

Ethics in a Post-COVID World: Part 2

Satellite Conference and Live Webcast
Thursday, June 16, 2022
9:00 – 10:30 a.m. Central Time

Produced by the Alabama Department of Public Health
Health Media and Communications Division

Faculty

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Goal Of The Training

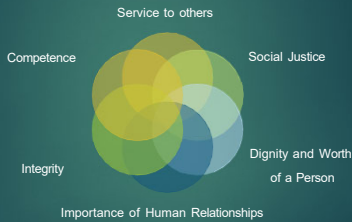
The goal of this training is to review ethical issues in delivery of public health services.

Objectives

At the conclusion of this training, participants will be able to:

- Name at least three ethical challenges arising with the rapid uptake in telehealth services;
- Identify at least four ethical challenges associated with returning to in-person sessions including home visits;
- List at least three social work ethical standards related to use of social media and online platforms;
- Name three common countertransference reactions to individuals making choices about COVID prevention and guidelines for managing reactions.

Core Values in NASW Code of Ethics



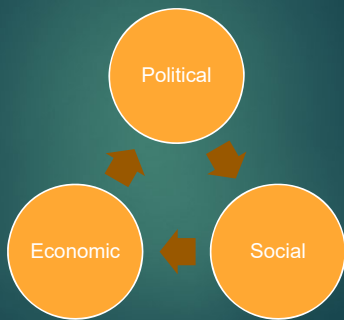
Nursing Main Provisions

- The nurse collaborates with other health professionals and the public to **protect human rights, promote health diplomacy, and reduce health disparities.**
- The profession of nursing, collectively through its professional organization, must articulate nursing values, maintain the integrity of the profession, and integrate **principles of social justice** into nursing and health policy.

Critical Questions

- Where are human rights a concern?
- How do health disparities impact the health of Alabamians?
- What does social injustice look like in 2022?

Connected Inequality



Issues of Social Justice

1. Voting rights
2. Climate justice
3. Healthcare
4. Refugee status
5. Racial injustice
6. Economic inequality
7. Gun violence
8. Food scarcity/insecurity

-Yashiva University School of Social Work (2019)

Cultural Competence: An Ethical Issue

NASW Code Update

“Social workers should demonstrate knowledge that guides practice with clients of various cultures and be able to demonstrate skills in the provision of culturally informed services that empower marginalized individuals and groups. Social workers must take action against **oppression, racism, discrimination, and inequities, and acknowledge personal privilege.**”

NASW Update

“Social workers should obtain education about and **demonstrate understanding of the nature of social diversity and oppression** with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability.”

NASW Update

“Social workers who provide electronic social work services should be aware of cultural and socioeconomic differences among clients’ use of and access to electronic technology and seek to prevent such potential barriers. Social workers should assess cultural, environmental, economic, mental or physical ability, and other issues that may affect the delivery or use of these services.”

https://www.socialworkers.org/LinkClick.aspx?fileticket=UyXb_VQ35QA%3D&portalid=0

Cultural Competence: Indicators of Proficiency

Self-Awareness

- Social workers shall demonstrate an appreciation of their own cultural identities and those of others. Social workers must also be aware of their own privilege and power and must acknowledge the impact of this privilege and power in their work with and on behalf of clients. Social workers will also demonstrate cultural humility and sensitivity to the dynamics of power and privilege in all areas of social work.

Cross-Cultural Knowledge

- Social workers shall possess and continue to develop specialized knowledge and understanding that is inclusive of, but not limited to, the history, traditions, values, family systems, and artistic expressions such as race and ethnicity; immigration and refugee status; tribal groups; religion and spirituality; sexual orientation; gender identity or expression; social class; and mental or physical abilities of various cultural groups.

Cross-Cultural Skills

- Social workers will use a broad range of skills (micro, mezzo, and macro) and techniques that demonstrate an understanding of and respect for the importance of culture in practice, policy, and research.
- Social workers shall be knowledgeable about and skillful in the use of services, resources, and institutions and be available to serve multicultural communities. They shall be able to make culturally appropriate referrals within both formal and informal networks and shall be cognizant of, and work to address, service gaps affecting specific cultural groups.

Lessons Learned

- What has helped you grow in your ability to provide more culturally-competent services?
- How have you benefitted from being challenged in delivering services to diverse populations?

**Questions?
Comments?**

alphtnquestions@adph.state.al.us

**Cultural Competence:
Understanding Social
Determinants of Health**

**Social Determinants
of Health**

Social determinants of health are the conditions in which people are born, grow, live, work and age. They include factors like socioeconomic status, education, neighborhood and physical environment, employment, and social support networks, as well as access to health care.

