



In Pursuit of
Belonging
*Diversity, Equity
and Inclusion in
PALTC*

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Speaker Disclosure

- Dr. Diane Sanders-Cepeda is a fulltime employee at UHG/UnitedHealthcare E&I Retiree Solutions



Enhancing our learning Experience Together



*WE ARE ALL LEARNING AND WE ARE
ALL TEACHING EACH OTHER*



*WE WILL SPEAK UP IF WE HAVE
QUESTIONS OR NEED
CLARIFICATION ABOUT THE
TERMINOLOGY*



*WE WILL ENGAGE IN THE SESSION
AS BEST WE CAN*



*WE WILL LISTEN AND RESPOND
RESPECTFULLY TO THE PRESENTERS
REGARDLESS OF WHETHER WE
UNDERSTAND OR AGREE WITH THE
CONTENT OF THEIR PRESENTATION*

Some Heavy Lifting?

Describe

- Describe the impact of systemic racism on healthcare systems and care delivery

Review

- Review the impact of microaggressions and unconscious bias on care delivery in PALTC

Explain

- Explain how inequality and racial equity impact staff across the PALTC continuum

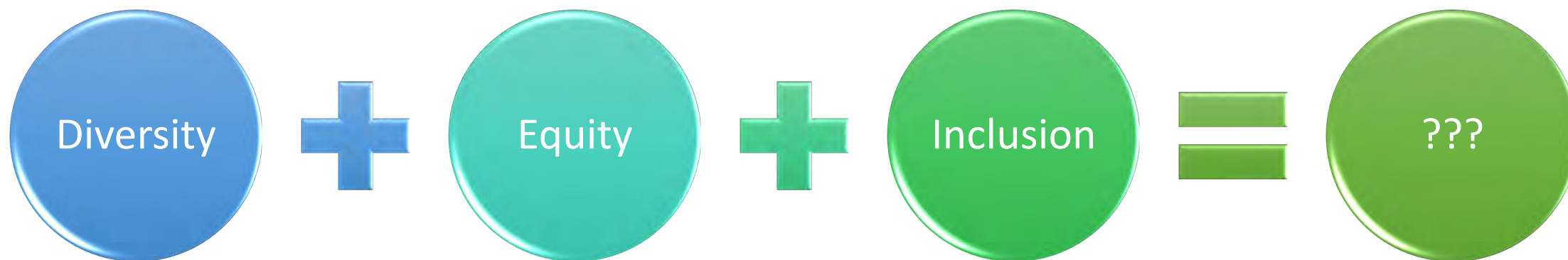
Discuss

- Discuss strategies that we as providers can implement to promote equity and address racial disparities in PALTC



What Can We Do?

What's Missing in the DEI equation?

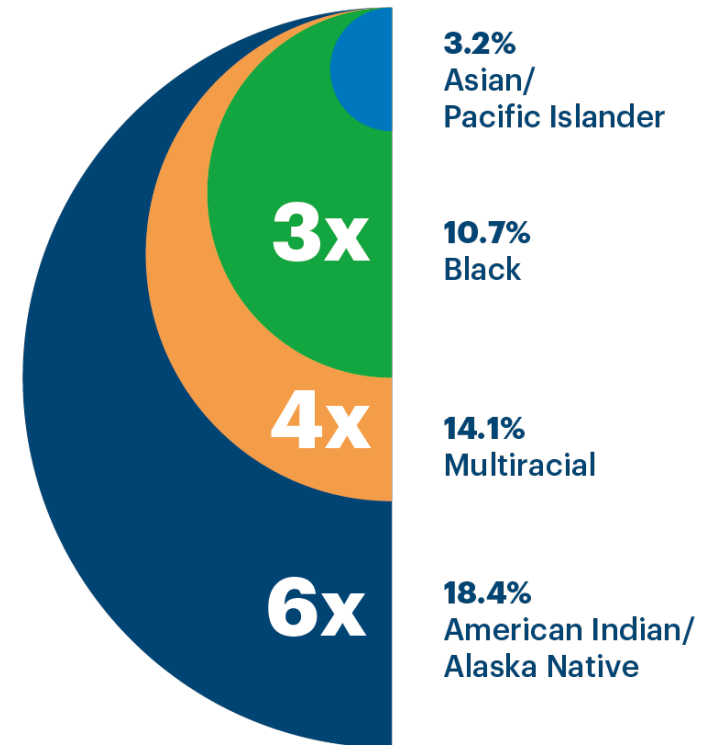


Racial Disparities plagued Healthcare Before COVID

Persistent disparities in race and ethnicity of those with chronic disease grew even larger in 2017–2019.

