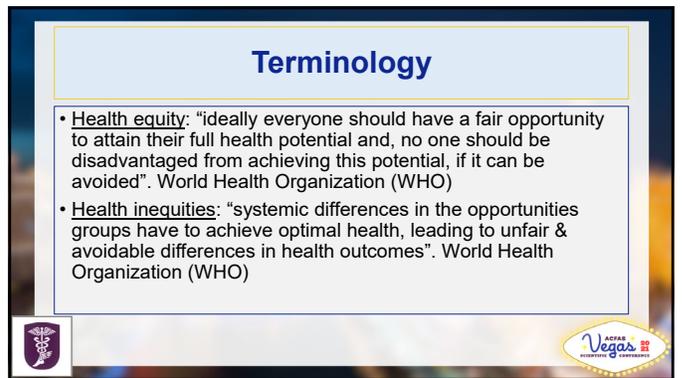
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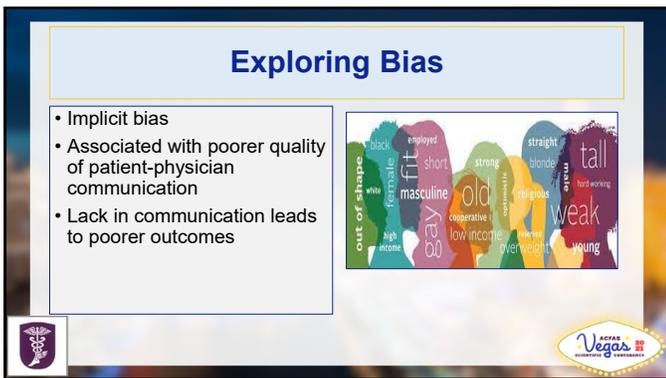
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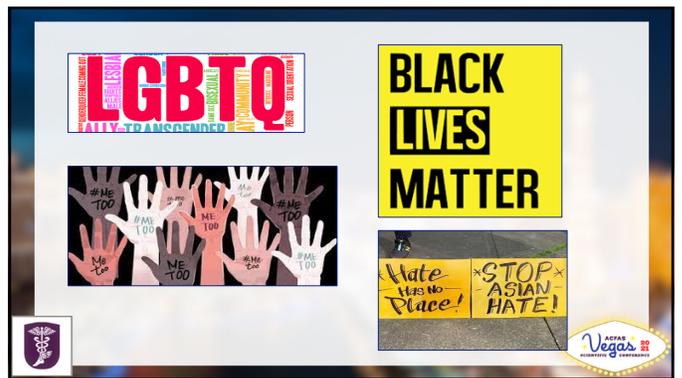
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6

History of Distrust

- Tuskegee Experiment (1932-1972)
- Unethical study to track the full disease progression of syphilis
- Conducted by the US Public Health Service (PHS)




7

Looking to the Past





8

IDEA

INCLUSION, DIVERSITY, EQUITY AND ACCESS (IDEA)

Mission: To cultivate a culture of inclusive excellence where inclusion, diversity, equity and access serve as the foundation for our medical care, education, innovation and research efforts.

Strategic Overview: Diversity and inclusion efforts celebrate differences, unique talents and abilities that contribute to the success of the enterprise. They are integral elements to ensure we are recognized as the region's most valued health care asset.

Strategic Priorities:

- Advance engagement initiatives that build connections to promote a sense of belonging and growth, increase retention and reduce turnover.
- Increase retention and advancement of underrepresented faculty members, students, and staff across the academic enterprise.
- Provide ongoing understanding and support for diversity and inclusion and equal opportunity of students.
- Provide research leadership in health equity.



9

Building Trust



REPRESENTATION MATTERS

IF YOU CAN SEE IT,
YOU CAN BE IT



10

Of all the forms of inequality, injustice in health care is the most shocking and inhumane.

— Dr. Martin Luther King, Jr.



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References

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- Hall, William J., et al. "Implicit Racial/Ethnic Bias Among Health Care Professionals and Its Influence on Health Care Outcomes: A Systematic Review." *American Journal of Public Health*, vol. 105, no. 12, 2015, pp. 60–75., doi:10.2105/ajph.2015.302903a.



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The Legal Perspective

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Cases

Kasuri v St. Elizabeth Hospital Medical Center: Residency applicant alleged that she was told the defendant medical center would hire only “one Indian per year” into its internal medicine residency program. The hospital denied the charge, and the case was tried by a judge who found the witnesses for the hospital more credible; Plaintiff was unsuccessful at trial.




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Cases

Bascom v. The Brookdale Hospital
Resident alleged racial and religious discrimination, but had no evidence to support these claims, and was said to present 'mere conjecture.' This claim was dismissed just as the three before it were. He was also given a warning that continuous filings alleging something that has already been litigated constitutes harassment. He was threatened with a monetary penalty if he continues down this road.
Pro Se plaintiff.




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Cases (cont.)

- *Barbano v Madison County*: Female interviewed and was told they would not consider a woman for the position. Then they asked her about family plans. She answered that the questions were irrelevant and discriminatory. The interviewer replied it was relevant because he would not hire a woman who would get pregnant and quit.
- The VA services hired a man. Barbano sued and prevailed receiving \$55,000 in back pay. The main reason was because absent the discrimination, the VA failed to prove they still would not have hired Barbano.




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Discriminatory Questions?

- Do you have plans to have a family? Are you currently pregnant?
- Employers and potential employers NOT prohibited from asking if you are pregnant or whether you intend to have a family.

US Equal Employment Opportunity Commission: “Federal law does not prohibit employers from asking you whether you are or intend to become pregnant. However, because such questions may indicate a possible intent to discriminate based on pregnancy, we recommend that employers avoid these types of questions.”
<https://www.eeoc.gov/youth/pregnancy-discrimination-faqs>




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Discriminatory Questions?

- When to disclose pregnancy?
- They can't discriminate once you are pregnant
- They may not treat male employees with children differently than it treats female employees with children. For example, an employer may not refuse to provide a man time-off for child activities when they allow women to do so.




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Discriminatory Requests for change of Clinician

- Hurley Medical Center in Michigan was sued because the hospital refused to allow a black nurse to care for a baby based on customer preference. Hospital settled with physician.
- Nine employees sued a psychiatric hospital when they issued a staffing directive in response to a patient's race based threats that prevented them from caring for this patient based on race. (6-year ordeal but they prevailed).
- There are scenarios where requests should be accommodated. (Rape victim or observant Muslim woman requests female physician.)




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Implicit Bias?

- Ohio State U College of Medicine Admissions Committee took a test exposing their attitudes toward race, gender and sexual orientation.
- 64% of male and 52% of female respondents had an implicit preference for white applicants.
- 10% of respondents expressed an explicit preference for white applicants.
- 70% of all faculty had an implicit gender-career stereotype bias that associated men with careers and women with lives as homemakers.




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Questions?





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Thank You!




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