



Diversity, Equity & Inclusion

2022-2023 Academic Year Report



Center for Ethics in Health Care
Oregon Health & Science University

During the 2022-2023 academic year, the Center for Ethics in Health Care, including the Oregon POLST program, faculty and staff, and Center-associated senior scholars and communication coaches, have dedicated much time focusing on activities that contribute to OHSU's goals of:

- Building a diverse, equitable environment where all can thrive and excel.
- Being the destination for transformational learning.
- Enhancing health and health care in every community.

Activities have included committee memberships, curriculum development and teaching didactics, grant awards and research, journal publications and other media creations, policy advocacy and development, process improvements, and leading presentations, workshops, and conferences.

Our core faculty come from a diverse clinical and scholarly background—each with unique expertise and passions—which enables the Center to have a broad range of focus for diversity, equity, and inclusion (DEI) activities, including:

- Ageism
- Culture and language.
- Disability and ableism.
- Educational disparities.
- Reducing implicit bias.
- Social justice and vulnerability.
- Systemic racism.

Program & Faculty Activity Snapshot

2022-2023 IMPACT BY NUMBERS

Program and faculty activities relating to DEI:

- ◆ Taught 1 elective course, 3 didactic sessions, 2 Pain Intersessions, and 25 workshops.
- ◆ Published 7 peer-reviewed journal articles and 1 book chapter.
- ◆ Gave 20 presentations at conferences, Grand Rounds, medical institutions and organizations, and universities.
- ◆ Tested 165 graduating medical students in communication skills.
- ◆ Developed curriculum for 1 elective course, 1 intersession elective, and modified 30 clinical skills labs.
- ◆ Planned 1 statewide, in-person conference and 2 speaker series.
- ◆ Developed 8 culturally and linguistically responsive patient resource guides, and created 1 educational resource video for clinicians.
- ◆ Advocated for POLST policies resulting in an updated form and partnering with OHSU Government Relations to halt proposed state legislation.
- ◆ Had 2 continuing grants for research and 1 for outreach, and received 1 new grant for outreach.
- ◆ Held 1 committee position and led 1 student group dedicated to DEI.



An educational handout sits on the lap of Caroline Loring, MD, during a workshop for serious illness communication skills.

Curriculum Development & Mapping

ADDRESSING HEALTH CARE INEQUITIES & IMPLICIT BIAS

This year, faculty were involved in curriculum development for 1 elective course, 1 intercession elective, and 30 clinical skills labs where DEI was a focus of the content. Tyler Tate, MD, MA, contributed to developing a Disability Ethics Curriculum for a SoM elective course on Disability and Health.

Maureen Kelley, PhD, reviewed the Center's existing ethics-based pain cases used for Pain Intercession and revised them to more holistically represent the student-expected focus on pain while still addressing treatment of pain inequities in regards to race and gender.

Cliff Coleman, MD, MPH, is the Communication, Professionalism, and Ethics thread director in the SoM, and has designed 30 clinical skills labs (CSLs) that are part of the required curriculum for 1st and 2nd year medical students, including topics such as culturally-responsive care, racial and educational disparities in health care, and stereotypes and implicit bias. Each year, Dr. Coleman incorporates student feedback as he makes his annual revisions to each CSL.



Cliff Coleman, MD, MPH sits inside the Control Room of the Mark Richardson Interprofessional Simulation Center to observe students in real-time during testing of their communication skills as a requirement of graduation.

After completing the SoM curriculum map last year—which focuses on required courses with learning objectives related to communication, professionalism, and ethics—Dr. Coleman has used the tool to help students with academic projects that identify educational gaps contributing to health care inequities and implicit bias, and in creating a new CSL. These topics have included substance use disorders, trauma-informed care, and aging and disability.

Student & Resident Education

SYSTEMIC DISPARITIES, IMPLICIT BIAS & SOCIAL CONSTRUCTS



Tyler Tate, MD, MA, and Susan Tolle, MD teach a session of the Living with Life Threatening Illness elective. Pictured here are medical students Carolyn Green and Surya Gupta.

