

Giving Respectful Maternity Care Through the Lens of Diversity, Equity, Inclusion & Justice

Cheryl Larry-Osman Bellamy, DNP, MS, BSFS, RN, CNM, CNS-C
Ashley Rainey, MSN, RNC-OB, IAP

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PROMOTING THE HEALTH OF
WOMEN AND NEWBORNS

Objectives

- Identify factors that contribute to disrespect and abuse.
- Understand the childbearing rights.
- Recognize how DEI-J impacts respectful maternity care.



Purpose

- To enhance the understanding and knowledge of providing respectful maternity care by leading with a DEI-J mindset.



Diversity, Equity, Inclusion, Justice



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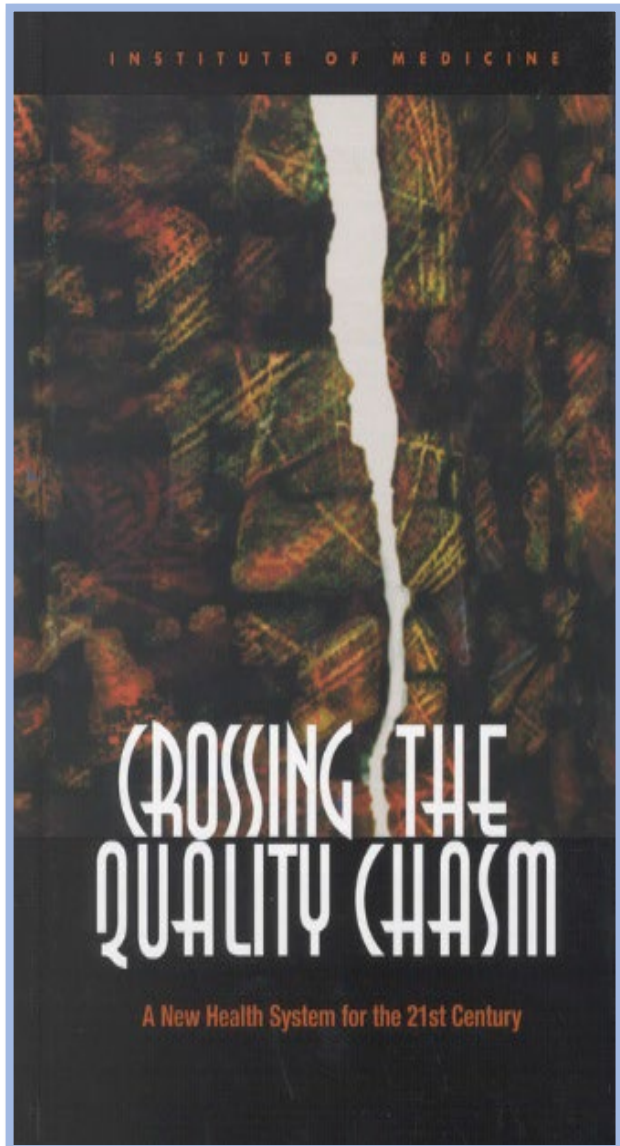


Background:

Why is DEI Important?

- Today's health care teams recognize diversity and inclusion are critical to improving health outcomes and provide benefits to everyone, including the workforce, patients, and communities.
- Concerns related to diversity, equity, and inclusion have been central to current health care discussions regarding neonatal, maternal, and women's health.
- Health care disparities, including race or ethnicity, sex, sexual identity, age, disability, socioeconomic status, and geographic location, all contribute to an individual's ability to achieve good health.





Focus: How delivery of care. the health system can be reinvented to foster innovation and improve the delivery of care.

Six Aims: Built around the core need for health care to be:

- 1.Safe:** avoiding injuries to patients from the care that is intended to help them.
- 2.Effective:** providing services based on scientific knowledge to all who could benefit and refraining from providing services to those not likely to benefit.
- 3.Patient-centered:** providing care that is respectful of and responsive to individual patient preferences, needs, and values, and ensuring that patient values guide all clinical decisions.
- 4.Timely:** reducing waits and sometimes harmful delays for both those who receive and those who give care.
- 5.Efficient:** avoiding waste, including waste of equipment, supplies, ideas, and energy.
- 6.Equitable:** *providing care that does not vary in quality because of personal characteristics such as gender, ethnicity, geographic location, and socioeconomic status.*



2020

Ahmaud Arbery (February 23, 2020, Georgia)

Breona Taylor (March 13, 2020, Kentucky)

George Floyd (May 25, 2020, Minneapolis)

Social unrest in the US & abroad

- Black Lives Matter
- Protests, Riots, Looting

COVID 19 (First US case January 2020)

- Inequity in healthcare
- Black people & other underrepresented people are more affected.



