



**MALCOLM X**



## 2021 Virtual Leadership Training

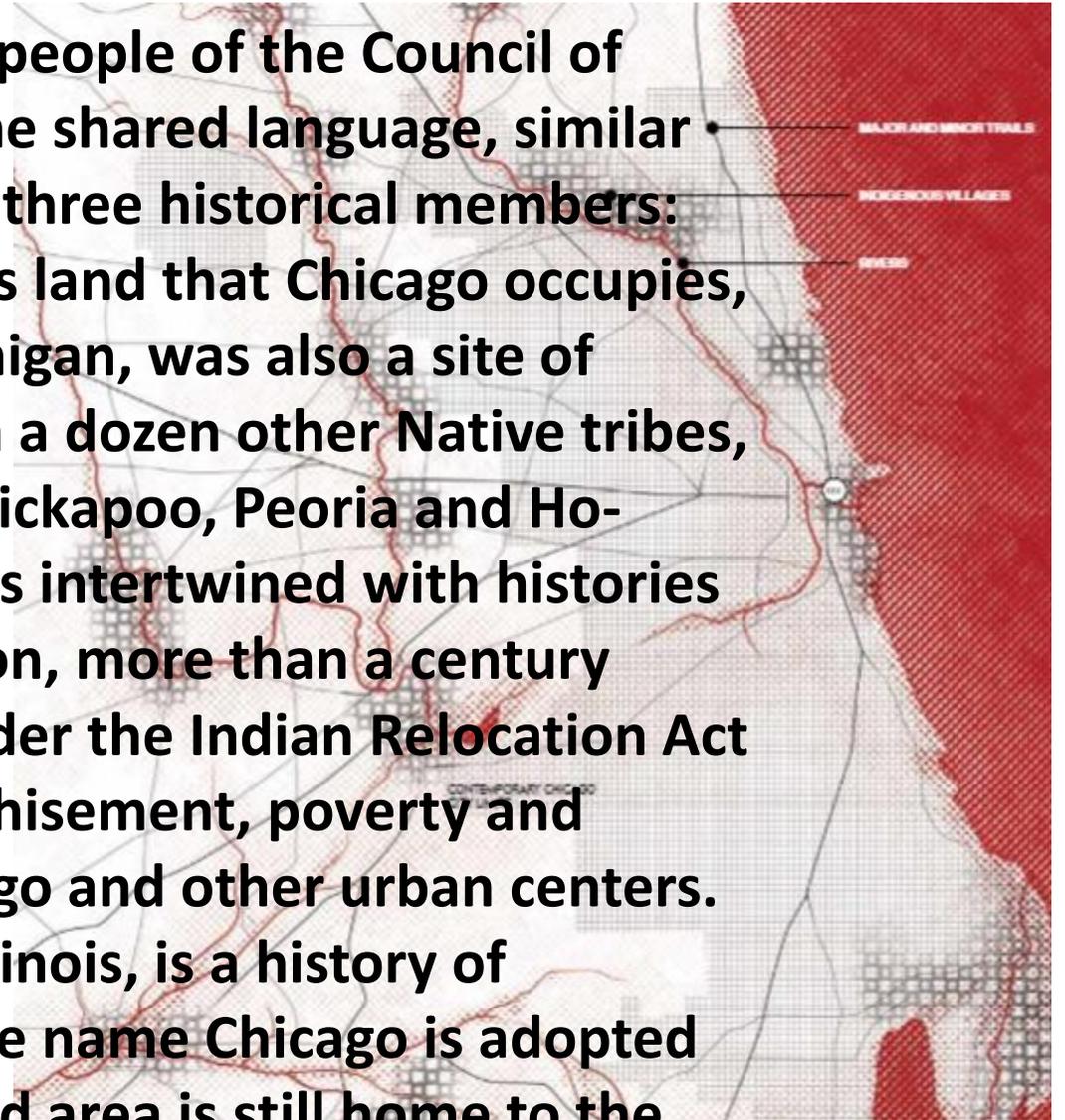
April 23, 2021

Linda Rae Murray M.D. MPH

**“Thinking is  
DANGEROUS”**

# Land Acknowledgement *WE LIVE ON STOLEN LAND*

Chicago occupies the ancestral homelands of the people of the Council of Three Fires, an alliance which formed based on the shared language, similar culture, and common historical background of its three historical members: the Odawa, Potawatomi, and Ojibwe nations. This land that Chicago occupies, which includes the shore and waters of Lake Michigan, was also a site of trade, travel, gathering and healing for more than a dozen other Native tribes, including the Menominee, Michigamea, Miami, Kickapoo, Peoria and Ho-Chunk nations. The history of the city of Chicago is intertwined with histories of native peoples. Chicago was also the destination, more than a century later, for coerced relocation of Native peoples under the Indian Relocation Act of 1956, which resulted in widespread disenfranchisement, poverty and isolation for the Native people relocated to Chicago and other urban centers. The history of Native Americans in Chicago and Illinois, is a history of displacement, conquest, and dehumanization. The name Chicago is adopted from the Algonquin language, and the Chicagoland area is still home to the largest number of Native Americans in the Midwest, over 65,000.