Tyler Tate, MD, MA directs the elective course *Living with Life Threatening Illness*, which consistently receives high ratings from students. This course teaches students how to care for patients and their families at the end of life, including how their own views of death affect their interactions with patients, and how different cultural, religious, and spiritual constructs impact the experience of life-threatening illness.

Each year, Cliff Coleman, MD, MPH teaches didactic sessions on health literacy to all 1st year Family Medicine residents and Physician Assistant students. Using health literacy principles help to mitigate health care inequities that result from educational disparities, systemic racism, and systemic ageism.

Resident, Fellow & Clinician Education

TEACHING COMMUNICATION SKILLS TO REDUCE IMPLICIT BIAS



Katie Stowers (left), DO, is an expert in serious illness communication and is the course director of the TalkOregon program through the Center for Ethics. These courses have numerous benefits for clinicians and the patients they care for. These workshops teach clinicians communications skills for serious illness discussions, such as recognizing and responding to emotions, exploring patient values and goals, and making patient-centered treatment recommendations.

Learning these skills help clinicians become more self-aware of their own implicit biases about patients from different backgrounds, experiencing different medical situations, and their own views on serious illness and treatment. It also teaches them how to incorporate a patient's own cultural and religious views and values system into their treatment plan.

This academic year, with the help of 4 communication coaches, Dr. Stowers led 25 workshops for residents, fellows, and practicing clinicians in Oregon. In January 2023, Dr. Stowers was awarded a 3-year, \$240,000 grant funding from The Kinsman Foundation to expand communication skills training to rural areas of Oregon by identifying health care leaders in regional areas and mentoring them to become communication educators and build curriculums that are specific to the unique needs of their communities. For the first year of the "Empowering Oregon Communities to Excellence in Compassionate Communication" grant, she is partnering with Sky Lakes Medical Center in Klamath Falls, which houses one of OHSU's rural Family Medicine residency programs.

Patient-centered Resource Guides

MEETING PATIENTS' CULTURAL & LINGUISTIC NEEDS

The Oregon Portable Orders for Life Sustaining Treatment (POLST) program is expanding its reach with resource guides for patients, families, and clinicians. A factsheet for patients and families is now available in nine different languages: Arabic, Traditional and Simplified Chinese, English, Korean, Russian, Spanish, Ukrainian, and Vietnamese.

These culturally adapted factsheets provide a brief introduction to POLST in clear language and were created in partnership with community health workers to ensure linguistic and cultural accuracy and sensitivity. Below (from left to right) are images from the Arabic, Simplified Chinese, Russian, Spanish, and Vietnamese factsheets.



Statewide Bioethics Conference

MARGINALIZED GROUPS, SYSTEMIC DISPARITIES & SOCIAL JUSTICE

The annual statewide Kinsman Bioethics Conference is an interprofessional conference for all health care and allied health professionals. The only conference of its kind in Oregon, the statewide conference aims to bring together health care professionals from all areas of Oregon in both attendees and speakers. In doing so, health care professionals from rural Oregon can share their unique experiences in health care, while having an opportunity to participate in the same continuing educational experiences more commonly seen at larger institutions in major metropolitan areas.

The 2023 conference, held in-person in Lebanon and entitled *The Time is Always Ripe to Do Right: How Bioethics Can Serve the Common Good*, included learning objectives focused on identifying strategies to elevate marginalized voices, cultivating health and human flourishing, and emerging issues in health care ethics and health advocacy.



Patrick Smith (middle), PhD, MDiv, the Plenary Speaker for the 2023 Kinsman Bioethics Conference, poses for a picture with Kinsman Conference Co-Chairs Tyler Tate, MD, MA, and Prasanna Krishnasamy, MD.

Bioethics & Medical Ethics Speaker Series

CULTURAL TABOOS, VULNERABILITY & PERSPECTIVES IN MEDICINE

Annually, the Center for Ethics hosts 1 bioethics speaker series and 1 medical ethics speaker series.