Diversity

- Variety.
- The composition of a group of people from a range of demographic identities, including social and ethnic backgrounds, different genders, sexual orientations, languages, etc., and the collective strength of their experiences, beliefs, values, skills and perspectives.
- The variability in a diverse group is apparent in the characteristics we see and hear as well as through behavior and expression that we encounter and experience in our workplaces and organizations.
- Diverse organizations **ARE NOT** by definition inclusive.

Counting our people.



Equity

- Is often used interchangeably with equality, but there's a core difference:
 - Where **EQUALITY** is a system in which each individual is offered the same opportunities regardless of circumstance, **EQUITY** distributes resources based on needs.
- We live in a disproportionate society, and equity tries to correct its imbalance by creating more opportunities for people who have historically had less access.

Fair. Impartial.



Inclusion

- The act of establishing philosophies, policies, practices, and procedures to ensure equal access to opportunities and resources to support individuals in contributing to the organization's success.
- A culture, or behaviors that encourages one to feel valued for their unique qualities.
- Inclusion creates infrastructure for allowing the diversity within the organization to exist and thrive in a manner that can enhance innovation and problem-solving.
- Inclusive organizations **ARE** by definition....diverse at all levels.

Making our people count.



Justice

- A moral concept of rightness based on fairness & treating people equality without prejudice/bias
- Equitable distribution of benefits & burdens people no matter their race, gender, physical ability, or other personal circumstances

Justice is the mission of equity- in which an equitable system works so well it eventually eliminates the systemic problems driving the need for the latter.

Social Justice: All people in a society have the same rights, benefits, and opportunities.

Equity for all.



That Little Voice



[#SpeakUpForInclusion](#)

<https://youtu.be/LI56imVATLk>

2:22 mins



What thoughts/feelings did this video bring up for you?

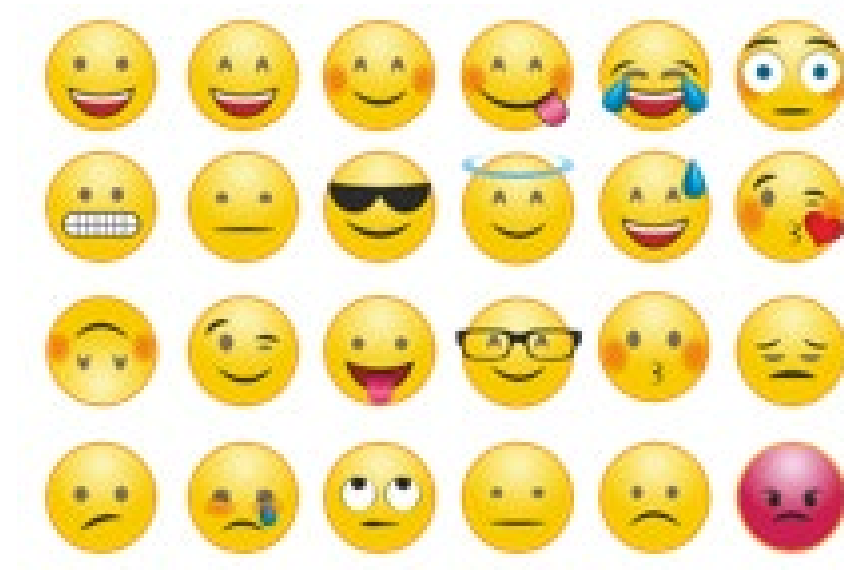


Image by pixabay.com

Have you ever heard “That Little Voice”?



Cultural Humility

- The ability to maintain an interpersonal stance that is **other-oriented** in relation to aspects of cultural identity that are most important to the person. (Hook, et al., 2013)
- Cultural humility is a lifelong process of self-reflection and self-critique that enables one to establish respectful intercultural relationships.