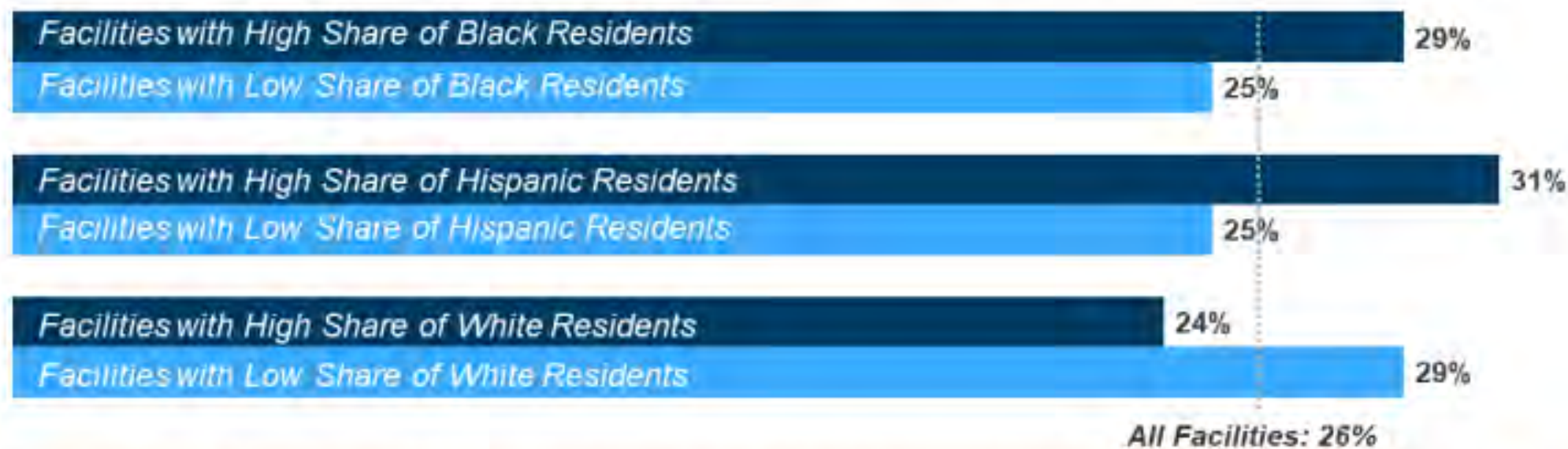
Compared to Asian/Pacific Islander adults (3.2%), the percentage of adults with multiple chronic conditions was 6x higher for American Indian/Alaska Native adults (18.4%), 4x higher for Multiracial adults (14.1%), and 3x higher for Black adults (10.7%).

Source: CDC, Behavioral Risk Factor Surveillance System



Coronavirus Infection Outbreaks Were More Severe in Nursing Homes With A Relatively Large Share of Black or Hispanic Residents

Confirmed/Suspected Coronavirus Cases As A Share of Nursing Home Beds (as of October 11, 2020):




NOTES: Includes 11,296 nursing homes with at least one coronavirus case and where resident cases were not > total number of beds. High share of Black residents or Hispanic residents refers to 20% or more. High share of White residents is 80% or more. Facilities may fall into more than one of these groups.

SOURCE: KFF analysis of Shaping Long Term Care in America Project at Brown University funded in part by the National Institute on Aging (1P01AG027296), CMS COVID-19 Nursing Home Data (as of October 11, 2020)



LOCAL

In Baltimore, a struggling, black-owned nursing home keeps covid-19 at bay

 By [Rebecca Tan](#)

July 24, 2020 at 7:00 a.m. EDT





How should we address Racial Disparities?

