

# Physician Assistant in Orthopaedic Surgery

Reflect. Learn (Unlearn). Act

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# Learning Objectives

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Reflect on cultural diversity and cultural humility in clinical practice

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Discuss approaches to address institutional and structural inequities in our health care system

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Determine steps for personal action towards addressing health disparities and promoting health equity

# Our Foundation/Agreements

Listen actively -- respect others when they are talking

Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you")

Maintain confidentiality

Do not be afraid to respectfully challenge one another by asking questions

Be mindful of identity & intersectionality

Refrain from invalidating somebody else's story

The goal is not to agree (it is to gain a deeper understanding)

You can't learn less

Acknowledge if you cause harm

Be as engaged as you can be during these extraordinary times

Give yourself grace as you attempt to be productive while working through two distinct pandemics



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What is your "**Personal Why**"?

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# Shared Vision

OPTIMAL HEALTH FOR ALL



HEALTH EQUITY

# Alignment with PA Foundation

## PA History

- The PA profession was created to improve and expand healthcare.
- In the mid-1960s, physician shortages and an uneven distribution of primary care doctors were creating a strain on the nation's healthcare delivery system.
- The physician assistant (PA) profession started as a uniquely American career that developed as a reaction to the changing social, cultural, and health care landscapes of the mid-20th century.

## PA Profession Oath

I pledge to perform the following duties with honesty and dedication:

- **I will hold as my primary responsibility the health, safety, welfare and dignity of all human beings.**
- I will uphold the tenets of patient autonomy, beneficence, nonmaleficence and justice.
- **I will recognize and promote the value of diversity.**
- **I will treat equally all persons who seek my care.**
- I will hold in confidence the information shared in the course of practicing medicine.
- I will assess my personal capabilities and limitations, striving always to improve my medical practice.
- I will actively seek to expand my knowledge and skills, keeping abreast of advances in medicine.
- I will work with other members of the health care team to provide compassionate and effective care of patients.
- I will use my knowledge and experience to contribute to an improved community.
- I will respect my professional relationship with the physician.
- I will share and expand knowledge within the profession.

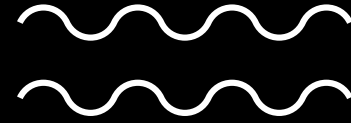
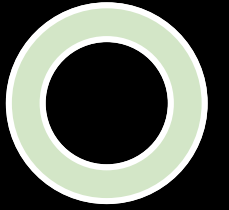
These duties are pledged with sincerity and upon my honor.





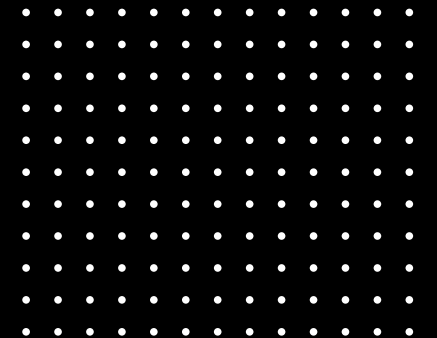
# Health Disparities

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1. Race
2. Ethnicity
3. Birth/Assigned Sex
4. Gender Identity
5. Intersectionality
6. Social Identity

# Terminology



# Health Disparities

Differences in the health status of different groups of people

Differences in **health** and **health** care between groups that stem from broader **inequities**

Health differences that are avoidable, unnecessary, and unjust

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**Please list health disparities which exist in Orthopaedic Surgery.**

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# Ortho Surgery Health Disparities



- Racial and social healthcare disparities have been identified within different **elective areas of orthopedic surgery**:
  - Joint arthroplasty: hip and knee, shoulder, ankle arthroplasty
  - Spinal fusion
  - Cubital and carpal tunnel surgery
  - Elective hardware removal following pediatric femoral shaft fractures
  - Treatment of meniscal tears
- Limited studies on health care utilization in orthopedic trauma
  - Socio-demographic disparities regarding utilization of open reduction and internal fixation of calcaneus fractures

# Ortho Surgery Health Disparities

- Reported disparities in providers providing resources for Patients of Color, including:
  - Subspecialty referrals
  - Diagnostic imaging
  - Hospital admission
  - High-quality ancillary services
- Racial disparities in communication between orthopedic surgeons and patients.