-World Health Organization 2014

Health Disparities and SDoH

Health disparities are differences that exist among specific population groups in the United States in the attainment of full health potential that can be measured by differences in incidence, prevalence, mortality, burden of disease, and other adverse health conditions.

SDoH and Health Outcomes

- African American/Caucasian discrepancies in HIV
- Infant mortality among AI/AN families (60% higher than whites)
- Obesity (Hispanic children/adolescents highest prevalence)
- Heart disease (African-Americans 30% more likely to die from HD) and poorer outcomes for cardiovascular disease, diabetes, some cancers

Communities in Action: Pathways to Health Equity; NIH (2017)
<https://www.ncbi.nlm.nih.gov/books/NBK428844/>

COVID-19 and SDoH

- In Chicago African-Americans make up > 50% of COVID-19 cases and nearly 70% of COVID-19 deaths involve black individuals although blacks make up only 30% of the population
- In Louisiana, 70.5% of deaths have occurred among black persons; they represent 32.2% of the state's population.
- In Michigan, 33% of COVID-19 cases and 40% of deaths have occurred among black individuals, who represent 14% of the population.

Outcomes for Black Americans

- 131 predominantly black counties in the US, the infection rate is 137.5/100 000 and the death rate is 6.3/100 000.
- This infection rate is more than 3-fold higher than that in predominantly white counties.
- This death rate for predominantly black counties is 6-fold higher than in predominantly white counties

COVID-19 and African Americans' [Clyde W. Yancy, MD, MSc](#)
JAMA. doi:10.1001/jama.2020.6548

Outcomes for LatinX/ Hispanic Americans

- LatinX persons 1.7 times more likely (compared to Caucasians) to contract COVID-19/4 times more likely to be hospitalized/ nearly 3 times more likely to die
- Utah is 14% LatinX/ 21% of COVID cases
- Oregon is 13% LatinS/ 26% of COVID cases
- Washington is 13% LatinX/ 31% of cases
- California is 39.3% Latinx/ 55% of cases

Illustration: U.S. Meat Processing

- Immigrant workforce (40% foreign-born)
- Less educated and black/LatinX/Asian workforce
- Difficult work environment (temperature, water, repetitive stress, proximity)
- Poor history for workplace safety
- Pressure to produce, intolerance for illness/injury; threat of deportation
- Average NC wage is \$13.74...highest median wage is \$15.80

COVID-19 and SDoH—Meat Processing Impact

- 150 of the largest meat processing plants in the U.S. are located in the top 25% U.S. counties for coronavirus cases
- 3,500 confirmed cases in meat processing; 17 individuals have died
- Smithfield plant in Sioux Falls, SD closed after 900 COVID-19 cases in a plant employing fewer than 3,000 employees

- "COVID-19 Takes A Brutal Toll"
Jamieson, D; Washington Post; September

21, 2020

COVID and Essential Workers

- Death rate of low socioeconomic position adults — those whose education attainment level did not go beyond a high school diploma — was five times higher when compared to high socioeconomic position adults, and the mortality rate of intermediate socioeconomic position adults was two times higher.
- White women made up the largest population group considered high socioeconomic position. By comparison, nearly 60% of Hispanic men were in a low socioeconomic position.

COVID and Essential Workers

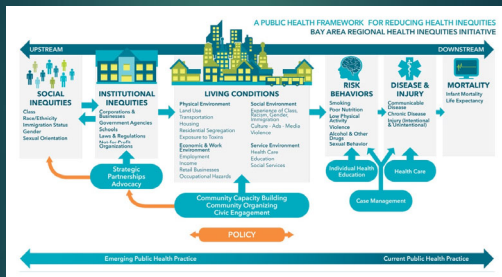
- The death rate of low socioeconomic position Hispanic men was 27 times higher than high socioeconomic position white women.
- Among all 25- to 64-year-old adults in 2020, people in a low socioeconomic position made up about one-third of the working-age population but accounted for two-thirds of COVID-19 deaths for the same age group.

COVID-19 and SDoH

Being able to maintain social distancing while working from home, telecommuting, and accepting a furlough from work but indulging in the plethora of virtual social events are issues of *privilege*. In certain communities these privileges are simply not accessible. Thus, consider the aggregate of a higher burden of at-risk comorbidities, the pernicious effects of adverse social determinants of health, and the absence of privilege...

- Yancy (2020)

Impacting SDoH



Questions?
Comments?

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Assessing SDOH



NC DHHS Priorities— Medicaid Providers

- Food security
- Housing stability
- Transportation
- Interpersonal violence

“Questions on behavioral health issues (e.g., depression, substance use) and health behaviors (e.g., tobacco, diet, exercise) are expected to be part of routine medical assessment...”

https://files.nc.gov/ncdhhs/documents/SDOH-Screening-Tool_Paper_FINAL_20180405.pdf

Whole Person Care: Assessment



Enhancing Diversity, Equity, and Inclusion (DEI)

Group Brainstorm

How do ORGANIZATIONS become more culturally competent?