Accept

Accept Race & Ethnicity as social constructs

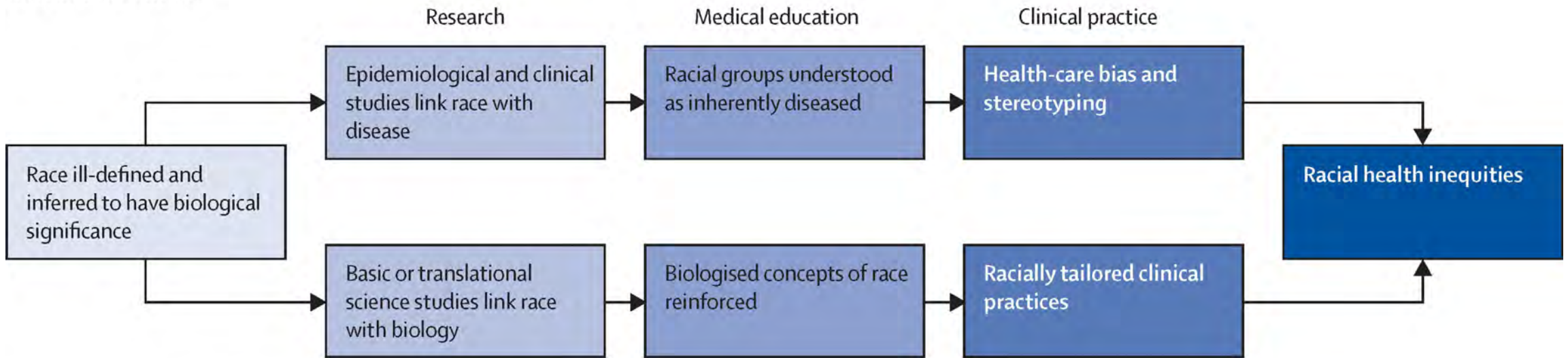
Target

Target Social Determinants of Health

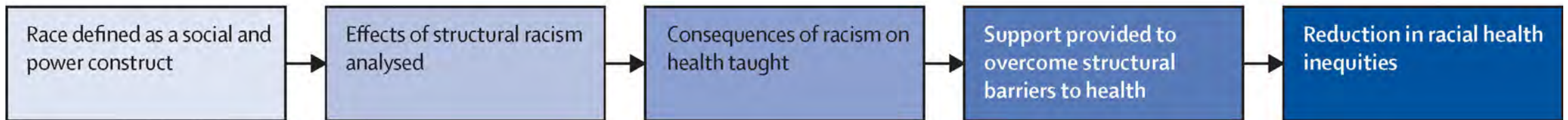
Create

Create a Culture of Trust