# Leadership needs a similar skill set to being an excellent physician

Asks significant questions

Good listener

Uses a systemic approach

Demonstrates life-long learning

Observant & able to integrate information

Comfort with complexity & ambiguity

Communicates well by simplifying complex issues

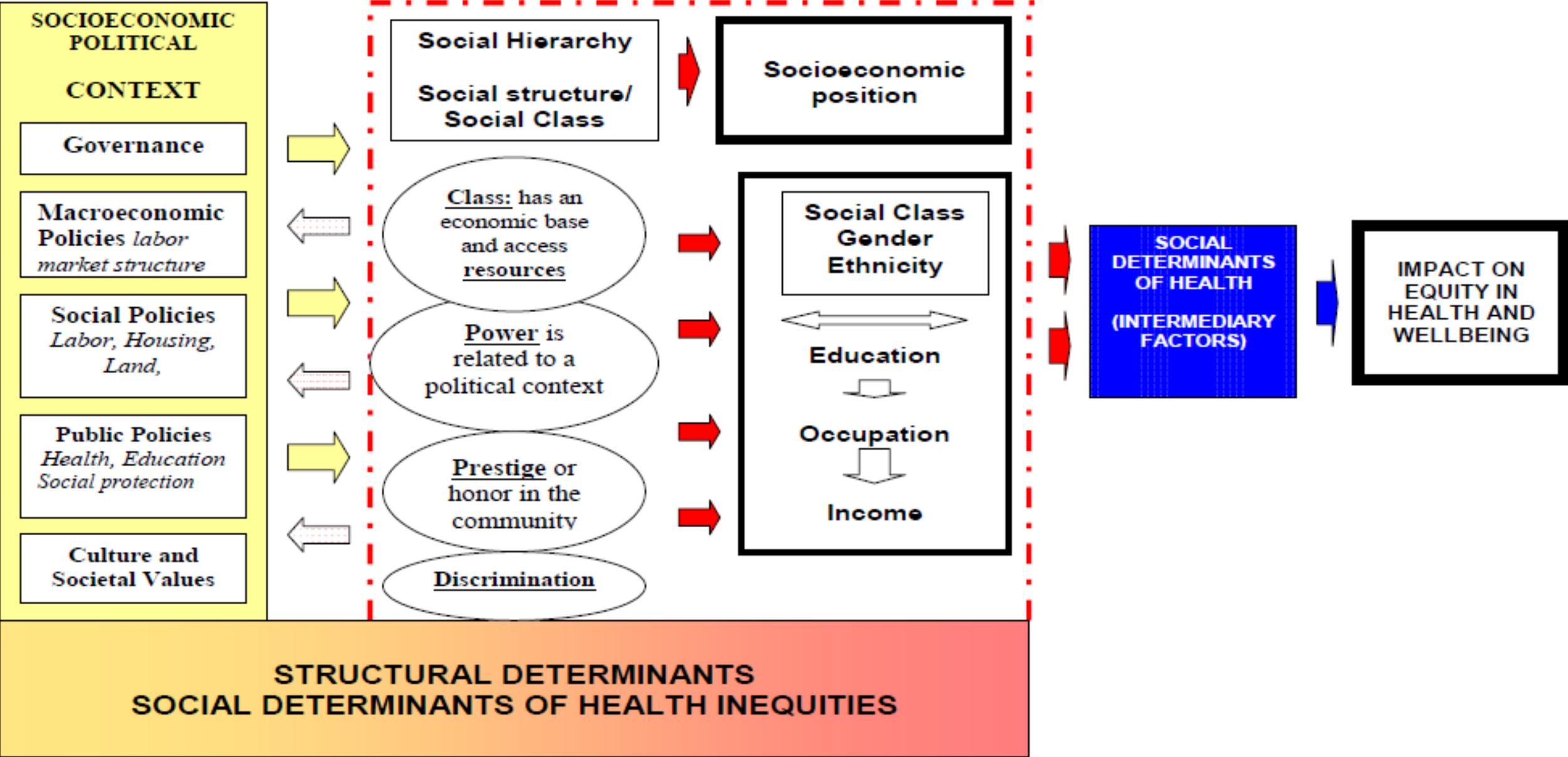
Knows limits and when to ask for help

Confidence tempered with humility

