



Fair Healthcare for Delaware

Eliminating implicit bias and disparities in healthcare



OVERVIEW:

Eliminating implicit bias and disparities in healthcare will **save countless lives and decrease Delaware taxpayer burden** due to unnecessarily poor outcomes for Black and brown people.

THE PROBLEM:

According to the Delaware Division of Public Health:



- **Black mothers are 3-4 times more likely to die** in childbirth than white mothers
- **Black babies are 2.5 times more likely to die** than white babies and on average.
- **Life expectancy for Black people in Delaware is three years less** than their white counterparts.

IHI (Institute for Healthcare Improvement) says that “the total cost of racial/ethnic disparities in 2009 was approximately \$82 billion” and that “a substantial number of medical students and residents held false beliefs about biological differences between white and black individuals (such as believing that black skin is “tougher” than white skin), and found that these beliefs predict racial bias in pain treatment recommendations.”

POLICY SOLUTIONS:

- Require Delaware healthcare organizations to collect and report outcomes data by Race, Ethnicity, and Language.
- Provide funding for implicit bias training (including the Implicit Association Test) for physicians, RN's, RT's, MA's and all other clinical personnel in healthcare organizations.
- Mandate implicit bias training for CEUs.
- Establish a Delaware healthcare disparities task force including hospital and primary care administration leaders, clinical experts, state organizations, data experts, community groups, and non-profits to oversee data collection and subsequent implementation efforts.