Racism and Xenophobia: Impacts on Youth and the Providers who Serve Them

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Disclosure
I, Marissa Raymond-Flesch, have no financial relationships to disclose.

Disclosures

Agenda
- Shifting United States Demographics
- Minority Health Outcomes
- Defining Racism
- Experiences of Racism
- Case Study: Impact of Immigration Policy on Youth
- Racism in Academic Medicine
  - Society of Adolescent Health and Medicine call to action
  - Creating Institutional Change: Examples from UCSF
Shifting Demographics

Majority-Minority Counties Have Doubled Since 1980

By 2044 US will be "minority majority".


Children on the Leading Edge of Change

• Most infants born in the US are minorities1
• By 2020 more than half of children will be minorities2
• Most children enrolled in U.S. public schools are minorities3


1 in 4 U.S. Children in Immigrant Families

Minority Health Outcomes

Minorities have:
• Shorter life spans1
• Higher mortality from1:
  – Heart disease
  – Cancer
  – Kidney disease
• Higher rates of maternal and infant mortality

Minority Health Outcomes: Children

Race vs Racism

“Race is not a biological category. It is a social construct with deep historical roots and ever-metastasizing consequences.”

– Dr. M. Gabriela Alcalde, Health Affairs

So... do Race and Ethnicity Have Health Consequences?

Race vs Racism

“Race is not a biological category. It is a social construct with deep historical roots and ever-metastasizing consequences.”

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Race vs Racism

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Defining Racism

The first obstacle we find is that organizations don’t have a shared definition of racism, so it is hard to even talk about it.

– Commonwealth Fund 2018 report

In Focus: Reducing Racial Disparities in Health Care by Confronting Racism


Photo credit: http://magazine.wellesley.edu/winter-2019/2018-alumnae-achievement-awards

Gardener’s Tale

Institutionalized racism

• Initial historical insult
• Structural barriers
• Inaction in face of need
• Societal norms
• Biological determinism
• Unearned privilege


Gardener’s Tale

Personally mediated racism

• Intentional
• Unintentional
• Acts of commission
• Acts of omission
• Maintains structural barriers
• Condoned by societal norms


Gardener’s Tale

Internalized racism

• Reflects systems of privilege
• Reflects societal values
• Erodes individual sense of value
• Undermines collective action

Levels of Racism

**Institutionalized/Structural**
- Societal norms, unearned privilege, inaction in the face of need
- Mutually reinforcing systems (health care, housing, education, employment, media, criminal justice, etc.)

**Personally Mediated**
- Maintains structural barriers and social norms

**Internalized**
- Erodes individual sense of value and collective action

Experiences of Racism: Personally Mediated

Discrimination in America, RWJF 2018
Experiences of Racism: Personally Mediated

Considered Moving because of Discrimination in Where they Live

- Whites: 13
- Black American: 23
- Latinos: 10

Experiences of Racism: Institutional

- Unfairly Treated by the Police or Courts

- Whites: 6
- Black American: 45
- Latinos: 37

Experiences of Racism: Institutional

Experienced Discrimination in a Health Care Setting

- Whites: 5
- Black American: 31
- Latinos: 39

Impacts of Racism

- Limits in access to health care, housing, education
- Mass incarceration
- Chronic stress/trauma – Likely mediates poor health outcomes
- Health disparities
- Injury/violent deaths
- Lower life expectancy


What are the health impacts of the United States’ rapidly changing immigration policies on California’s immigrant youth?

Recent Immigration Policy Changes

- Executive Order 13767
- Executive Order 13768
- Sent TPS Recipients for Military Service
- DACA Recipient
- TPS Recipient
- TPS Recipient
- TPS Recipient


Salinas Teen Health Study

- Salinas, CA: small urban center of agricultural region
- Community-engaged study since 2015
- Cohort of 599 13 to 16 year olds
  - 94% Latino
  - 53% female
  - 12% 1st Generation
  - 71% 2nd Generation

Salinas Teen Health Study: New Question

“In what ways do you see the current U.S. president and political climate affecting your community or neighborhood? What about for your friends? Your family? How about for you, individually?”
Pervasive Climate of Fear

- 50% increase in rise of immigrant-focused hate groups
- FBI hate crime data show a rise in last quarter of 2016
  - 58% due to race or ethnicity
- 1/3 of teachers reported immigration related bullying in schools in fall of 2016

“It makes things more fearful in the environment even if we are citizens. Now everyone is afraid...and it gets in the way of things.”

1. Southern Poverty Law Center’s Hatewatch, 2. Southern Poverty Law Center

Parenting in a Climate of Fear

- Roche et al, JAH 2018
- 200 Latino parents surveyed in fall 2017
  - 2/3 Legally living in US
  - 65% worry about family separation
  - 47% warned child to say away from authorities

“My mom doesn’t want to watch the news anymore because there is a lot of negativity. It changes the way we feel because we are not safe anymore.”