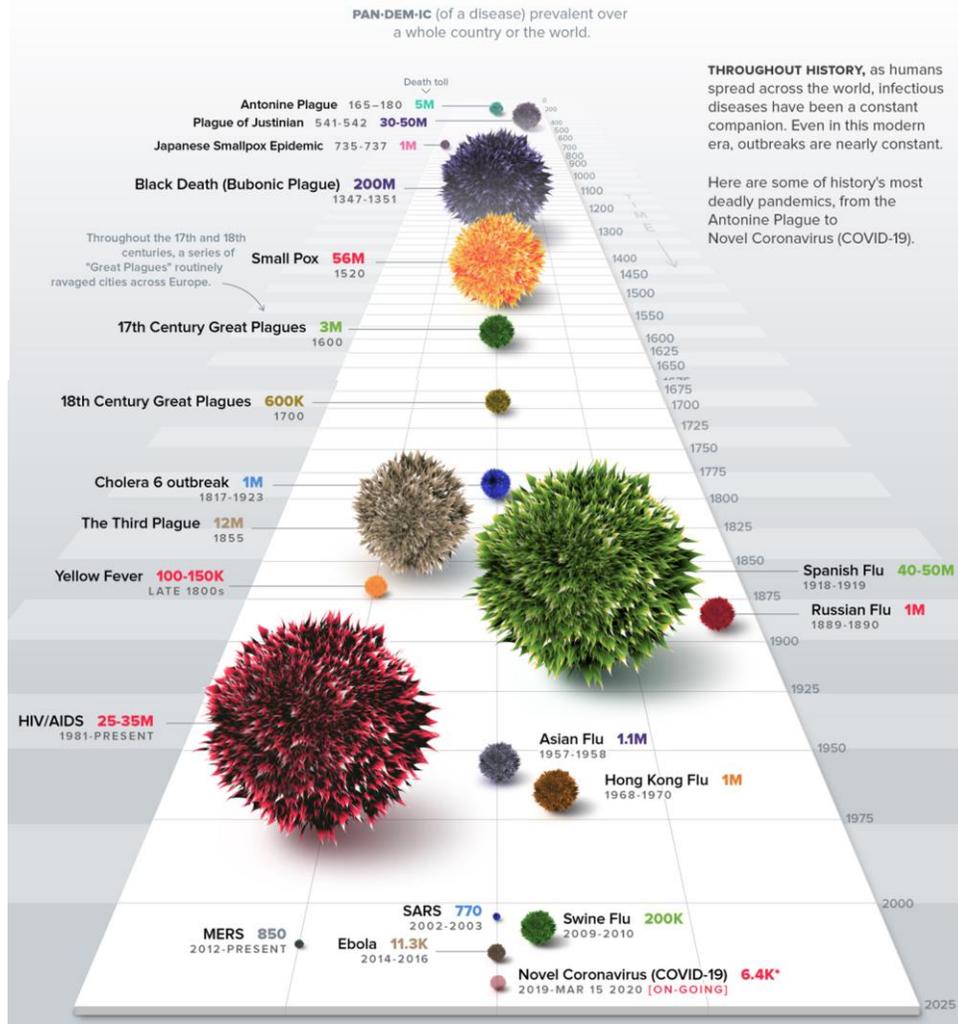
Passionate

Learns from other people

# CSDH Model



# HISTORY OF PANDEMICS



***“Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next. We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers and smoky skies behind us. Or we can walk through lightly, with little luggage, ready to imagine another world. And ready to fight for it.”***

