

Objectives

Coupled With Diversity, Equity, and Inclusion

What is  
Physician  
Wellness?

DEI Meets  
Wellness

What's next

## PHYSICIAN WELLNESS

H. Steven Sims, MD, FACS  
DD/MM/YY

Acad Psychiatry  
. 2018  
Feb;42(1):94-108

Physician  
Workforce  
AAMC 2018

1. Define  
Wellness and  
Physician  
wellness

2. Add Diversity Equity and  
Inclusion

3. Inclusive Implementation



**"What Do We Mean  
by Physician  
Wellness? A  
Systemic Review of  
Its Definition and  
Measurement"**

KJS Brady et al.

Acad Psychiatry  
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## Demographics

56.2% White  
17.1% Asian  
13.7% unknown  
5.8% Hispanic  
5% Black

64.1% Male  
35.8% Female  
0.2% unknown

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# Seven Dimensions

Spiritual

Physical

Emotional

Environmental

Occupational

Intellectual

Social

Integrated



## Spiritual

We all want to have purpose and meaning to our existence. Can think of "shalom" which is the peace of contentment with who and where we are.

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The development of Eurocentric spiritual iconography can erode a sense of belonging and peace with one's spiritual self. Particularly true in Native American history

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# Physical

Encompasses diet, nutrition, exercise as well as habits of consumption. Physical safety is important as well. Particular concerns for physicians

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**Food deserts, safety for outdoor activities must be considered. Neurobiological responses to stress are also important. Minority physician concerns.**

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# Emotional

We often conceptualize this as being able to feel, honor, and manage our emotions: fear, love, anger, sadness. This includes self-esteem and self-acceptance.

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For marginalized groups, self-care is seldom at the forefront. Women and minorities are not centered.



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## Occupational

This manifest with the alignment of skills and talents with purpose and opportunity

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Bias based on race, gender, sexual orientation and ableism might thwart reconciling expectations with ability.

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## Intellectual

Like maintaining peak physical condition, our minds need stimulation and exercise. Wellness allows a person to use their resources to expand knowledge and improve skills.

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**Eugenics and the development of aptitude testing were simultaneous. Biases have contracted our expectations of intellect.**

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## Social

Wellness created by interaction with community. Communication and relationship building. Developing support systems and networks.



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The nature of being marginalized often makes these dimension easier for under-represented people who tend to favor and exist IN community.

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# Integrated

**A holistic integration of all these dimensions  
fueling the body, engaging the mind, and  
nurturing the spirit.**

Debbie Stoewen *Can Vet J.* 2017 Aug; 58(8): 861-862.

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**Racism, Sexism, Islamophobia, Systemic bias  
thwart the integration and proper working of  
these dimensions.**

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## Environmental

This can be imagined as "big picture" wellness in that what we do with our resources on this planet will affect the sustainability of the planet.

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**Environmental racism has placed a disproportionate benefit in affluent, mostly White locations and disproportionate detriment in poor, Black and Latinx locales**

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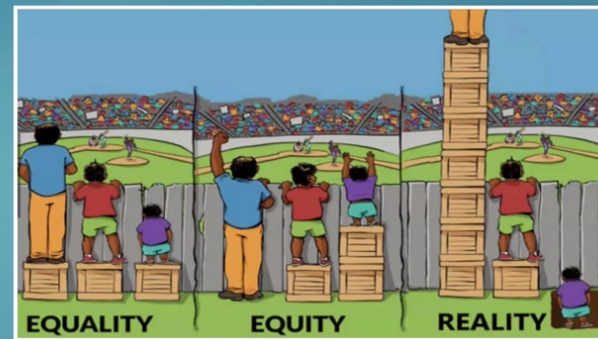
What's next

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# Diversity, Equity, and Inclusion

Meet Wellness



Micro-aggressions

Weaponizing Resilience

Intersection

# What are micro-aggressions?

The pioneers



Chester M. Pierce, MD  
1970

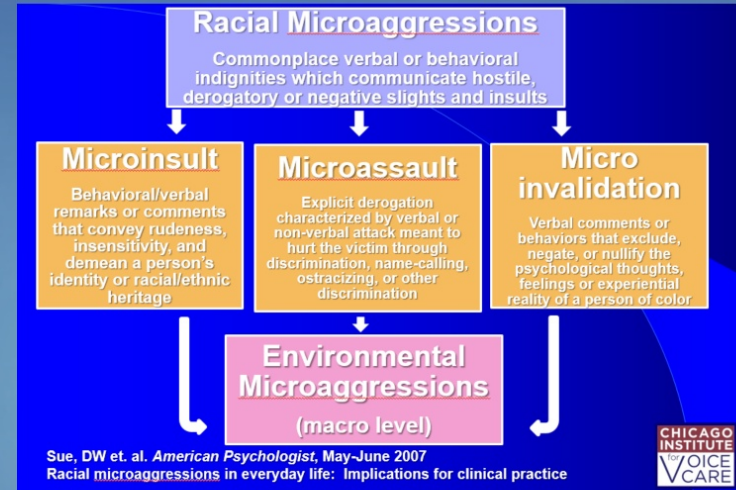


Derald W. Sue, PhD  
2010

Defined

Demonstrable  
harm

## What are Microaggressions?



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# Physiologic Changes

Trauma response

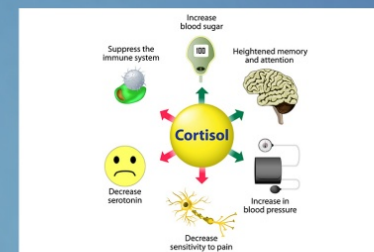
- ▶ Zeiders, et al. 2018. Journal of Adolescent Health
- ▶ 53 Latino and African-American young adults
- ▶ 4 week diary: microaggressions
- ▶ Saliva samples at waking, 30 min after waking, and bedtime (2 days/week)
- ▶ Association of within-person microaggressions with cortisol levels