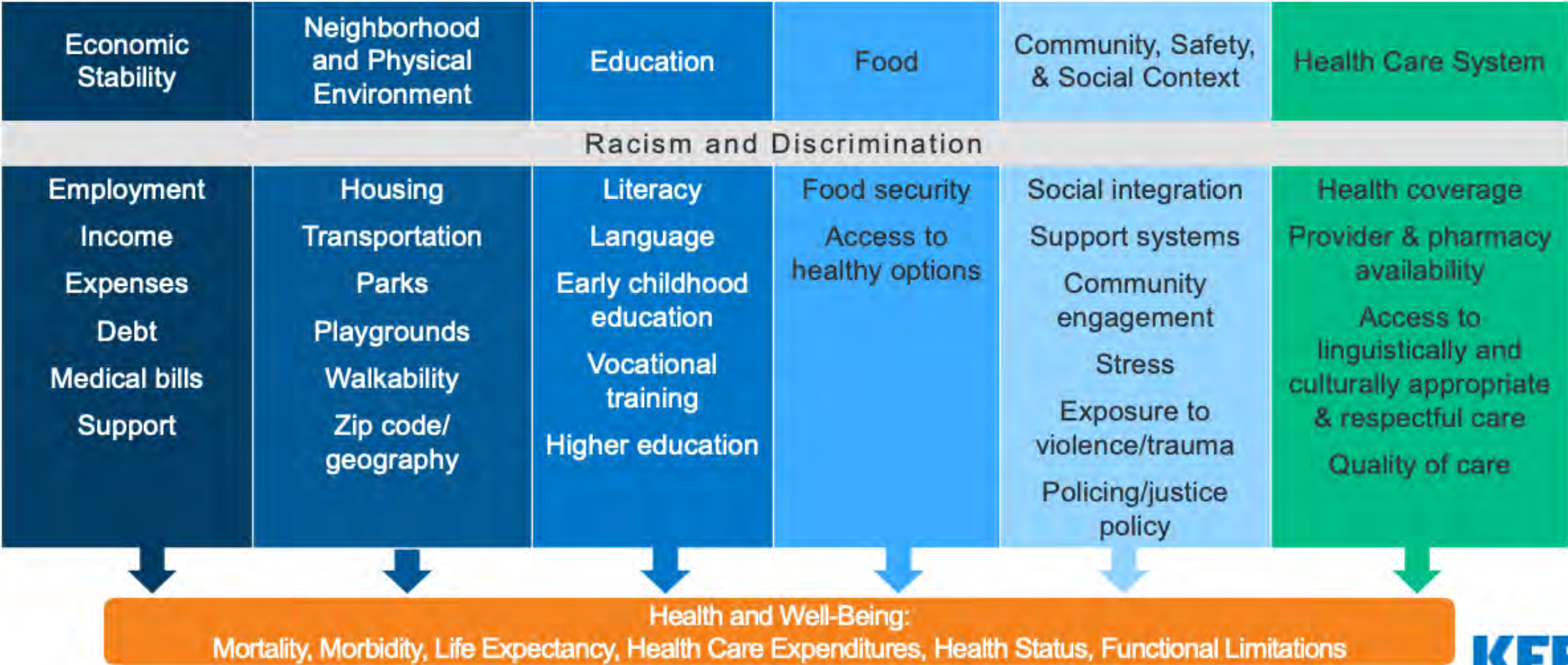
Race-based medicine



Race-conscious medicine

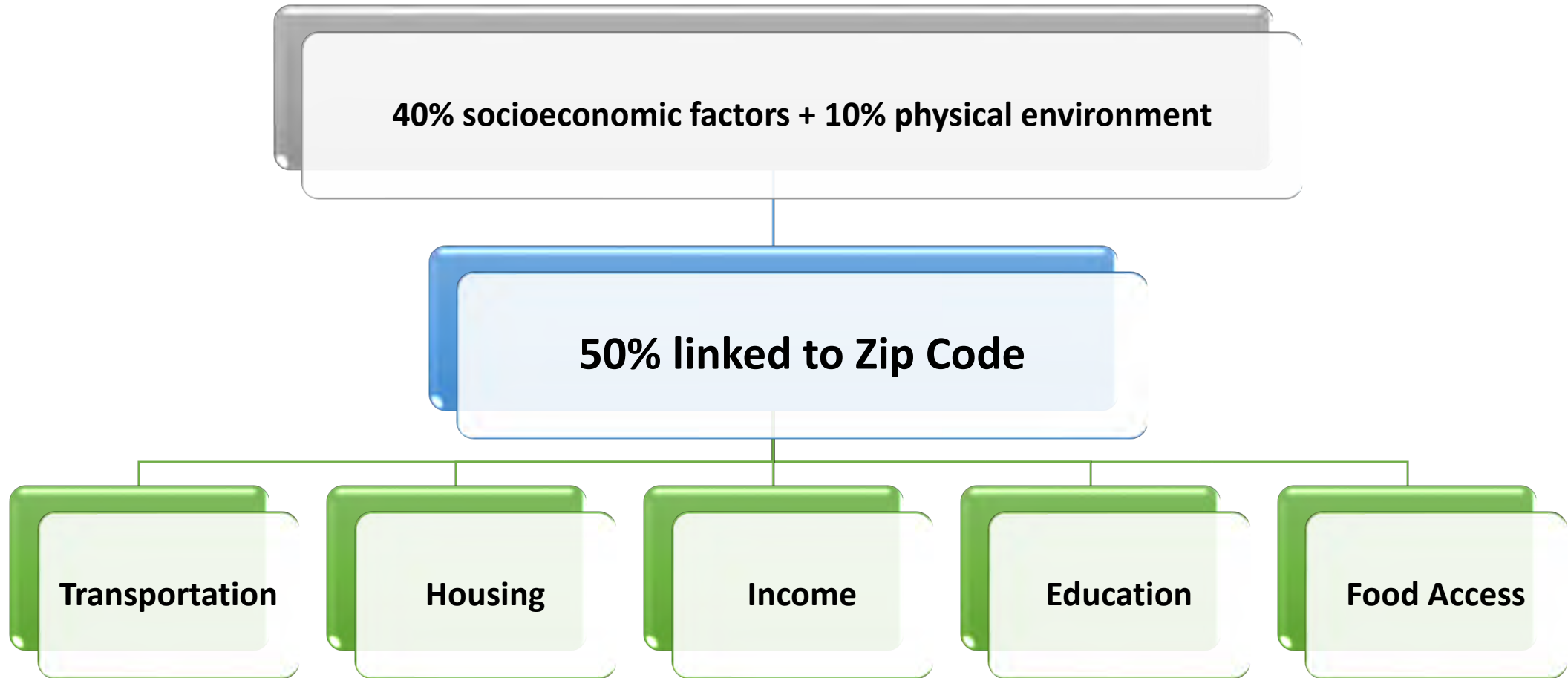


Health Disparities are Driven by Social and Economic Inequities

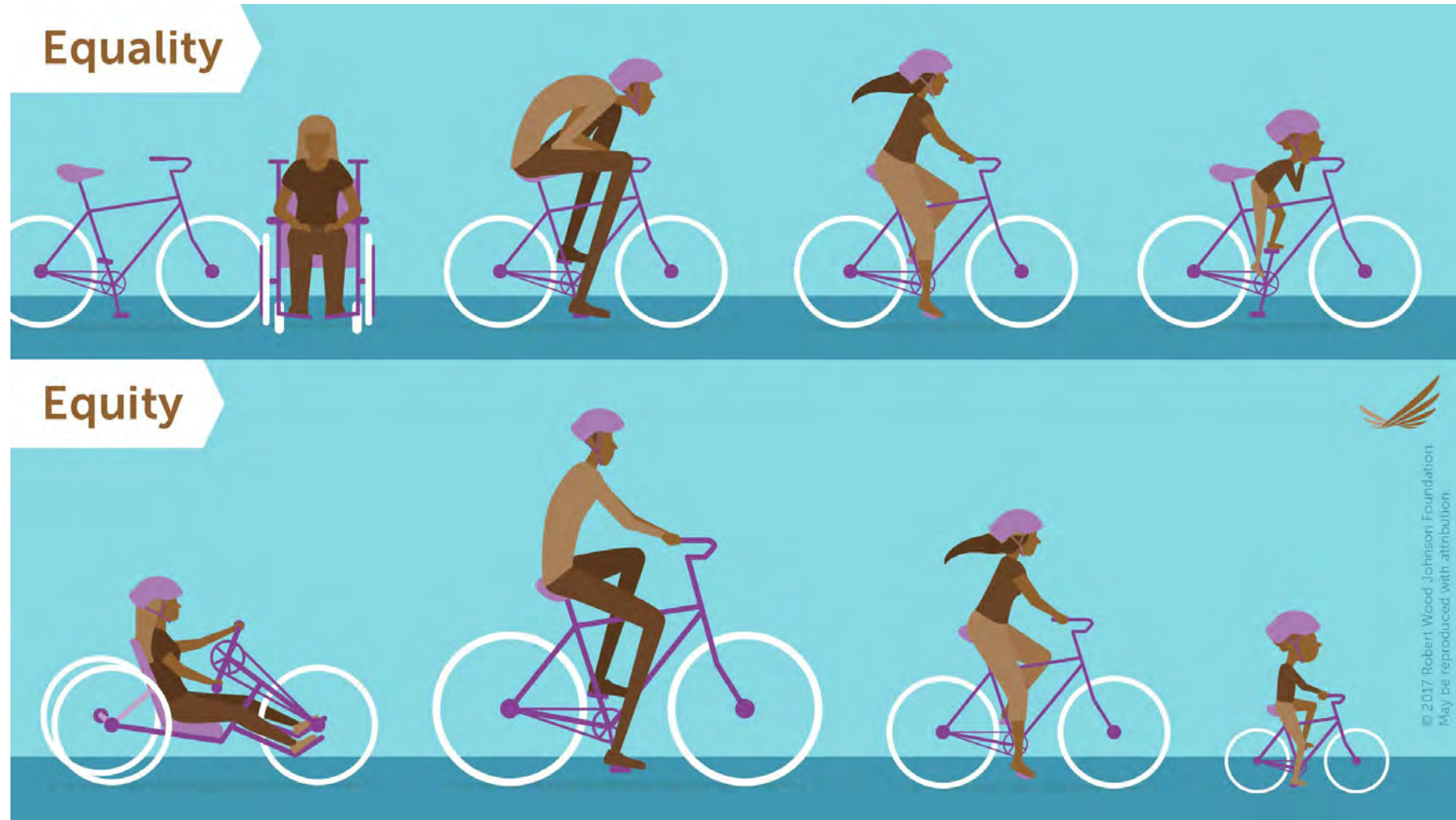


<https://www.kff.org/racial-equity-and-health-policy/issue-brief/disparities-in-health-and-health-care-5-key-question-and-answers/>

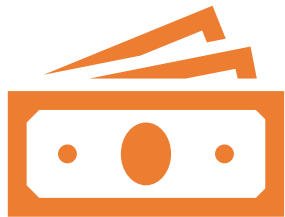
What your Zip Code can tell us...