The Oregon Bioethics and Humanities Colloquium is an interdisciplinary bioethics and medical humanities speaker series with a major focus on illuminating the connection between social medicine and social justice. The Daniel Labby Seminar in Medical Ethics explores current ethical dilemmas in medical care, teaching, and research. A wide range of topics were included this year that focused on diversity, equity, and inclusion:

- ◆ “Doctor/Patient Communication and Down Syndrome: Parental Guidance Recommended” by Hughes Evans, MD, MPH, Professor of General Pediatric at Emory University
- ◆ “Vulnerability in Caring for Others and Ourselves” by Maureen Kelley, PhD, Professor of Medicine at Oregon Health & Science University
- ◆ “Conceptualizing Culture in Healthcare Contexts: A Theoretical Framework” by Elaine Hsieh, PhD, JD, Professor and Chair of Communication at University of Minnesota
- ◆ “Dismantling, Decolonizing and Deconstructing to Achieve Equity, Diversity and Inclusion” by C. Estela Vasquez-Guzman, MD, PhD, Assistant Professor of Family Medicine at Oregon Health & Science University
- ◆ “‘God Will Decide’: Parental Refusal of Organ Transplant in a Child” presented by Maureen Kelley, PhD, and Moderated by David Clarke, MD

Publications

MEDICAL CARE & BIOETHICS RESEARCH FOR VULNERABLE GROUPS

This academic year, Center for Ethics faculty have published 8 manuscripts—7 peer-reviewed journal articles and 1 book chapter. These manuscripts focused on various topics related to providing medical care to vulnerable and historically marginalized groups, as well as including such groups in bioethics research. Maureen Kelley, PhD, collaborates with the University of Oxford and John Hopkins University, and research teams in Kenya, South Africa, and Thailand for international bioethics research focusing on the inclusion of women and children in bioethics research, particularly in the contexts of poverty, political conflict, and gender discrimination. Pictured to the right is Dr. Kelley with Kayla Tabari, RN, MBE, and PhD candidate. Dr. Kelley and Kayla are Co-Chairs of the 2024 Kinsman Bioethics Conference.



Faculty Publications for AY22-23

“‘PrEP Gives the Woman the Control’: Healthcare Worker Perspectives on Using pre-Exposure Prophylaxis (PrEP) During Pregnancy and Postpartum in Kenya” by Mwongeli N, Wagner AD, Dettinger JC, Pintye J, Brown Trinidad S, Awuor M, Kimemia G, Ngure K, Heffron RA, Baeten JM, Mugo N, Bukusi EA, Kinuthia J, Kelley MC, John-Stewart GC, *Beima-Sofie KM in J Int Assoc Provid AIDS Care. 2022. Jan-Dec;21:23259582221111068.

“Effectiveness of Advance Care Planning: What Works, What Doesn’t, and What Needs to Change?” by Tolle SW, Hedberg K in J Clin Ethics. 2022 Fall;33(3):210-219.

“Philosophical Investigations into the Essence of Pediatric Suffering” by Tate, T in SpringerBriefs in Ethics book series. 2022. Previously published in Theoretical Medicine and Bioethics. 2020; 41(4).

“Vulnerability and Agency in Research Participants’ Daily Lives and the Research Encounter: A Qualitative Case Study of Participants Taking Part in Scrub Typhus Research in Northern Thailand” by Greer RC, Kanthawang N, *Roest J, Wangrangsimakul T, Parker M, Kelley M. Cheah PY. in PLoS ONE. 2023; 18(1): e0280056.

“Respecting Relational Agency in the Context of Vulnerability: What Can Research Ethics Learn from the Social Sciences?” by Roest, J, Nkosi, B, Seeley, J, Molyneux, S, & Kelley, M in Bioethics. 2023; 37: 379–388.

“Considering Risks to Researchers and Staff in Low Resource Settings During Public Health Crises: A Proposed Conceptual Model” by Perez K, Asim M, Weiss E, Valentine GC, Kavi A, Somannavar M, Iwuh I, Chiweza C, Tickell KD, Singa BO, Beima-Sofie K, Batra M, Walson JD, Umoren R, Kelley M, Saleem S in Children. 2023; 10(3): 463.