SOURCE: <https://www.visualcapitalist.com/history-of-pandemics-deadliest/>

Arundhati Roy : 4/3/2020 in Financial Times

# Operation Occupy The Capitol

Taking back our country from corrupt politicians



**Jan 6th, 2021**  
**All 50 States**  
**12:00pm**

*"We the people are the rightful masters of both Congress and the courts, not to overthrow the Constitution but to overthrow the men who pervert the Constitution"*

*- Abraham Lincoln*

“Whites, it must frankly be said, are not putting in a similar mass effort to reeducate themselves out of their racial ignorance. It is an aspect of their sense of superiority that the white people of America believe they have so little to learn... Loose and easy language about equality, resonant resolutions about brotherhood fall pleasantly on the ear, but for the Negro there is a credibility gap he cannot overlook.

He remembers that with each modest advance the white population promptly raises the argument that the Negro has come far enough. Each step forward accents an ever-present tendency to backlash.”

— *Where Do We Go From Here: 1967*, Martin Luther King Jr,







# MEMPHIS MASSACRE, 1866

By the end of May 3, Memphis's black community had been devastated. Forty-six blacks had been killed. Two whites died in the conflict, one as the result of an accident and another, a policeman, because of a self-inflicted gunshot. There were five rapes and 285 people were injured. Over one hundred houses and buildings burned down as a result of the riot and the neglect of the firemen. No arrests were made.

## Colfax Massacre: Easter Sunday 1873

More than 300 armed white men, including members of white supremacist organizations such as the Knights of White Camellia and the Ku Klux Klan, attacked the Courthouse building. When the militia maneuvered a cannon to fire on the Courthouse, some of the sixty Black defenders fled while others surrendered. When the leader of the attackers, James Hadnot, was accidentally shot by one of his own men, the white militia responded by shooting the Black prisoners. Those who were wounded in the earlier battle, particularly Black militia members, were singled out for execution. The indiscriminate killing spread to African Americans who had not been at the courthouse and continued into the night.

**Although federal charges were brought against several white insurgents, the Supreme Court later ruled in *United States v. Cruikshank* that the 14th Amendment only applied to state actions and offered no protections against acts by individual citizens.**



THE LOUISIANA MURDERS—GATHERING THE DEAD AND WOUNDED.—[SEE PAGE 396.]

# WILMINGTON COUP 1898:

Replacement of  
elected officials with  
non-elected white  
supremacists

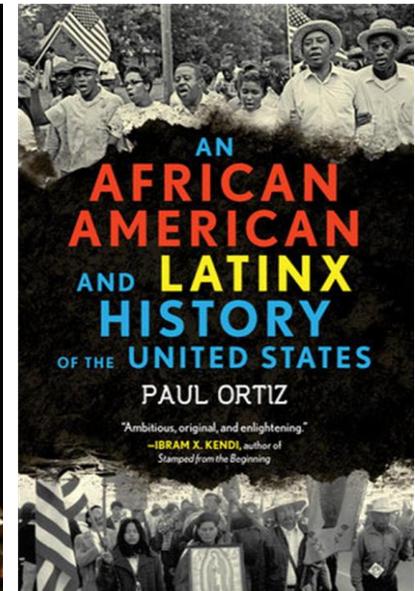
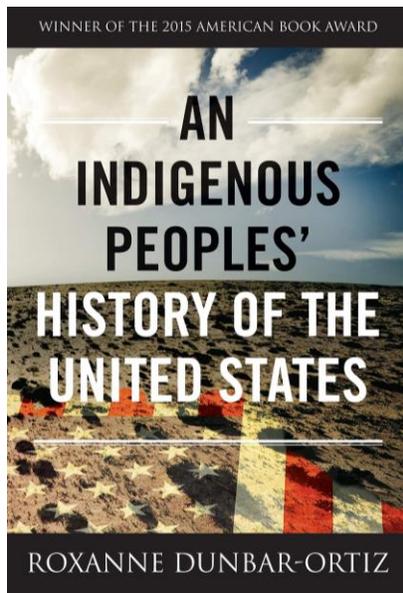


