

HEALTHCARE PROVIDERS

GUIDE TO INCLUSION

PLEDGE

WORKING WITH HEALTHCARE
PROVIDERS TO END RACIAL
DISPARITIES.



Tigerlily Foundation
#InclusionPledge



THE FACTS

- Breast cancer death rates are 40% higher among Black women than white women.
- Studies have shown that healthcare providers' biases directly impact the type of care they provide to patients.
- Black patients are 40% less likely to receive medication for acute pain compared to white patients.

PURPOSE

- The #InclusionPledge provides a transparent and tangible framework across stakeholders to identify and track equity actions, holding organizations accountable to making specific, measurable outcomes that will result in dismantling systemic barriers and co-creating solutions that will result in health equity for Black women and end disparities in our lifetime.

WHAT YOU SHOULD KNOW ABOUT BLACK WOMEN & BREAST CANCER

- Too often, Black women face biases and discrimination from healthcare providers, which can have life or death consequences and cause psychological and emotional trauma. Medical racism also leads to mistrust of medical professionals.
- Black women are critically underrepresented in clinical trials, resulting in drugs and treatments being developed without considering efficacy and adverse effects for them.
- Black people and especially Black women are also critically underrepresented among healthcare professionals. As a result, Black patients do not always see themselves represented in their providers, and receive care that lacks cultural and racial sensitivity.
- Black women are disproportionately affected by socio-economic and systemic challenges that limits their access to medical care, healthy lifestyle-promoting activities and environments, and support systems.
- Breast cancer is typically depicted as a disease that affects white women, which affects Black women's decision to get screenings and take prevention measures.

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WHAT HEALTHCARE PROVIDERS CAN DO

1. Understand the abuse that has caused the mistrust in the medical system amongst patients of color.
2. Educate yourself on the emotional and mental trauma caused by exclusionary practices.
3. Be prepared to offer resources to tackle socio-economic barriers.
4. Work to actively strengthen patients' confidence in the medical system.



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SUGGESTED COMMITMENTS

1. Educate providers about 'hidden biases', how to tackle them and prevent them from cropping up in our decision-making.
2. Assess the environment at your facility/practice through a comprehensive inclusion audit, that seeks to uncover existing disparities in access to and quality of care.
3. Encourage diversity in healthcare teams: Black people remain critically under-represented in the medical profession, when we know that diverse teams are more likely to provide better care to diverse communities.
4. Leverage patient advocates and community advisors: learn from those concerned, amplify their voices and put them at the center of initiatives.
5. Create 'checklists' and standardized processes to minimize the incidence of bias: for example, every breast cancer patient should receive a talk about clinical trials and know about the support mechanisms available to them (like patient navigators or social workers).
6. Address socio-economic barriers: find ways to assist patients with finding transportation and childcare options.
7. Focus on health literacy: every patient should receive personalized help in understanding their diagnosis and treatment options.