“A Community Developed Conceptual Model for Reducing Long-term Health Problems in Children with Intellectual Disability in India” by Nair M, Kaushik N, Hazarika M, Kishore M, MacGregor H, Wickenden M, Sheregar G, Sengupat N, Kelley M, Shepperd S in PLOS Global Public Health. 2023. 3(4): e0000833.

“Culturally Responsive Research Ethics: How the Socio-ethical Norms of ArrNar/Kreng-jai Inform Research Participation at the Thai-Myanmar Border” by Khirikoekkong N, Asarath SA, Nosten S, Hanboonkunupakarn B, McGready R, Nosten F, Roest J, Parker M, Cheah PY, Kelley M in PLOS Global Public Health. Accepted April 2023; in process.

Faculty Presentations

PROMOTING EQUITY BY INFORMING OTHERS

Faculty Presentations for AY22-23		
8/31/22	Cliff Coleman	"Health Literacy and Clear Communication for Coordinated Care Organizations" at the Oregon Health Authority and Oregon Rural Practice-based Research Network
10/24/22	Maureen Kelley	"'God Will Decide': Parental Refusal of Organ Transplant in a Child" at the Daniel Labby Seminar in Medical Ethics
10/27/22	Tyler Tate	"Disability Rights and Disability Justice After Dobbs: Advocacy, Allyship, and Access" at the American Society for Bioethics and Humanities
11/11/22	Susan Tolle	"What Needs to Be Done So That Patient's' Wishes for Medical Care at the End of Life are Honored?" at the University of Chicago
11/18/22	Cliff Coleman	"Curriculum Design: Advancing Health Literacy through Teaching and Training" at the Tufts University Global Health Literacy Leadership Institute
12/1/22	Cliff Coleman	"Health Literacy and COVID-19 Vaccine Hesitancy among Adults and the Children They Care For" at Children's Mercy Kansas City Health Literacy Grand Rounds
1/20/23	Maureen Kelley	"Vulnerability in Caring for Others & Ourselves" at the Oregon Bioethics & Humanities Consortium Lecture Series
2/6/23	Susan Tolle	"Completing POLST in the Gray Area of Diminished Capacity" at the 54th Annual Primary Care Review
3/8/23	Susan Tolle	"Social Determinants of Health Predict POLST Form Completion and Treatment Selections" at the OHSU Social Work Grand Rounds
3/9/23	Maureen Kelley	"Fighting Diseases of Poverty through Research: Advocacy, Distress and Misplaced Responsibilities" at the NIH Center for Bioethics
3/10/23	Maureen Kelley	"Sex & Gender in Health Research: The Next Wave" at the NIH Center for Bioethics
3/13/23	Cliff Coleman	"Health Literacy and Clear Communication: Improving Care for Hospitalized Patients" at the OHSU Department of Otolaryngology
4/11/23	Cliff Coleman	"Health Literacy and Clear Communication for Palliative Care" at the OHSU Department of Palliative Care
4/20/23	Cliff Coleman	"Health Literacy & Ageism" at the 2023 Annual Kinsman Bioethics Conference
4/20/23	Maureen Kelley	"The Other Kids Aren't Like Me: Embracing Marginalized Young People in Health Care" at the 2023 Annual Kinsman Bioethics Conference
4/20/23	Susan Tolle	"Revising POLST to Establish Additional Protections for People with Disabilities" at the 2023 Annual Kinsman Bioethics Conference
5/9/23	Cliff Coleman	"Health Literacy & Ageism" at the IHA Health Literacy Conference
5/17/23	Cliff Coleman	"Health Literacy and Systemic Ageism: Achieving Better Outcomes for Older Adults Through Clear Communication" at the 2023 Forum on Aging in Rural Oregon
5/17/23	Katie Stowers	"TalkOregon: Empowering Clinicians to Excellence in Compassionate Communication" at the 2023 Forum on Aging in Rural Oregon
6/29/23	Cliff Coleman	"Health Literacy 101" for OHSU Diabetes Educator Program