# Self- Reflection

# Identities

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Age

Body Size/Type

Ethnicity

Gender Identity

National Origin

Physical,  
Emotional,  
Developmental  
(Dis) Ability

Race

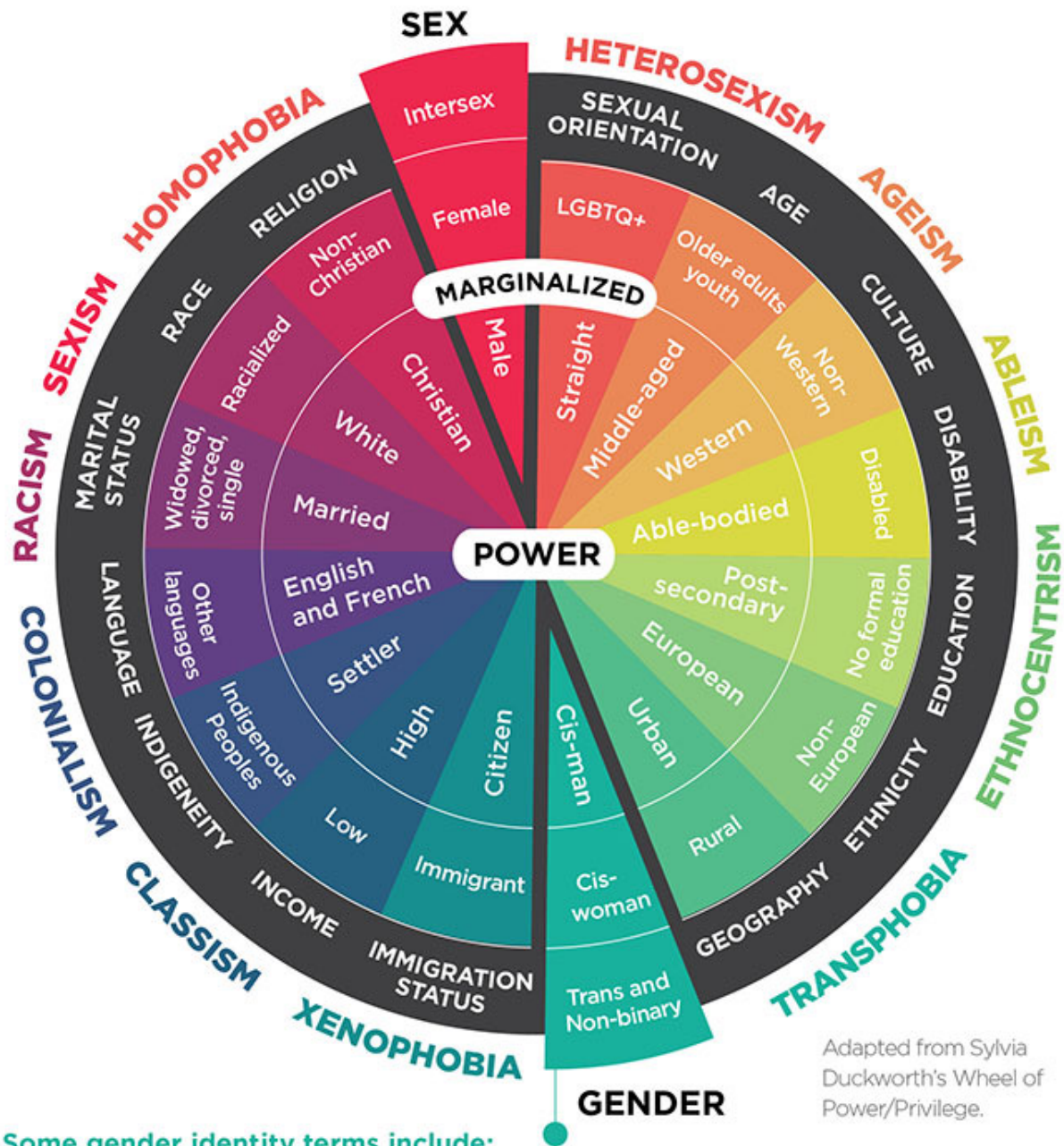
Religious or  
Spiritual Affiliation

Sex

Sexual Orientation

Socio-Economic  
Status





- Reflect on the various identities/ characteristics and the areas where you hold privilege
- What ways have you leveraged your privilege in Orthopedic Surgery to combat health disparities?

