CPSolvers Antiracism in Medicine Series - EPISODE 5

Episode Title: Racism, Power, and Policy: Building the Antiracist Health Systems of the Future

Guests: Aletha Maybank, MD, MPH and Camara P. Jones, MD, PhD, MPH

Episode Lead: Rohan Khazanchi

Hosts: Rohan, Naomi Fields, LaShyra Nolen

Producers: Utibe Essien, Dereck Paul, Michelle Ogunwole, Jazzmin Williams, Jenny Tsai, Chioma Onuoha

Show Notes: Chioma

INTRO (< 5 min)

1. **Lash**: Podcast intro
2. **Naomi**: Self-intro
3. **Rohan**: Self-intro
4. **Rohan**: Intro of Dr. Maybank & Dr. Jones

   a. Our first guest is an illustrious scholar, exceptional leader, and skilled communicator who is known for breaking down “race”, racism, and anti-racism with incredible clarity: Dr. Camara Jones. Dr. Jones is a family physician and epidemiologist whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of the nation. She is a past-president of the American Public Health Association, a senior fellow at the Morehouse School of Medicine, an adjunct professor at the Rollins School of Public Health at Emory University, and a former fellow at the Harvard Radcliffe Institute. I’ll just add as an aside that if you haven’t watched Dr. Jones allegories on “race” and racism, I highly recommend hopenursing your way through YouTube to watch them all -- and we’ll definitely be including some links to Dr. Jones’ incredible work in our show notes. Dr. Jones, thank you for joining us!

   b. Our second guest is someone I am proud to call a mentor from whom I have learned an incredible amount: Dr. Aletha Maybank. She is a pediatrician board-certified in preventive medicine who has held multiple public health leadership roles, including as the Founding Director of Suffolk County’s Office of Minority Health, the Founding Director of the New York Department of Health’s Center for Health Equity, and now serves as the American Medical Association’s inaugural Chief Health Equity Officer and director of the AMA Center for Health Equity. Dr.
Maybank's exceptional ability to embed equity across health departments and organizations has been recognized by the CDC and the WHO, and she is a phenomenal advocate, activist, and organizer for justice. Dr. Maybank, thank you for joining us!

**QUESTIONS [45-60 minutes]**

1. **Lash:** Ask Dr. Jones to define racism. Follow-up question about allegories on “race”, racism, and anti-racism, highlighting newest allegory about “Cement Dust in our Lungs”
   a. What are the next steps? How do we shut down that factory?

2. **Naomi:** [talk a bit about career trajectories, highlighting APHA & AMA movements to end racism]. Dr. Maybank, we’re wondering -- to what extent is your work creating the AMA’s first Center for Health Equity built upon the foundations set by the National Campaign Against Racism and other grassroots movements? And, for both of you, how do you both view the AMA and APHA movements as similar/different?

3. **Rohan:** [talk a bit about new AMA policies, reflect a bit upon AMA’s racist past]… Dr. Maybank -- can you speak to what these position stances mean about where the AMA now stands in light of its history? In addition, recognizing that the intent of these resolutions was to go beyond declarative and performative advocacy and towards the praxis of anti-racism, how do we sustain the movements -- how do we redirect the attention garnered by these brief snapshots in time into resources and changes which help the people who are actually most impacted by these inequities?

4. **Lash:** Dr. Jones, you have written about your desire to create something that would outlast your time as APHA president, and have also written about the limitations of fleshing out the Campaign as you fully envisioned it. At the same time, the Campaign endures in other ways -- for instance, via the Social Medicine Consortium, your current work as a Radcliffe Fellow, and its legacy within the popular imaginary for other changemakers. Can you both talk a bit about the importance of pivoting and flexibility when building systems that facilitate health equity? What barriers have you both faced along the way, and what facilitators have propelled you forward?

5. Questions to think creatively about the future of US health policy / health systems…

**Commented [2]:** Please note that the format is flexible and will be adapted based on the flow of the conversation. We are also happy to modify, add, or remove any questions if there are particular topics you would like to ensure we discuss!
a. **Naomi:** [will intro these next three brief questions first, then launch into first Q] Dr. Jones -- what does “building an anti-racist U.S. health system” look like, on a grassroots level? How do we build this movement alongside our communities?

b. **Rohan:** [Intro Maybank/Metzl/De Maio JAMA commentary] How can we intervene on an institutional and systems level to build anti-racism into the walls of our hospitals and clinics?

c. **Lash:** [zoom us out to policy level] For both of you, how can we prioritize an agenda of racial justice & health equity on a governmental level? What is needed to prioritize health equity interests in the coming administration?

6. **Rohan:** [talk about how many physicians feel this “isn’t their lane’] You both push us toward the adoption of intentional anti-racist praxis as a modus operandi for all health-care providers. Can you explain why this is important -- why is it insufficient for only those who have feet in the health services and public health spaces to be attentive to active anti-racism? And then, illustrate for us what might vigilance toward anti-racism look like as a praxis for those who do not consider themselves explicitly involved in policy or public health work -- but hold a responsibility as health professionals and as citizens?

7. **Naomi:** [transition to end of episode] “For our listeners who are going back into the clinical world tomorrow, what’s one thing that they can take with them and start using today?”

8. **Lash:** The final word, to close up the episode.

**REFERENCES FOR INCLUSION IN SHOW NOTES**