What is the importance of a structural shift?

Defining Diversity

“...the **presence of differences** that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. **Populations that have been underrepresented** among practitioners in the field and marginalized in the broader society.”

Defining Equity

“... is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.”

Defining Inclusion

“...is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.”

-USDA/Cooperative Extension 2022

Barriers to Inclusion

- DEI Initiatives are ‘new’ and forming
- There has been some progress in workplace diversity, but not enough
- Organizational leadership consistently lacks diversity in both gender and ethnic diversity
- Lack of support for DEI initiatives at senior leadership level is too common
- Effectiveness of DEI initiatives are challenging to measure

Value of DEI to Organizations

- Organizations that don't implement DEI practices miss out on opportunities to tap into their peoples' potential.
- Companies that exhibit gender and ethnic diversity are, respectively, 15% and 35% more likely to outperform less diverse peers. The same study found that organizations with more racial and gender diversity bring in more sales revenue, more customers and higher profits.

Value of DEI to Organizations

- DEI programs are an essential aspect of building engaged and happy employees. Organizations with strong diversity climates are more likely to have employees with increased levels of trust/job satisfaction and are more engaged.
- Teams are 158% more likely to understand target customers when they have at least one member who represents their target's gender, race, age, sexual orientation, or culture.
- Companies with higher diversity in management earned, on average, 38% more revenue than companies with lower diversity.

Action Items-Implicit Bias

- **Introspection:** Set aside time to understand your biases by taking a personal inventory of them. This can be done by taking tests to identify the biases you may have.
- **Mindfulness:** Once you understand the biases you hold, be mindful that you're more likely to give in to them when you're under pressure or need to make quick decisions.
- **Perspective-Taking:** If you think you may be stereotyping people or groups, imagine what it would feel like for others to stereotype you.
- **Learn to Slow Down:** Before jumping to conclusions about others, remind yourself of positive examples of people from their age group, class, ethnicity, or sexual orientation.

Action Items-Implicit Bias

- **Individualization:** Remind yourself that all people have individual characteristics that are separate from others within their group.
- **Check Your Messaging:** Instead of telling yourself that you don't see people based on their color, class, or sexual orientation, learn to use statements that embrace inclusivity.
- **Institutionalize Fairness:** In the workplace, learn to embrace and support diversity.
- **Take Two:** Understand that this is a lifelong process and that deprogramming your biases requires constant mindfulness and work.

Action Items: Micro-Aggressions

1. Do your own work before you even get there. Read blogs and personal essays, understand the lived experiences of historically marginalized groups, watch documentaries and try to think outside of your own perspective.
2. Set realistic expectations of what you want from these conversations. Also think about, is this actually helping? Is this a conversation that I view as being helpful in any way, shape or form? It's important to acknowledge that no one is going to learn everything in one conversation overnight.
3. Always be aware of yourself and your mental health when having these conversations. In a world where we all fought for social justice all the time, we would be getting into productive arguments and fights and having protests every day and changing laws, but we don't and we can't because we're also human and we need to rest.

-Kevin Nadal

Action Items: Social Justice

"Social justice is the view that everyone deserves equal economic, political and social rights and opportunities. Social workers aim to open the doors of access and opportunity for everyone, particularly those in greatest need."

-National Association of Social Workers 2013

"Social justice encompasses economic justice. Social justice is the virtue which guides us in creating those organized human interactions we call institutions. In turn, social institutions, when justly organized, provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to work with others to design and continually perfect our institutions as tools for personal and social development."

-Center for Economic and Social Justice

**Questions?
Comments?**

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Resources

- <https://dei.extension.org/>
- <https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/12/02/leadership-barriers-to-diversity-equity-and-inclusion-and-how-to-address-them/?sh=b020bdb36e62>
- <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace#>
- <https://online.maryville.edu/blog/addressing-implicit-bias/>
- <https://www.npr.org/2020/06/08/872371063/microaggressions-are-a-big-deal-how-to-talk-them-out-and-when-to-walk-away>

Resources

- Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). *Towards A Culturally Competent System of Care, Volume I*. Washington, DC: Georgetown University Child Development Center, CASSP Technical Assistance Center.
- <https://www.instituteforcivility.org/who-we-are/what-is-civility/>
- <https://www2.deloitte.com/us/en/blog/human-capital-blog/2021/inclusive-workplace-with-unconscious-bias-training.html>

Thank You!
-AL Wise Woman
-AL Public Health Training
Network
