Diversity Science Information Sheet

Description:

Diversity Science is a public-benefit company that champions an evidence-based approach to equity and inclusion. By translating the latest research into practical and effective tools to create diverse, equitable, and inclusive organizations, Diversity Science has created the Dignity in Pregnancy and Childbirth online training. This training consists of a 3-module program for perinatal providers that focuses on implicit bias and reproductive justice. Resources for leaders and clinicians to promote health equity in their clinical practice and their organizations are also available. ILPQC has identified this training as one of the free and scalable maternal health focused equity and bias e-module trainings currently available.

Education Content available: 3 core e-modules, with additional optional eLearning modules for BIPOC providers. Also includes additional assessments & supportive materials.

- Module 1: **Laying the Groundwork**
- Module 2: **Racism not Race**
- Module 3: **Taking Action**

Access Information:

ILPQC has partnered with Diversity Science to provide exclusive online access to their e-modules and materials. This access is available to all ILPQC hospital teams participating in the Birth Equity (BE) and Equity and Safe Sleep for Infants (ESSI) Initiative. ILPQC BE and ESSI hospitals will also have access to the resources and support to add e-modules to their online hospital learning systems.

Information and login for hospitals participating in the ILPQC Birth Equity and ESSI Initiative are available at https://www.diversityscience.institute/ilpqc.

Implementation strategies for the QI team

Two pathways for implementation:

1. QI team works with Diversity Science to assist with full integration of e-modules into the hospital/institution online electronic learning system

2. QI team provides instructions for hospital staff members to access ILPQC Diversity Science e-module trainings directly as individuals.

Each module follows the story of a different mother and incorporates videos, assessments, and next steps with a list of related resources and printable PDFs.

Module 1: **Laying the Groundwork**, empowers perinatal care providers with the knowledge and insight they need to close the gap; to align their values on high-quality, unbiased, equitable, and respectful care with the actual care that many Black birthing women receive. The following concepts are highlighted:

- Racial bias
    - o Inequity in care
    - o Personal/Professional values
    - o Common values
- Perspective taking
    - o Stereotyping
    - o Unpacking bias
    - o Historical relevance
- Interrupting racial bias
    - o Connecting the dots
    - o Developing an action plan

Module 2: **Racism not Race**, focuses on how racism in all of its forms impacts the care given to Black patients and strategies that work with our brains to interrupt racism in perinatal care. The following concepts are highlighted:

- (Unpacking) Implicit bias
- Empathy gap:
    - o Differing perspectives
    - o Cross-race empathy gap/Respectful care
- Concept of weathering
- Implementation of strategies

Module 3: **Taking Action**, models what positive and ongoing anti-racist healthcare practice might look like and how to incorporate reproductive justice values into our care for Black birthing women and all birthing people. Concepts highlighted include:

- Reproductive Justice Framework, the rights to:
    - o Personal, bodily autonomy
    - o Decide whether to have children
    - o Parent children in safe and health environments
- Bias-reducing strategies
- Patient-centered Care
- Addressing Racism in Healthcare
- Building an Action Plan