ATTRIBUTES

Openness

Self-awareness

Egoless

Supportive interactions

Self-reflection

Critique



Belonging

- An affinity for a place or situation. (Oxford Dictionary)
- Belonging is something that employees themselves feel and results from inclusion efforts.
- Infers that an equitable structure is in place and functioning to make all people, *no matter their differences, feel welcome.*

A sense of belonging is important as it leads to:

Happiness

Health

Contentment in life

Mental health

Long life

All *FEEL* welcome.



DIVERSITY

is having a seat at the table.

EQUITY

is having what you need at the table.

INCLUSION

is having a voice at the table.

JUSTICE

is the mission of sustaining a seat at the table.

BELONGING

is having that voice be heard at the table.

Bias

- A prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair.
- Bias can derail attempts to improve the culture of diversity, equity, and inclusion.
- **TWO TYPES:**
 - **Conscious Bias:** (Explicit bias)-biases we know we have.
 - **Unconscious Bias:** (Implicit bias) – biases we don't know we have.
 - Unconscious/Implicit bias are the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious matter.
 - Everyone has unconscious biases.
 - Understanding one's own implicit bias is an important step toward mitigation.



Photo: Virginia Wesleyan Univ.



Microaggressions



Turnerconsultinggroup.ca

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile or negative messages to people based solely upon their marginalized group membership

- Can be subtle
- Sometimes unintentional
- Often ambiguous



How are microaggressions like mosquitoes?



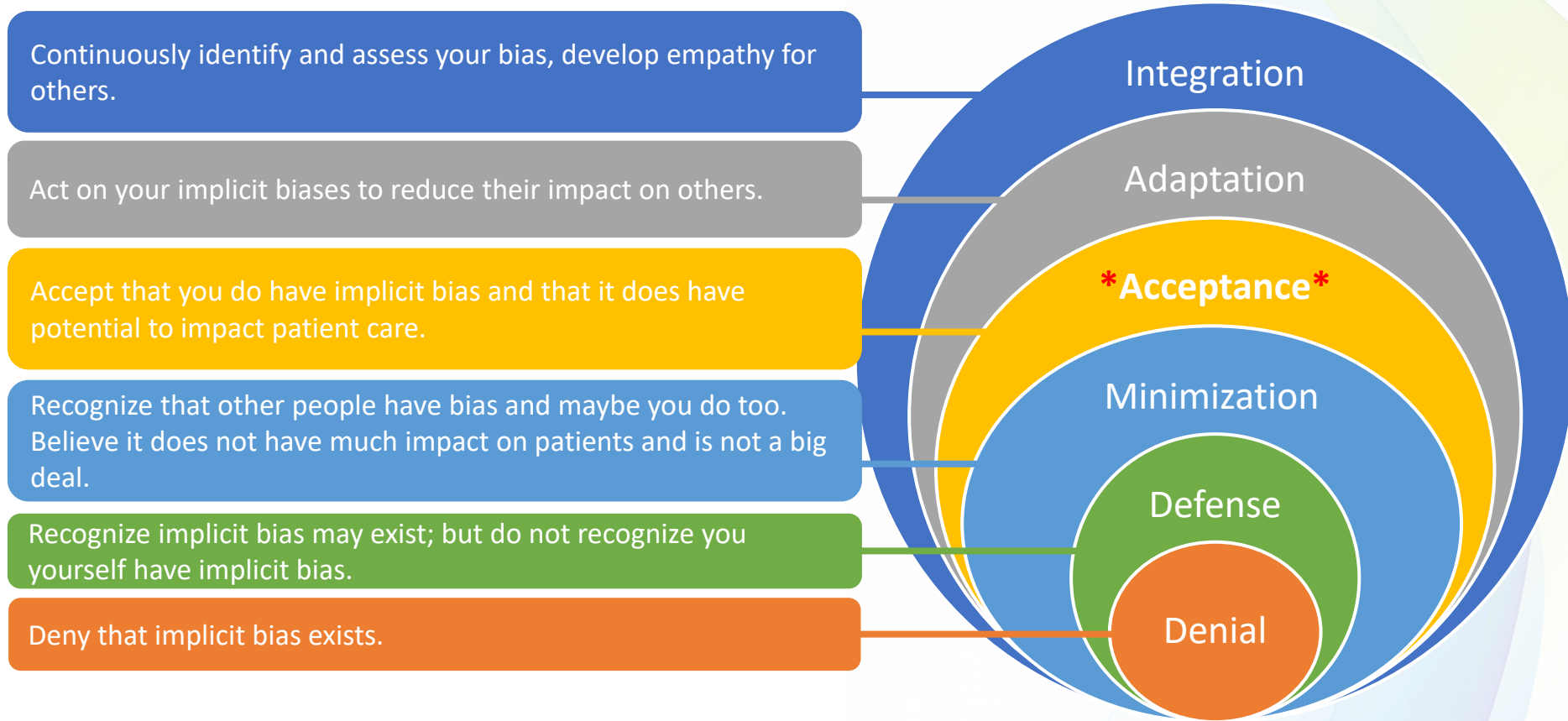
WE MEAN MICROAGGRESSIONS.

