

# A PHYSICIAN'S GUIDE TO THE 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.
- Black women represent only 5% of women in breast cancer clinical trials
- TNBC is more common in Black women.
- 71% of Black women are single parents

## 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 SYSTEMIC BARRIERS

- Racism today, sometimes results in biased decision-making by medical providers, researchers, and people in positions of power
- Black women are among the least represented groups in clinical trials
- Black women are not being recruited into the medical field and are not given adequate opportunities to pursue medical training
- Black women face socio-economic, psycho-social, and systemic challenges that limit access to medical care, health-promoting activities and environments, and support systems

## WHAT YOU SHOULD KNOW ABOUT RACIAL BARRIERS

- Medical racism results in mistrust of medical professionals by patients due to both historical and present-day experiences of harmful and exclusionary practices
- Underrepresentation increases health risks for Black women and limits the impact of the clinical trial
- Breast cancer is typically depicted as a disease that affects white women

# WHAT PHYSICIANS SHOULD UNDERSTAND BEFORE THEY ENTER A PATIENT'S ROOM

1. Understand the abuse that has caused the mistrust in the medical system amongst African Americans
2. Educate yourself on possible emotional and mental traumas
3. Be prepared to offer resources to eliminate barriers
4. Strengthen patient confidence in medical system



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## SUGGESTED COMMITMENTS

1. Listen to and believe Black women
2. Be conscious of your biases through assessment
3. Personal education series to elevate your cultural competency through cross-cultural training
4. Attend training and learn to actively interrupt bias. Bias and anti-racism training sessions should be ongoing
5. Provide choices for care and explain those choices to allow for people to make informed decision
6. Encourage participation in clinical trials while answering questions and addressing hesitancy directly
7. Commit to listening and learning about any potential hesitation from the patient to help eliminate medical mistrust
8. Create a true rapport and partnership with your patient for confidence building through a training series using real life experiences from actual patients
9. Recommend the Inclusion Pledge and facilitate introductions to other physicians in order to advocate and activate the inclusion of Black women across initiatives impacting their breast and overall health