Some gender identity terms include:

Agender	Genderfluid	Gender neutral	Transgender man
Bigender	Genderqueer	Non-binary	Transgender woman



# Cultural Awareness Quiz

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Debrief



**Intercultural Continuum**

**Cultural Competence Continuum**

Adaptation

Cultural proficiency

Minimization

Cultural competence

Denial

Cultural blindness

Cultural destructiveness



**Implicit Bias**

Place  
the mask over...

# Cultural Humility

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“a lifelong commitment to self-evaluation and critique, to redressing power imbalances . . . and to developing mutually beneficial and non-paternalistic partnerships with communities on behalf of individuals and defined populations”

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Tervalon, M., Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9, 117-125.



# Social Determinants of Health

## Defined

- Social determinants of health are conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

## Root Causes

- Policy and practices not nature or genetics.

## Solutions

- Need to specifically address policies and practices in order to be viable long-lasting solutions.
- There will not be any one size fits all solution.

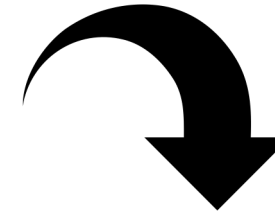
# Dismantling Structural Barriers



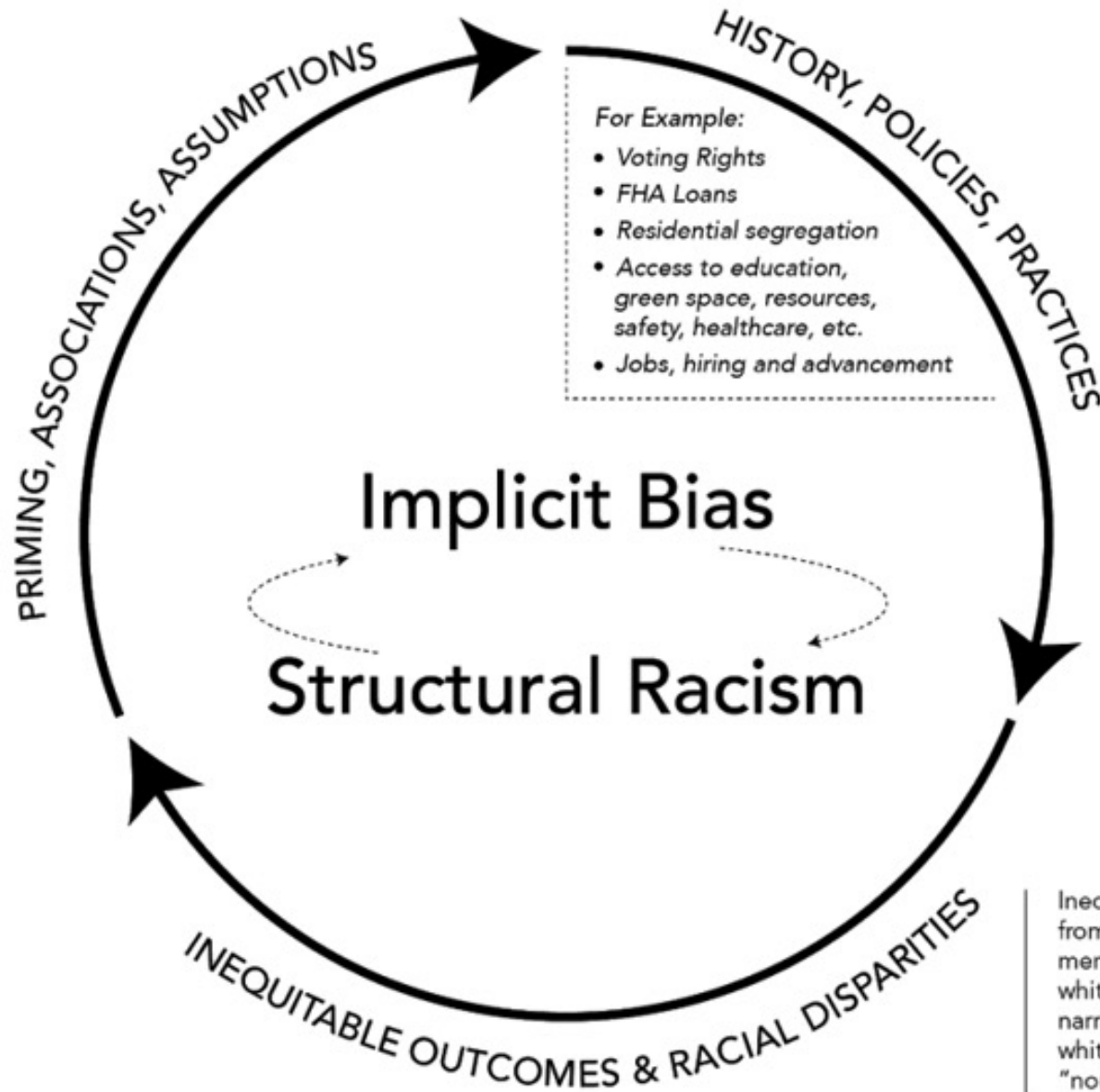


# Structural Barriers

SCHOOL FUNDING	LOCATION OF AFFORDABLE HOUSING	ACCESS TO QUALITY & AFFORDABLE HEALTHCARE
ACCESS TO TRANSPORTATION	CRACK VS. OPIOID EPIDEMIC	SCHOOL-TO-PRISON PIPELINE
STRATEGIC PLACEMENT OF CORNER STORES	STRATEGIC LOCATION OF LIQUOR STORES	REDLINING
PAY EQUITY, ACCESS TO CREDIT & LOANS RATES	WHICH HOLIDAYS ARE RECOGNIZED/ CELEBRATED	LAWS WITH DISPROPORTIONATE IMPACTS



Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all prime us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color



Race is created to justify enslaving people from Africa (economic engine of country)

Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political **advantage** to people called "white," and unearned **disadvantage** to people of color

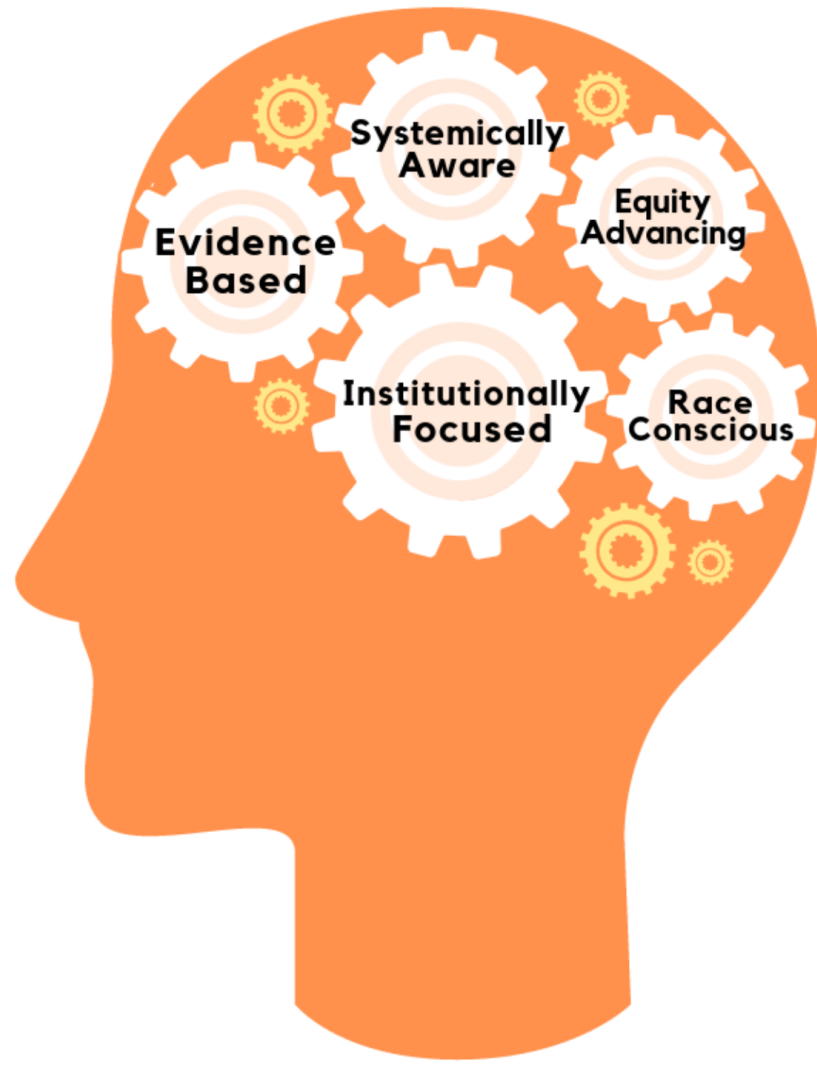
National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality



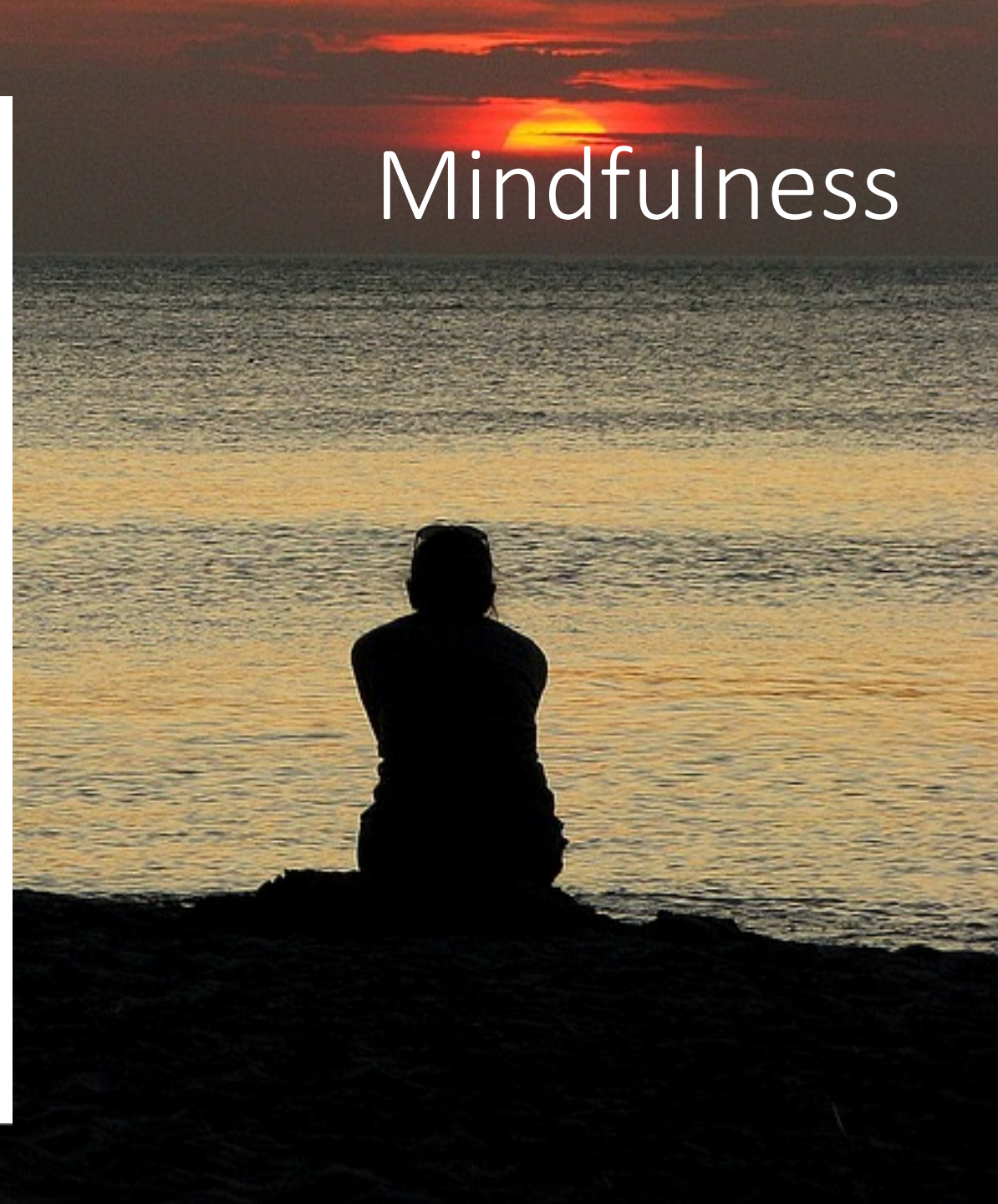


# Equity Minded



<https://cue.usc.edu/files/2020/01/Equity-Minded-Gears-Head-1.png>

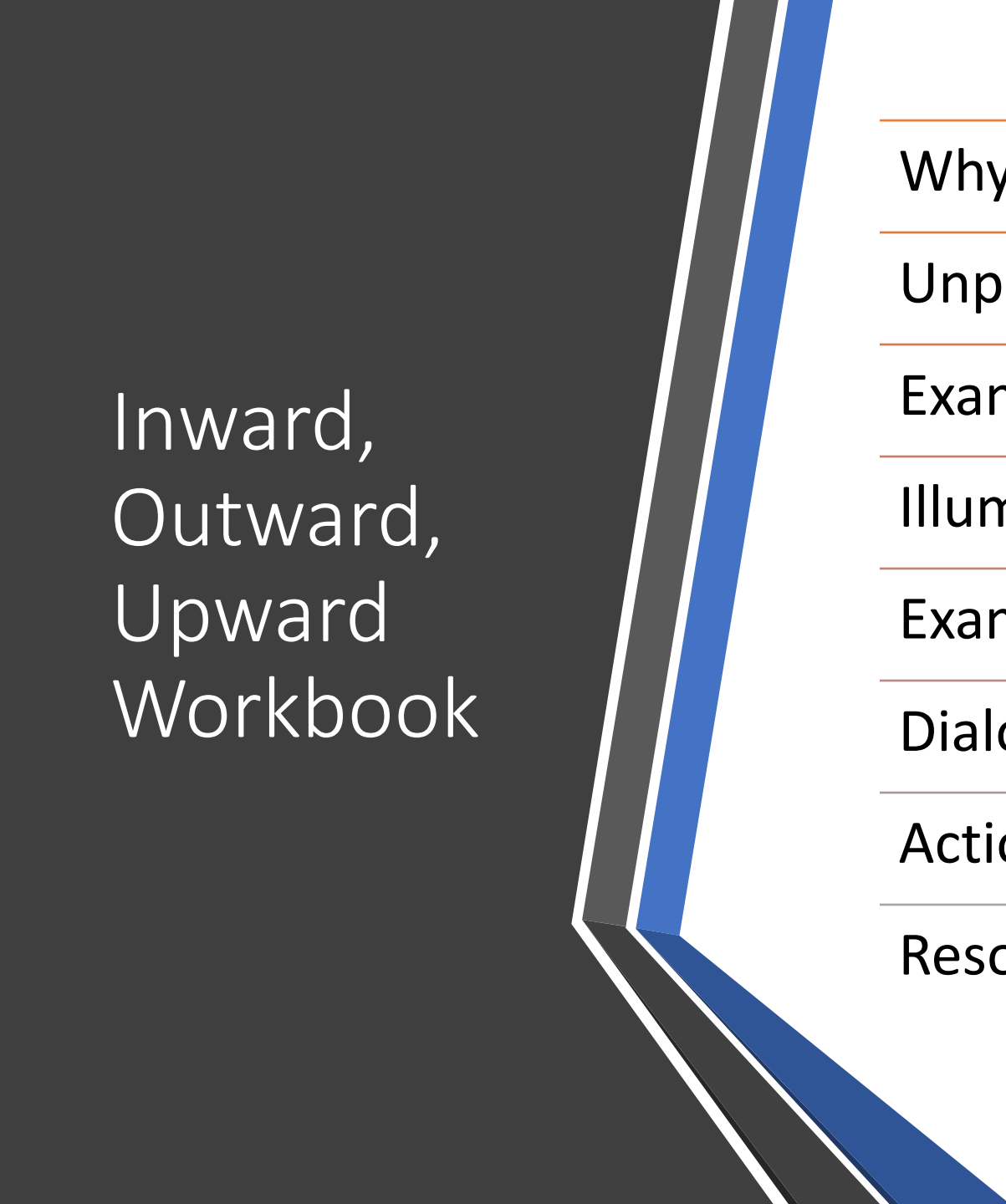
# Mindfulness



# Working toward Social Justice

1. Connections between racism
2. Take a stand against injustice
3. Be strategic
4. Battle vs. War
5. Don't do it alone





# Inward, Outward, Upward Workbook

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Why Now?

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Unpacking You: Identity and Insights