[\(1955\) How are microaggressions like mosquitoes? – YouTube](#)

1:31mins



Levels of Implicit Bias Awareness



Implicit biases can lead to **differential treatment** of patients by race, gender, weight, age, language, income and insurance status.



Individual Strategies to Reduce Implicit/Unconscious Bias

- Acknowledge our biases
- Take the social perspective of others
- Build empathy
- Check your assumptions-practice mindfulness.
- Listen to individual stories
- Have goals that promote fairness and equity
- Have a basic understanding of the cultures and circumstances of the patients you serve
- Treat patients as individuals, not stereotypes



DEI-J Training...*Is it a soft skill?*

- **Hard Skills**

- Technical skill set & ability to perform certain functional tasks.

- **Soft Skills**

- Good manners & personality traits needed to get along with others & build positive relationships: **teamwork, communication, problem solving, flexibility, critical thinking.**
- Broadly applicable across ALL job titles & industries

Yes! DEI-J Training is a Soft Skill!

Aims to foster a culture where employees feel respected and valued.



DEI-J Training... *Why is it Important?*

“Commitment to consistent DEI initiatives, especially training, not only is important for patient safety and better health outcomes, but also can be key for retaining qualified, engaged employees”.

Rola Asmar, relias.com

Baker, J., (3/2022). How diversity, equity, and inclusion can influence healthcare, relias.com.



DEI-J Strategies for Healthcare Organizations

1. Know your baseline
2. Identify indicators of success
3. Measure success
4. Bring everyone in: *Foster a company culture where every voice is welcome, heard, and respected. A sense of connectiveness.*
5. Establish leadership commitment
6. Educate effectively (hospital/state mandates)
 - DEI-J training
 - Unconscious bias training
 - Respectful maternity care awareness



AWHONN Diversity Statement

- AWHONN is committed to promoting diversity throughout the organization by recruiting, retaining and mentoring a diverse workforce of women's health and maternal child nurses. We are dedicated to integrate cultural competence and diversity into all aspects of our work and the communities we serve.

GUIDING PRINCIPLES

- AWHONN strives to shape a diverse work environment that promotes opportunity for personal and professional growth.
- AWHONN has a responsibility to incorporate evidence-based practice in all educational materials for the diverse populations we serve.
- AWHONN encourages a diverse workforce that complements that of women, newborns and their families.

NEW AWHONN TEAM MEMBER: Danielle D. Jones PhD MPH, VP DEI

AWHONN DEI Roadmap

Outlines key priorities, goals, and associated success metrics and implement plans.

Goal 1	AWHONN's values & messaging explicitly demonstrates a commitment to DEI.
Goal 2	Establish internal & member facing leadership for DEI including structured committees to support the ongoing accountability & implementation of DEI strategy.
Goal 3	Amplify & highlight the vantage points of underrepresented populations within AWHONN.
Goal 4	Ensure AWHONN resources, programs, events and meetings are inclusive & assessable.
Goal 5	Understand the DEI needs of AWHONN members & design relevant DEI-centered engagement strategies.
Goal 6	Design & implementation of a DEI-centered learning journey for all AWHONN stakeholders (board, membership, staff).
Goal 7	Design strategy to support inclusion & belonging within AWHONN stakeholders.
Goal 8	Ensure equity within AWHONN's policies, systems & processes.

