

**Addressing Stigma & Bias Workgroup Meeting  
Thursday, October 15<sup>th</sup>, 2020  
Minutes**

- 4:00 Approve October Minutes | [Anita Sulaiman](#)  
*Approved*

- 4:05 Recap of Action Items | [Anita Sulaiman](#)

- December 10 Patient Safety Round Table | [Steve Levy](#)
  - Invitees

*6 prospective attendees. Spoke with Kim Conner at Washington State Independent Living Council (WASILC) who is excited about attending. Next step is to invite speakers from the Nov 13 webinar and ask them for names of their peers at other health plans (Equity Officers) to invite (Week of Nov 16)*

- Topic discussion

- *What is our understanding of stigma/bias?*
- *What does it look like? How does it present itself?*
- *What is your understanding of a) stigma b) bias*
- *How is stigma & bias being perpetuated in healthcare?*
- *How can we avoid stigma/bias?*
- *How can we recover from it when it happens, when we stumble into it? If the patient perceives stigma/bias? How can we say things differently? Group discussed ways to communicate better.*
- *Anita mentioned her experience with “Conversations on race and culture”, we could do “Conversations on stigma and bias”*

*To-do: Please email Steve safe table topic suggestions- group*

- Podcast: Patient Experience - Update on finding interviewees | [Steve Levy](#)  
*Naomi Kirtner from the conference planning committee is seeking participants. Podcast topic is to hear from a patient who has experienced stigma or bias in a healthcare setting. No date has been set. Probably will be Q1.*

- October 9<sup>th</sup>: Webinar Report: Final attendees, feedback? | [Jessica Martinson/Amy Etzel \(co-presented\)](#)  
*Very engaged group. Registrants: 131; Attendees 37. This is typical. People watch them at later times. Would be nice to track # of post webinar views.*

Oct 9 Webinar links:

- You can [watch the recording](#) here
- The Bree Collaborative [LGBTQ Health Care Report and Recommendations – Checklist](#).

- November 13<sup>th</sup> webinar - Update | [Steve Levy](#)

*Webinar ready to go. Would like help promoting it. 80 registrants as of 11/13. Presenters & topics:*

1. *Sarah Dryfoos-Guss, MultiCare, Health Equity & Outreach Program Manager, This session will highlight the key components of developing an inclusive strategic planning process with multiple stakeholders. Attendees will learn processes for developing a complex, multi-stage and multi-stakeholder strategic plan, as well as some ideas for strategy execution.*
2. *Paula Houston, University of Washington Medical Center, Chief Equity Officer, This session will present UWMC's workforce training program for faculty and staff and the 5 key concept areas for the training.*
3. *Neena Makhija, Seattle Children's, Diversity and Health Equity Consultant, Center for Diversity and Health Equity; Alicia Adiele, Seattle Children's, Director, Center for Diversity & Health Equity. This session will discuss how The Center for Diversity and Health Equity (CDHE) consults and partners with departments across the institution to support them in examining health disparities through data collection, developing interventions, and to move towards the ultimate goal of eliminating health disparities.*
4. *Cynthia Ricks-Maccotan, CHI Franciscan, Violence Prevention Coordinator, - This session will discuss how equity shapes their community health work, specifically in youth violence prevention and in faith community partnerships including their role in partnering with community members, non-profits, and faith communities to increase access to credible messengers and decrease health disparities.*

- 4:20 Project Plan Updates & Annual Review | [Anita Sulaiman](#)

- Project Plan Updates (See Action Plan Worksheet):

- Goal #1: Create Awareness Campaign around stigma & bias

*Post webinar surveys: Jessica offered to share surveys with group. To-do: send webinar surveys to group from Goal 1 Deliverable column - Jessica*

*Invite speakers to engage with group: To-do: delete from Goal 1 To-Do/Decision - Steve*

*Anita asked if we can create a place on the website to house our resources.*

*Goal 1 Status column:*

- *Discussed Blog. We need to promote blogs posted in Friday 5. To-do: team should promote Blogs.*
- *Panel discussion. This is Nov 13 webinar and is completed.*

*To-do: Ask steering committee to promote the work we are doing. Anita at Steering Committee meeting.*

*To-do: follow up with Ginny on Blog. - Anita*

- Goal #2: Identify behavioral health sub-topics:

- *LGBTQIA+ Healthcare*
- *Suicide Prevention*

*Status of to-do's all confirmed.*

- Goal #3: Determine areas where tools & resources already developed by BREE Collaborative can be implemented

*Links to WSMA stigma resources*

- [archived sessions from WSMA's Continuing Professional Development webinar series](#)

*Discussed other resources to include on site:*

- BREE recommendations
- Schwartz Center rounding
- Human Rights Health Equity Index
- LuAnn shared: [Images of equity vs. equality](#)
- Jessica shared: [Equity/Justice image](#)
- [Gorilla video](#)
- LGBTQ report, BREE recommendations & checklist: Info sent to workgroup, Dr. Dave slide links)
- Discussed links to LGBTIA+ meanings. Anita recommended resources from the [UCDavis LGBTQIA Resource Center website](#)

*To-do: update Stigma page on website with resources, webinars, etc. and attribute them to the source (include list above) -Steve*

- *Goal #4: Promote training for providers that will address stigma & provider bias, particularly towards people within the target communities*

*Deliverable: Provide organizations an opportunity to present at a WPSC steering committee*

*WPSC should reach out to groups addressing stigma and bias and have them present at steering committee. Is UW's program available for the public?*

*Anita brought up programs being used in Singapore and recommended a training video.*

*To-do – group should send Steve recommendations for presenters which he will follow up with.*

- Annual Review: Progress of workgroups.

*Deferred to November meeting.*

- 4:50 Next Steps and Action Items

*Next meeting November 19: have a glass of wine and let's learn more about each other's backgrounds.*

- *Please email Steve safe table topic suggestions- group*

#### ***Work plan Goal 1 to-dos:***

- *To-do: send webinar surveys to group from Goal 1 Deliverable column - Jessica*
- *Delete from work plan Goal 1/ column 3, To-Do/Decision: "Invite speakers to engage with group": - Steve Done*
- *Ask steering committee to promote the work we are doing - Anita at Steering Committee meeting.*
- *Update Stigma page on website with resources, webinars, etc. and attribute them to the source including these below -Steve*
- *Follow up with Ginny on Blog. - Anita*

#### ***Work plan Goal 4***

- *Group should send Steve recommendations for presenters for steering committee presentation which he will follow up with.*