Tackling Inclusivity and the Future of Oral Health

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A little bit about me
Our plan for today

• Explore inclusivity in the context of social justice
• Describe how an anti-racism (anti-oppression) can support inclusivity
• Consider the future of oral health as an anti-racist practice
• Imagine the role a Network of Libraries can play in supporting inclusivity and anti-racism
Part I. Explore inclusivity in the context of social justice
What does "inclusivity" mean to you?
"Inclusivity is the practice or policy of including people who might otherwise be excluded or marginalized. Inclusivity is a mindset, in contrast, diversity is the what. You can have a team of one, which is not diverse, but, can be inclusive. Someone who has an inclusive mindset behaves in a way that welcomes and embraces diversity. You can measure diversity, it is harder to measure inclusivity. Inclusivity has to be observed."

Inclusivity in the context of social justice

Y’all be forgetting the “Justice” part.

Elishaddai White, PhD
@BlkBoiScientist

REALITY
One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

EQUALITY
The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

EQUITY
Everyone gets the support they need, which produces equity.

JUSTICE
All 3 can see the gains without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
Part II. Describe how an anti-racism (anti-oppression) can support inclusivity
What is anti-racism?

• Active process of identifying and challenging racism by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.

“To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.”

- Ibram Kendi, PhD

Oppression

“In its traditional usage, oppression means the exercise of tyranny by a ruling group...In its new usage oppression designates the disadvantage and injustice some people suffer not because a tyrannical power coerces them, but because of the everyday practices of a well-intentioned liberal society...Oppression in this sense is structural, rather than the result of a few people’s choices or policies. Its causes are embedded in unquestioned norms, habits, and symbols, in the assumptions underlying institutional rules and the collective consequences of following those rules.”

- Iris Marion Young

Part III. Consider the future of oral health as an anti-racist practice
201,117 practicing dentists in 2020

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<tr>
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</table>

Anti-racist opportunities in scientific research

• Examine the role of **racism**, not race, on inequities in oral health
  – Individual and systemic/structural

• Engage in community-based, stakeholder-engaged research

• Essential reading for oral health researchers:
  – Fleming EF, Raskin S, Brody E. From describing disparities to understanding why disparities exist: Anti-racist methods to support dental public health research. JPHD 2022 [accepted for publication].
Anti-racist opportunities in policy and advocacy

• Advocate for anti-racist Medicaid policies
• Advocate for community- and state-level initiatives that improve equity in access to care
Anti-racist opportunities in workforce

- **Removing racism from the workforce**
  - Purposeful resourcing for dental providers
  - Ensuring that the delivery of oral health services to Black, Hispanic, and American Indian/Alaska Native people is a priority for all providers and not some

- **Essential reading for thinking about workforce:**
  - Alston P, Chaviano-Moran R. Stronger Together. Diverse Dentists Weigh in on Racism and its Impact on Oral Health in our Communities. JPHD 2022 [accepted for publication].
  - Fleming E, Mertz E. Understanding discrimination experiences of minority students in dental education. JPHD 2022 [accepted for publication].
  - Kinsler J, Ramos-Gomez F. Addressing social determinants of oral health, structural racism and discrimination and intersectionality among immigrant and non-English speaking Hispanics in the United States. JPHD 2022 [accepted for publication].
Anti-racist opportunities in dental education

• Supporting culture shifts in dental education programs that center belonging

• Strengthening Commission on Dental Accreditation Standards to support anti-racism

• Essential reading for thinking about dental education:
  – Demopoulus C, et al. Racial and Oral Health Equity in Dental School Curricula. JPHD 2022 [accepted for publication].
  – Poole T, Mertz E. Slipping through the Cracks: Just How Underrepresented are Minorities within the Dental Specialties? JPHD 2022 [accepted for publication].
  – Forouhi S, Muirhead V. A Student-Led Qualitative Study to Explore Dental Undergraduates’ Understanding, Experiences, and Responses to Racism in a Dental School. JPHD 2022 [accepted for publication].
Part IV. Imagine the role a Network of Libraries can play in supporting inclusivity and anti-racism
Disrupting Whiteness in Libraries and Librarianship: A Reading List
Developed by Karla J. Strand, DPhil, MLIS
Gender and Women’s Studies Librarian
University of Wisconsin System
2019

Academic Libraries


Health Sciences Librarianship


Thoughts for action

• How welcoming is your physical space?
• How inclusive are the materials in your library?
• What does belongingness look like for you?
• How can you leverage your privilege and power to be an ally or sponsor to someone?
Did we do these things?

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Onward Together