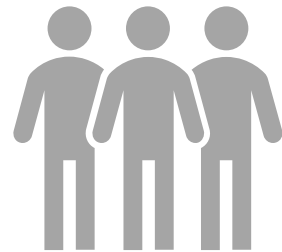
Equality vs. Equity



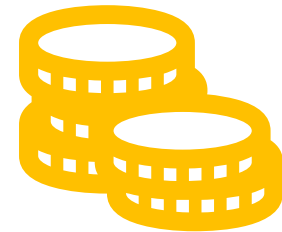
Staffing Challenges



Wages, pay inequities

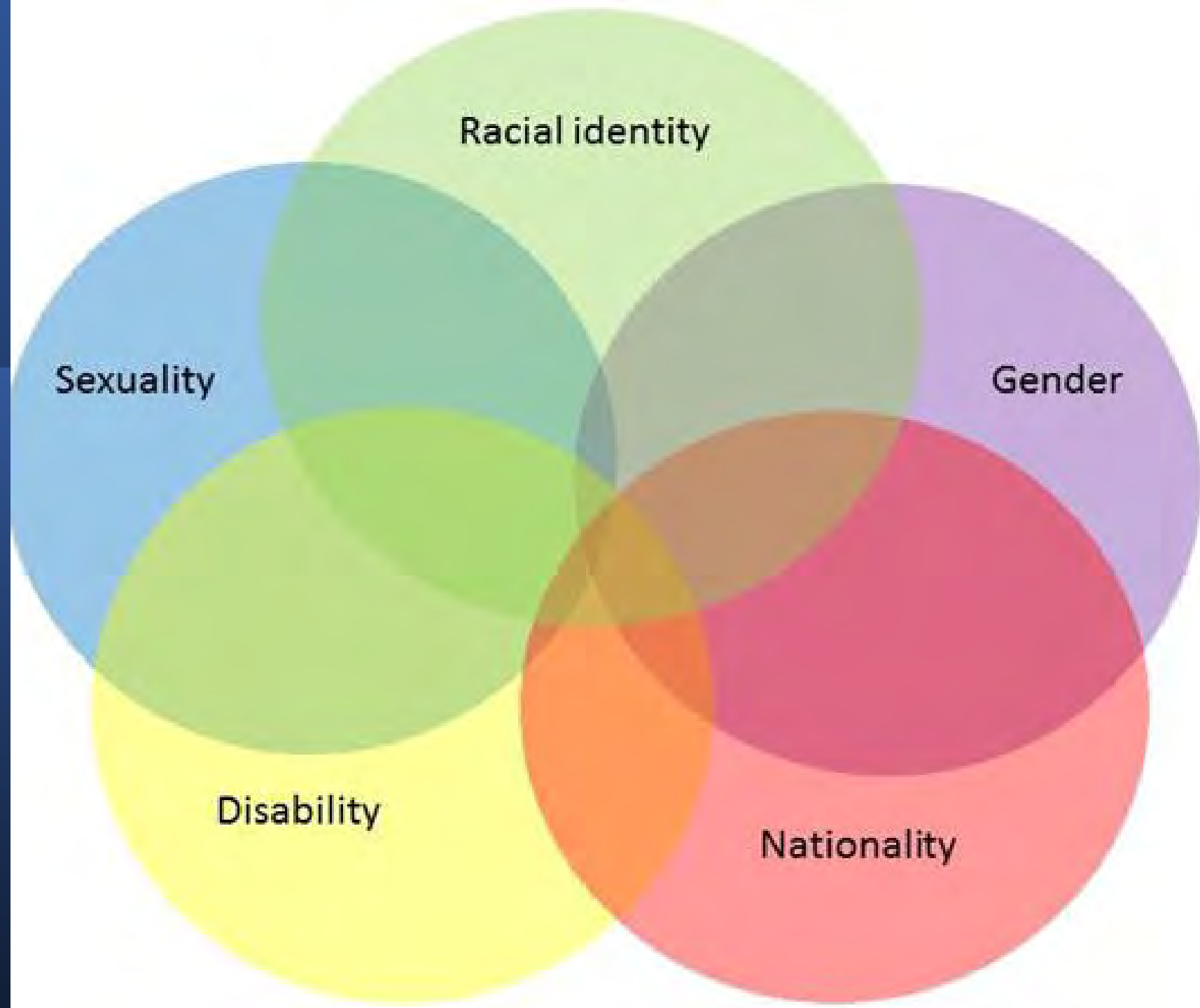


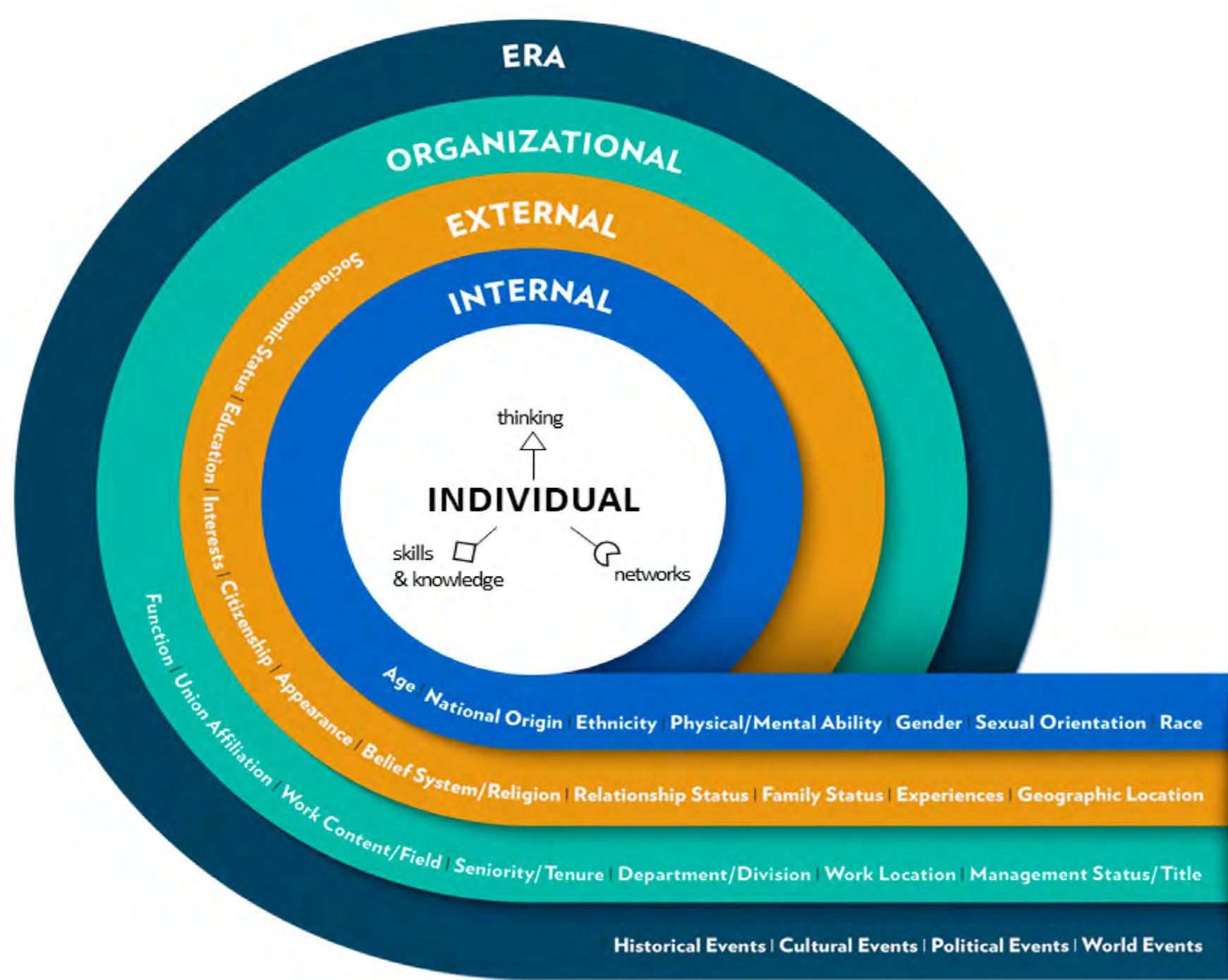
Staffing shortages



Lack of Value

Understanding Intersectionality





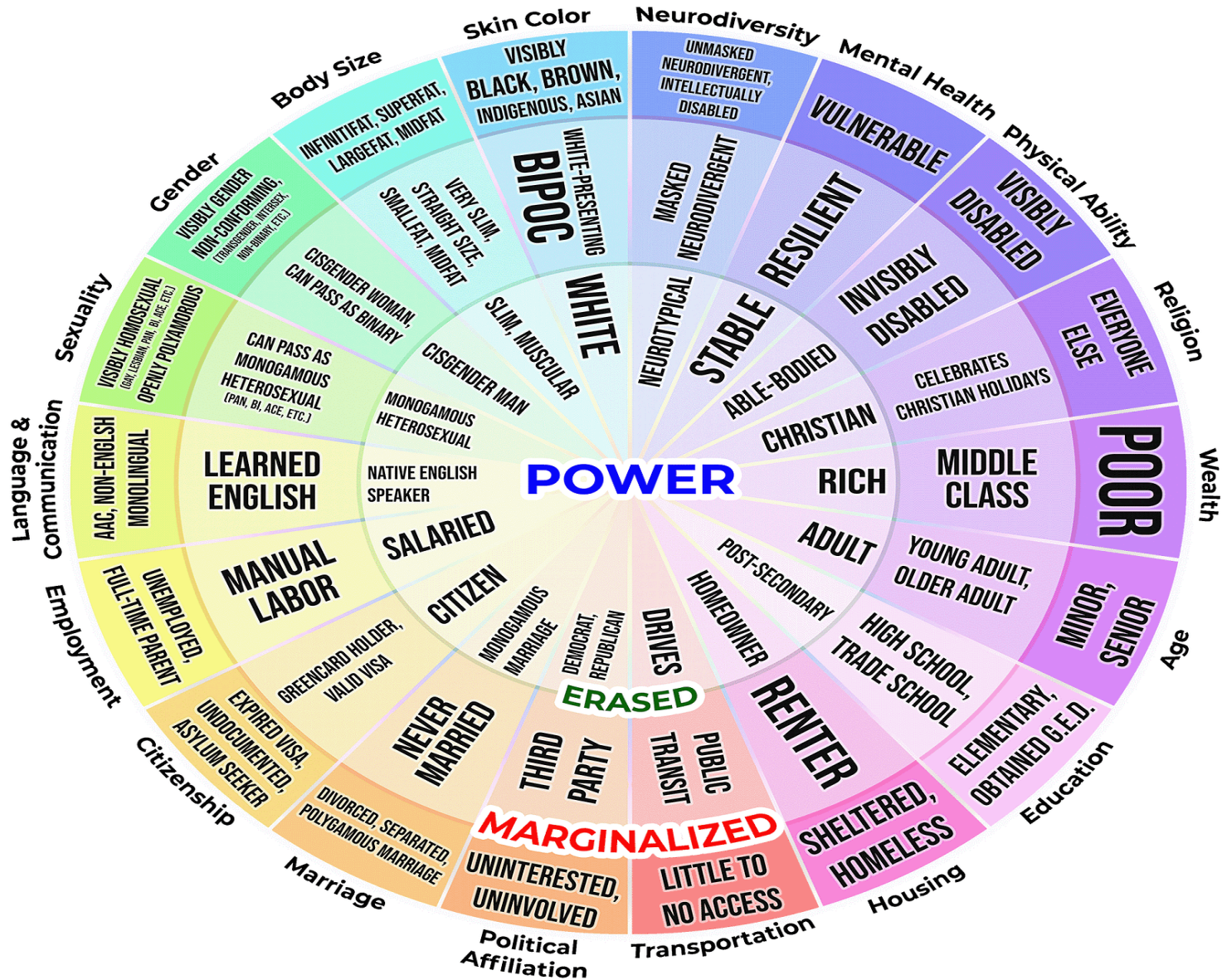
Why does Intersectionality Matter?



What's Your Lived Experience?

INTERSECTIONALITY WHEEL OF PRIVILEGE

As Observed in the USA



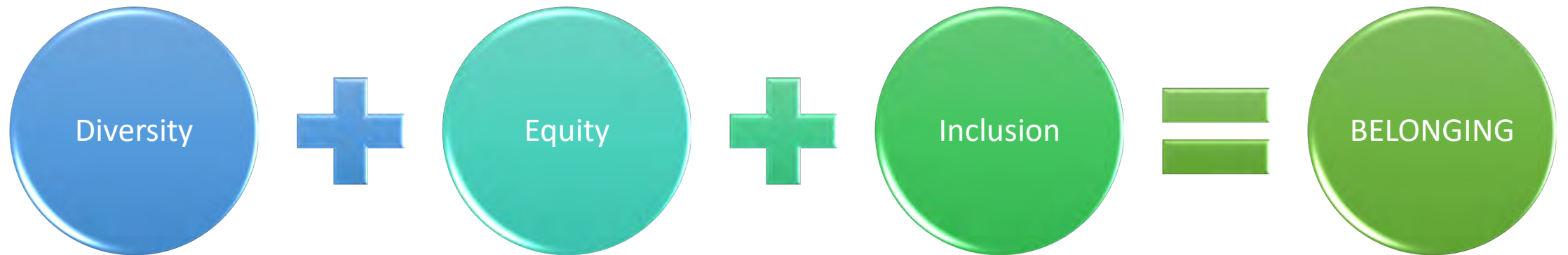
TODAY

Florida reporter saves nurse trapped in car during Hurricane Ian

Tony Atkins came to the rescue after a woman found herself stuck in flood waters on her way to work.



The Missing Part of The Equation....



Diversity

Welcoming the dimensions of diversity—backgrounds, identities, experiences and talents—with a focus on intersectionality and traditionally marginalized communities

Addressing historical and systematic barriers, ensuring accountability

Nurturing a culture that enables diversity to thrive

Belonging

The experience of all team members being seen, known, and valued by their colleagues and leaders, so that they feel comfortable bringing their whole self to their work, and able to do their best work

Equity

Recognizing that each person on your team comes from different circumstances, and enabling access to the same opportunities for all team members

Inclusion

Ensuring that all employees feel psychologically safe at work and that each person is heard, supported, and respected for the unique background, experience, and perspectives they bring

Proactively inviting everyone to contribute and participate, being an ally

A glowing lightbulb is the central focus, surrounded by a dense burst of red and blue particles, creating a dynamic, energetic atmosphere. The background is dark, making the lightbulb and the surrounding particles stand out prominently.

What Will You Do?



Questions?



Thank you for your
time!

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