1. Roche et al, in Press, JAH 2018

Disruption to Mobility and Freedom

- Threat to DACA and TPS
- Increased ICE activity
- Targeting of sanctuary cities by ICE
- High profile cases of deportation
  - e.g. Multiple cases of parents being deported while taking kids to school

“I think people are afraid of being deported. They’re kind of terrorized because they feel that if they leave their house to go somewhere immigration might come to take them away.”


Family Separation

- Psychological impacts of parental deportation
  - Depression
  - PTSD
- Loss of financial stability
  - 70% of income lost on average
- Choice: forced migration or loss of parents

“My parents are undocumented so they could be taken back to Mexico. I will probably have to go there and my dreams here will end.”

Limited Educational Opportunities

- 46% of parents concerned about children finishing school
- Reduced financial resources
  - *Family separation*
  - *Parents' work limited*
- Forced relocation → disrupts schooling
- Educational access depends on DACA

“There are kids that don’t have papers in my community. The president is trying to take away DACA, and that’s what helps them get an education and they might not be able to do that anymore.”

1. Roche et al., JAH 2018; 2. Capps et al., Urban Institute, 2015; 3. Raymond-Flesch et al., JAH 2015

Health

- Anxiety and depression with uncertainty about documentation status
- 39% of parents avoid medical care and other services for their children
- Loss of hospitals as sanctuary sites
  - 10yo Rosa Maria Hernandez
- Immigrant detainees denied abortions

“The one that will most likely affect me will be defunding planned parenthood, because that will affect birth control and STIs. [That] will affect me in the future.”


Feeling Overwhelmed?

“I would like to speak up about all of this and to change the way things are but I just feel like I don’t know where to start from because there are a lot of things to fix.”

“I don’t know where to start…”

- What are the privileges that you have?
- What are the institutions where you can use your privilege?
Levels of Racism within Academic Medicine

Social Justice!

Levels of Racism within Medicine

Racism Experiences by Education Level

Percent of People Experiencing Racial/Ethnic Slurs by Education Level

Discrimination in Employment

Racism Experiences in Employment

Discrimination in America, RWJF 2018
Levels of Racism within Medicine

Minority Providers:
- Are more likely to see minority patients. ¹
- Are more likely to see non-English speaking patients.¹
- May achieve better health outcomes for racially congruent patients. ²
- Are paid less than their peers. ³

³ Medscape Physician Compensation Report 2018

Levels of Racism within Medicine: The Minority Tax ¹

- Disparities in efforts to promote diversity in medicine.
- Disparities in available mentors.
- Disparities in mentorship demands.

¹ Citation and figure: Rodríguez et al. BMC Medical Education (2015) 15:6
Still Smiling!

Adding it All Up: The Burden on Minorities in Academic Medicine

- Racism
  - Institutional
  - Personally-mediated
  - Internalized
- Intersectionality
  - Gender
  - Immigration
  - Sexual Orientation
- Limited pool of mentors

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Society of Adolescent Health and Medicine

- Racism has negative impacts on youth and providers
- Racism functions through structural violence
- Health care organizations should develop evidence-based policies and procedures to address racism.

SAHM Positions

Racism has negative impacts on youth and providers
Racism functions through structural violence
Health care organizations should develop evidence-based policies and procedures to address racism.

Position

Organizations should reaffirm their commitment to justice and equity and actively develop, implement, and evaluate policies and processes to ensure that racism is not embedded systematically.
Position

Organizations should explicitly pledge to provide equitable care in ways that are visible to youth, families, and the broader community.

We welcome:
- All bodies
- All races
- All religions
- All countries of origin
- All sexual orientations
- All gender identities
- All abilities

We stand with you.
- against racism
- against violence

We seek to improve the health of all communities and to address the root causes of health disparities.


Position

Organizations should develop, implement, and evaluate interventions at all levels addressing chronic minority stress and vicarious trauma affecting nondominant racial/ethnic providers.

Image: https://www.jahonline.org/article/S1054-139X(18)30239-8/pdf
Alicia Fernandez receives grant to establish UCSF Latinx Center of Excellence

The UCSF School of Medicine (SOM) is pleased to announce that the U.S. Department of Health and Human Services (HHS) Health Resources and Services Administration (HRSA) recently awarded Dr. Alicia Fernandez a four-year grant to create a UCSF Latinx Center of Excellence (LoCE). The UCSF LoCE is partially funded through HRSA and UCSF and will be housed within the UCSF SOM, with close affiliation with the Center for Vulnerable Populations (CVP) at Zuckerberg San Francisco General Hospital and Trauma Center (ZSFG).

UCSF Efforts: Departmental Level

- Diversity Committee: curriculum, advocacy, hiring
- PLUS Program: Commitment to inclusion and social justice
- Research profile that includes health disparities research
- Individual Efforts
  - Identify your privilege and where you can effect change.

Take Action: Work to Be Done

- Researchers
  - Measures of health impacts of policies that marginalize racial and ethnic minorities
  - Community-engaged design and implementation of interventions to mitigate structural racism
  - Evidence-based policies to support health
- Clinicians and Medical Educators
  - Advocate for elimination of structural racism in local and institutional policies
  - Support youth and families directly
  - Foster the educational advancement of minority providers and allies

Position Papers
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Questions?