

**Dr. Ijeoma Nnodim Opara**

innodim@wayne.edu



Justice Equity &  
Antiracism in Medicine &  
Healthcare (JEAMH)



# BUILDING TRUSTWORTHINESS

In order to achieve health equity and eliminate health disparities, including COVID-19 racial disparities organizations need to build their trustworthiness to earn the trust of historically excluded communities including Black Indigenous & People of Color (BIPOC).

They can start by practicing these 4 antiracist keys:

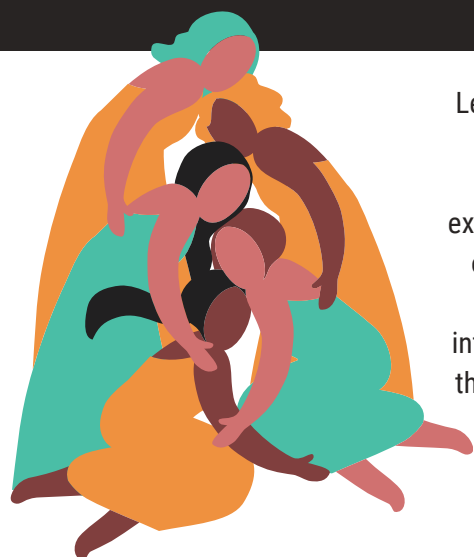


## 1. TELL THE TRUTH

Lead with honesty. Acknowledge the historical & ongoing harms perpetrated against BIPOC communities by the medical & scientific communities. Name racism and white supremacy as root causes to health & wealth disparities. Take responsibility & own your role in these human rights violations including (silent) complicity, benefits, and the conscious/unconscious reproduction of oppressive power systems. Commit to a long-term restorative justice process to correct injustices and injury. Be consistent.



## 2. DEMONSTRATE HUMILITY



Lead with intentionality. Listen to BIPOC and follow their lead. Acknowledge and undo individual and system bias and reconstruct all paradigms, processes, policies, and practices to be centered in upholding the humanity, voice, & value of BIPOC. Professionals may be content experts but BIPOC are context experts with a wealth of lived experiences and histories that make or break any medical or public health intervention. We must take the cotton out of our ears and put it in our mouth and learn from them. We must acknowledge power dynamics and intentionally disrupt them, actively resisting the reproduction of colonizing dynamics written into the genetics of academic-community "partnerships", and value non-western forms of knowledge & knowledge production. We must build just & equitable relationships and partnerships with community grassroots/tops leaders involving them in all aspects of decision-making & programming from conceptualization to evaluation. .

## 3. CREATE ACCOUNTABILITY SYSTEMS

Lead with Courage. Nothing demonstrates sincerity & commitment than creating & enforcing internal & external systems of accountability. Use racially disaggregated data that is publicly accessible & regularly updated to inform all stakeholders, particularly community members, & regulatory bodies on the health outcomes of your BIPOC patients/clients; as well as the diversity, inclusivity, & belonging climate of your organization. Where the outcomes fall short, investigate & explain the causes. Create, implement, & evaluate a performance improvement plan of action & if those goals are still not met, legal, employment, or financial consequences must be enforced. Commit to regular internal & external critical evaluation of processes, policies, practices, people, positions, & dissemination of racial equity performance metrics.



## 4. ADVOCATE!



Lead with Intersectionality. Social & structural Determinants of health affect up to 80% of health outcomes. The conditions in which people are born, live, work, & die are what makes them vulnerable to poor health outcomes, and COVID-19 is no exemption. These conditions are rooted in white supremacy & structural racism & driven by racist policies. Therefore, it is critical to demonstrate a consistent commitment to civic engagement & advocacy in order to overturn oppressive & unjust mutually reinforcing policies that produce inequities in housing, education, food, the criminal justice system, health, and the media/entertainment (all sectors of society). Build coalition across sectors. Vote in all elections, regularly engage legislative representatives, hold them accountable, and support universal healthcare, health in all policies, and antiracist bills to eradicate all forms of racism including medical racism. Adopt an intersectional Justice-centered antiracist lens to all your engagements, actively disrupt all forms of oppression, & vigorously advocate for the liberation of BIPOC & all oppressed peoples all over the world, starting with your own backyard.





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## 1. TELL THE TRUTH

- Lead with honesty
- Acknowledge harms against BIPOC communities by the medical & scientific establishments
- Name racism and white supremacy as root causes of racial disparities
- Take responsibility & ownership of role in harm
- Commit to restorative justice process to correct injustices and injury



## 2. DEMONSTRATE HUMILITY



- Lead with intentionality
- Actively listen to BIPOC, center their voices, and follow their lead
- Eliminate bias on all levels and in every aspect of practice, research, education & policy
- Respect & value community expertise of context and story
- Focus on authentic relationship-building and equitable partnerships

## 3. CREATE ACCOUNTABILITY SYSTEMS

- Lead with Courage
- Create & Enforce internal and external systems of accountability
- Use racially disaggregated data that is publicly accessible on BIPOC health outcomes and the diversity, inclusivity, and belonging climate of your institution
- Enforce consequences for failures to meet goals
- Perform regularly internal audits of all aspects of operations & disseminate equity performance metrics



## 4. ADVOCATE!



- Lead with Intersectionality.
- Commit to active civic engagement, advocacy, and policy work to overturn oppressive & unjust policies that produce inequities in the social and structural determinants of health
- Vote in all elections, engage legislative representatives, & hold them accountable
- Support intersectional and antiracist policies at local, state, & national levels