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Examining Your Resistance

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Illuminating Historical and Social Realities

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Examining Resistant Encounters and Others

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Dialogue Strategies

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Action Plan

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Resource Page



# Implicit Bias Module Series



UNDERSTANDING  
IMPLICIT BIAS



REAL-WORLD  
IMPLICATIONS

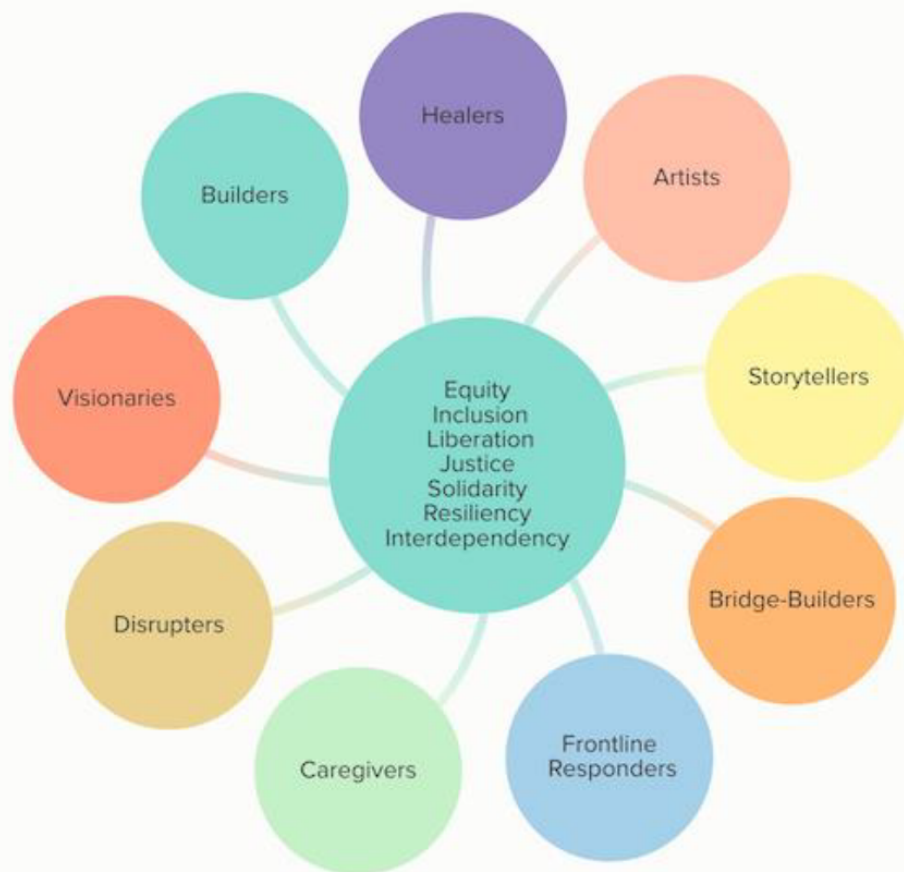


UNDERSTANDING  
YOUR OWN BIASES



MITIGATING  
UNWANTED BIASES

# My Role in a Social Change Ecosystem



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What is **one action step** you will commit to when you leave the conference?

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Thank you for  
your time!

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