Original article

Microaggressions and Diurnal Cortisol: Examining Within-Person Associations Among African-American and Latino Young Adults  
Karhine H. Zeiders, Ph.D.<sup>1,\*</sup>, Antoinette M. Landor, Ph.D.<sup>2</sup>, Melissa Flores, M.S.<sup>3</sup>, and Alaysia Brown<sup>1</sup>

JOURNAL OF  
ADOLESCENT  
HEALTH  
[www.jahonline.org](http://www.jahonline.org)



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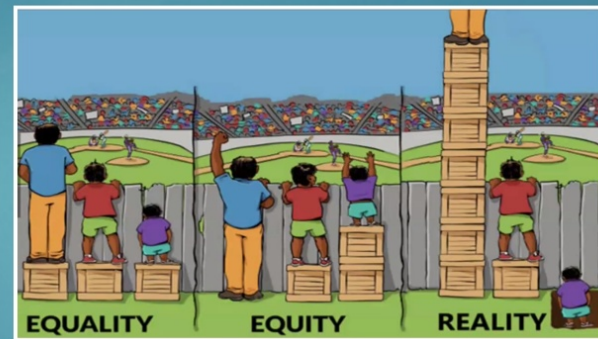
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# What is resilience?

Coping more than thriving in adverse circumstances

Navigating with long shifts, lack of resources, heavy workloads

Balance of gratification from medical efficacy and satisfaction from altruism

O'Dowd et al., *BMC Health Serv Res.*  
2018 Sep 21;18(1):730

As a weapon

## Resilience as a weapon

ability to cope given a premium over examining circumstance

Focus on exercise and meditation rather than improving working conditions

Relying on benevolence to combat attrition

Under-represented physicians will carry more, but may feel more shame from admitted need for help.



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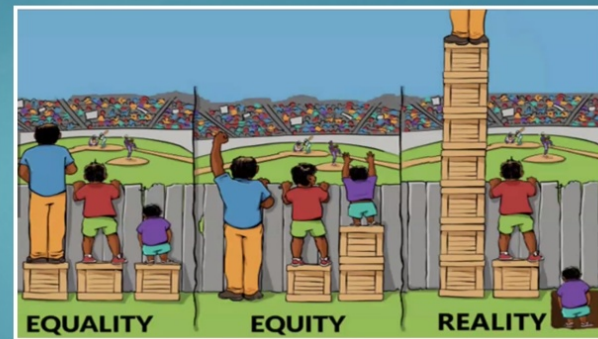
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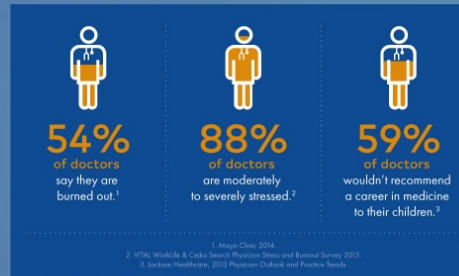
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# Underrepresented physician wellness

## Burnout

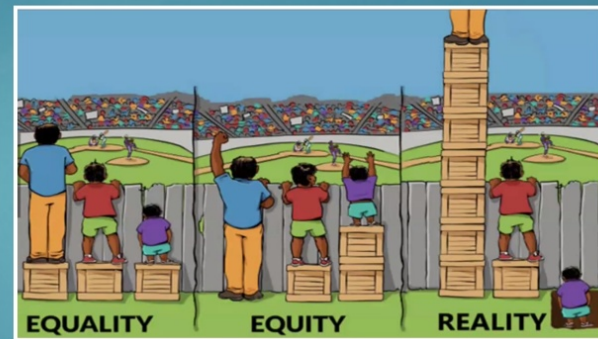


## Racial Battle Fatigue



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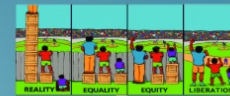
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# How do we move forward?



Diversity



Equity



Inclusion

Forward together

Change

Change



# Changes

How do we attract and retain physicians of color when this is the reality? How do we focus on their wellness?

## **Racism as Experienced by Physicians of Color in the Health Care Setting**

Kelly Serafini, PhD; Caitlin Coyer, MS; Joedrecka Brown Speights, MD; Dennis Donovan, PhD; Jessica Guh, MD; Judy Washington, MD; Carla Ainsworth, MD, MPH

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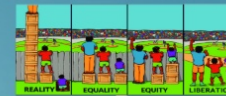
Kelly Serafini, PhD; Caitlin Coyer, MS; Joedrecka Brown Speights, MD; Dennis Donovan, PhD; Jessica Guh, MD; Judy Washington, MD; Carla Ainsworth, MD, MPH

Excluded from leadership  
Assumptions about ability/stereotypes  
Held to higher standards

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How are we specifically protecting the wellness of these physicians?

**'White Coats Don't Protect Us:'  
Asian Health Care Workers Speak  
Out Against Rise In Hate Crimes**

BY SIDNEY PEREIRA  
APRIL 22, 2021 4:00 A.M. • 13 COMMENTS

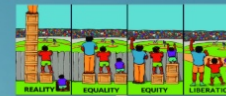


→ 'Stop-Asian-Hate' rally at Foley Square on April 6th, 2021. CHRONICLE/SHUTTERSTOCK

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