Respectful Maternity Care





Respectful Maternity Care (RMC)

A universal human right that encompasses the principles of ethics & respect for women's feelings, dignity, choices & preferences.

Background

- Maternal health mirrors the gap between the rich and the poor.
- Many feel unheard or pressured.
- Growing evidence of Disrespect and Abuse:
 - Physical abuse
 - Non-consented care
 - Non-confidential care
 - Non-dignified care (including verbal abuse)
 - Discrimination based on specific attributes
 - Abandonment or denial of care
 - Detention in facilities

(International Confederation of Midwives, 2020)



Maternal Mortality Data

700

About 700 women die from pregnancy related complications annually in the US.

3 in 5

About 3 in 5 pregnancy related deaths could be prevented.

1 in 3

About 1 in 3 pregnancy-related deaths occur 1 week to 1 year after delivery.

Black and American Indian/Alaska Native women were about 3 times as likely to die from a pregnancy-related cause as White women.

Reflect

In a high-risk perinatal setting, who typically sees your most vulnerable pregnant or post-delivered patients?

Now think of these patients in the community. Where do these at-risk patients typically get their care? What sort of setting?

Maternal mortality and morbidity is not only a clinical crisis but also public health crisis!



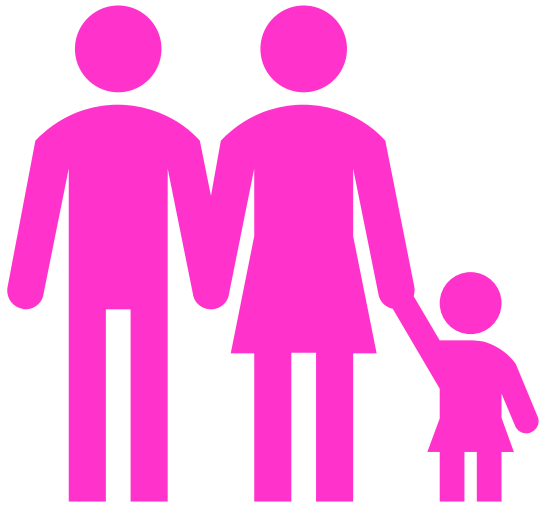
Social determinants of health (SDOH) have a major impact on people's health, well-being, and quality of life.

- Safe housing, transportation, and neighborhoods
- Racism, discrimination, and violence
- Education, job opportunities, and income
- Access to nutritious foods and physical activity opportunities
- Polluted air and water
- Language and literacy skills

SDOH also contribute to wide health disparities and inequities.



Human Rights



Every woman has the right to respectful maternity care.



Seven Childbearing Rights

Every person has the right to:

1. Be free from harm and ill treatment.
2. Information, informed consent and refusal, and respect for her choices and preferences, including companionship during maternity care.
3. Privacy and confidentiality.



Seven Childbearing Rights



Every person has a right to:

4. Be treated with dignity and respect.
5. Equality, freedom from discrimination, and equitable care.
6. Healthcare and to the highest attainable level of health.
7. Liberty, autonomy, self-determination, and freedom, from coercion.

Birth Equity is “the assurance of the conditions of optimal births for all people with a willingness to address racial and social inequities in a sustained effort” . Joia Crear-Perry, MD

Birth equity is manifested in all elements of RMC

(International Confederation of Midwives, 2020)



Time for Change

[Vice President Kamala Harris Announces Call to Action to Reduce Maternal Mortality and Morbidity](#)

[CDC Hear Her Campaign](#)

[Speak up](#)

AWHONN released the Respectful Maternity Care Toolkit



How to Implement the Change

- **AWHONN Respectful Maternity Care Framework/Toolkit**

- Identify the essential aspects of respectful care
- Enhance awareness regarding the need for RMC
- Encourage reflection to identify opportunities for personal and organizational improvement to provide RMC
- Participate in improving the birth experience for people obtaining health care in maternity settings
- Support the implementation of RMC processes



Respectful Maternity Care- Know Your Rights



Video: White Ribbon Alliance, 2021



**“The time is always right
to do what is right.”**

Martin Luther King Jr



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- <https://youtu.be/LI56imVATLk> (That Little Voice)
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Thank You!

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