

Equitable and Respectful Care Education Resources

Type of Education & Resource Selection	Targeted Staff	Brief Description
Step 1: E-Modules		
<p>START HERE: I-PROMOTE-IL Implicit Bias Training Directory <i>ESSI Teams may find the following e-learning modules in the directory most helpful:</i></p>		
National Healthy Start Association- AIM CCI, Racial Equity Learning Series Focus: Acknowledging racism, institutional transformation, personal/systemic change	All Staff	This is a comprehensive, evidence-informed bias training to reduce inequitable clinical and social practices within maternal healthcare. This training is a web-based learning series consisting of an introduction, seven modules containing topic information, activities, a short quiz that builds on previous modules, and a conclusion.
March of Dimes, Awareness to Action: Dismantling Bias in Maternal and Infant Healthcare Focus: Identifying bias and its impacts on maternity care, structural racism 60-90 minutes Cost: \$50	All Staff	This training covers bias awareness in caring for a birthing person before, during, and after pregnancy. Course topics include learning how to identify bias and its impacts on maternity care settings and how structural racism plays into implicit biases. The course will provide strategies to mitigate one’s own biases and discuss how to establish a culture of equity to elevate quality of care.
Think Cultural Health, An introduction to CLAS in maternal health care Focus: Cultural competence, cultural humility, patient-centered care 60-90 minutes Free	All Staff	This training is designed to teach healthcare providers skills related to cultural competence and humility with a focus on patient-centered care. Additionally, healthcare providers explore more about their own biases and learn strategies to mitigate the impact of bias within maternal healthcare.
Diversity Science, Dignity in Pregnancy and Childbirth Course: Preventing Racial Bias in Perinatal Care Focus: racial bias, historical implications for present day racism in MCH	All Staff	This three-part course uses the example of real-life, composite stories to illustrate the way racial bias, however unintended, can undermine care. Each segment provides specific, concrete, evidence-based strategies for interrupting racial bias. This course also includes information on the connection between the historical enslavement of people from West Africa and current day racism and stereotypes.

60-90 minutes Free or \$25 for CEs		
Step 2: 1 ESSI Team Member Attends Live Training		
Perinatal Quality Improvement, SPEAK UP Champion Training	All Staff	<p>This live web-based training takes place over two half days (<i>approximately 8 hours</i>). It will discuss the following:</p> <ol style="list-style-type: none"> 1. Factors that contribute to perinatal disparities based on a social justice framework 2. Outline QI strategies and tactics for eliminating implicit and explicit bias when caring for birthing persons before, during, and after pregnancy and when caring for newborns 3. Developing a QI Action Plan for ensuring equity in perinatal outcomes. <p>Team member to take the lead for step 3.</p>
Step 3: Tools for hospitals to facilitate live, in-person discussions		
Research Publications on Hospital-Implemented Practices with Tools for Adaptation		
Health Equity Rounds: An Interdisciplinary Case Conference to Address Implicit Bias and Structural Racism for Faculty and Trainees <i>Focus:</i> Case-Based Discussion, Mitigation of Implicit Bias		<p>Practice Overview: Faculty developed a longitudinal case conference curriculum called Health Equity Rounds (HER) to discuss and address the impact of structural racism and implicit bias on patient care.</p> <p>Resources Included:</p> <ul style="list-style-type: none"> - Guide to Creating a Health Equity Rounds (HER) Conference - Evaluation Template of Health Equity Rounds - Template Activity Worksheets and Handouts
Addressing implicit bias and health disparities in a level IV NICU <i>Focus:</i> NICU Implicit Bias		<p>Practice Overview: Design and implement small group workshops to provide experiential learning through role-play to highlight examples of implicit bias in the NICU.</p> <p>Resources Included:</p> <ul style="list-style-type: none"> - Pre/Post Survey
Patient Stories		
I-PROMOTE The Illinois Maternal Health Digital Storytelling Project	All Staff	A collection of perspectives from Illinois birthing persons on experiences of complications and challenges during pregnancy and in the postpartum period through the creation of digital stories.
CDC HEAR HER Campaign	All Staff	The Hear Her campaign features compelling stories from women about their experiences during or after pregnancy. They share how pregnancy-related complications or conditions have affected them and how they got help.
Films		

Toxic: A Black Woman's Story Price Varies	All Staff	<p>This film examines how race, toxic stress, and birth outcomes are intertwined.</p> <p><i>Available to purchase with accompanying discussion guide via instructions on the website.</i></p>
Laboring with Hope Price Varies	All Staff	<p>This short documentary is about loss, grief, and the hope for improving health outcomes for Black women.</p> <p><i>Available to purchase with accompanying discussion guide via instructions on the website.</i></p>
Aftershock	All Staff	<p>This documentary film witnesses two families become ardent advocates in the maternal health space after the tragic loss of two women following the deliveries.</p> <p><i>Available on Hulu.</i></p>
PQI 28-day Anti-Racism Challenge, v2	All Staff	<p>These daily challenges were designed to help us all more effectively SPEAK UP against racism by enhancing our insights and providing tools to support anti-racism efforts.</p>
Step 4: Feedback		
(In)equity Toolbox	All Staff	<p>Strategy used by Massachusetts General Hospital OB Department to provide anonymous feedback of workplace and patient interactions to improve equity.</p>
PREMS		<p>Patient Reported Experience Measure (PREM) Survey to obtain feedback from patients.</p>