WILMINGTON'S  
LIE

THE MURDEROUS COUP  
OF 1898 AND THE RISE OF  
WHITE SUPREMACY

DAVID ZUCCHINO

# Revisioning History

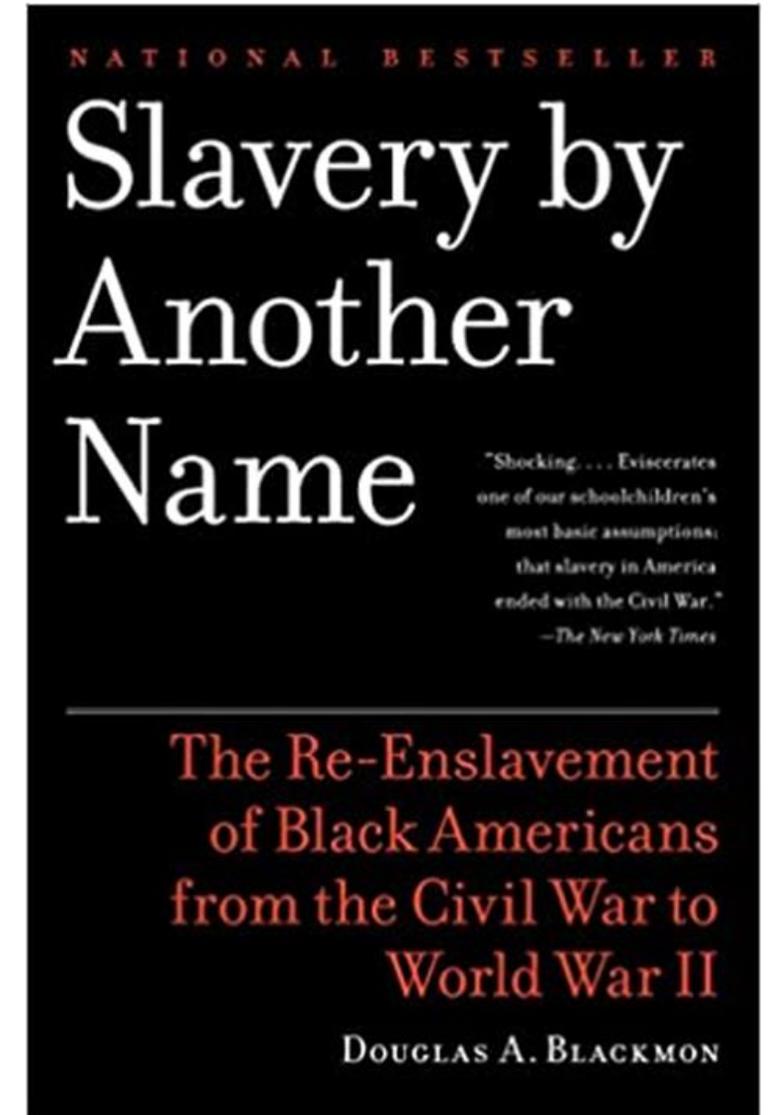
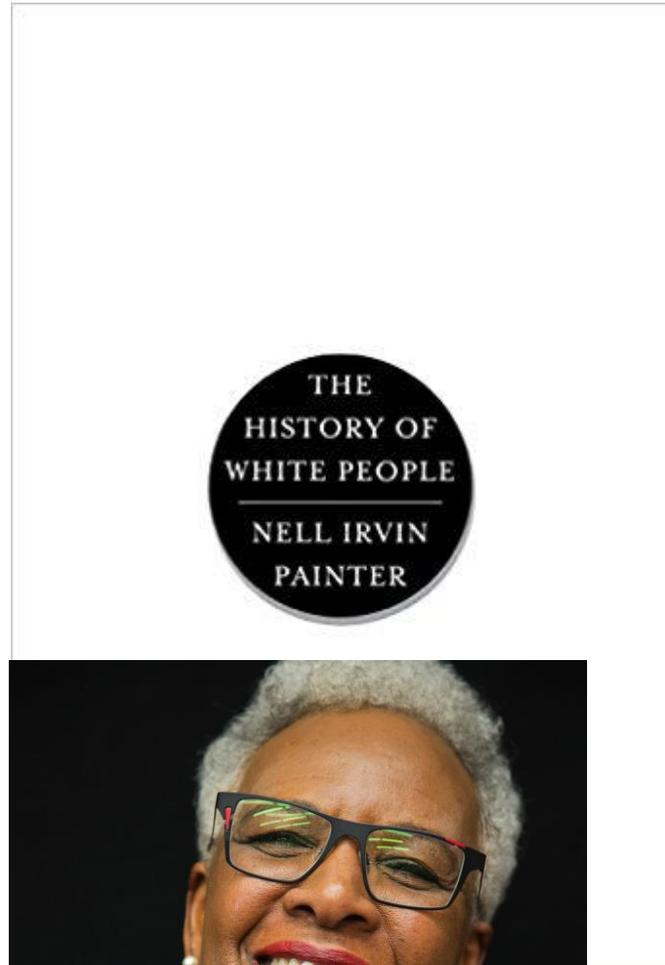
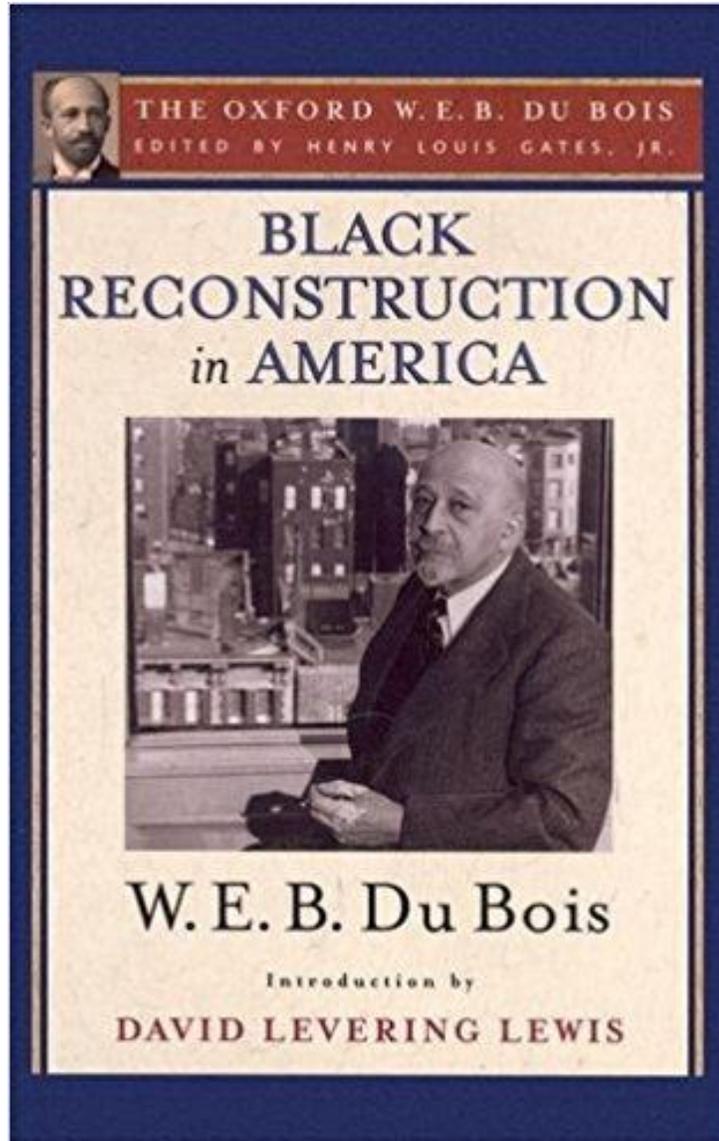


# GENOCIDE of First Nations



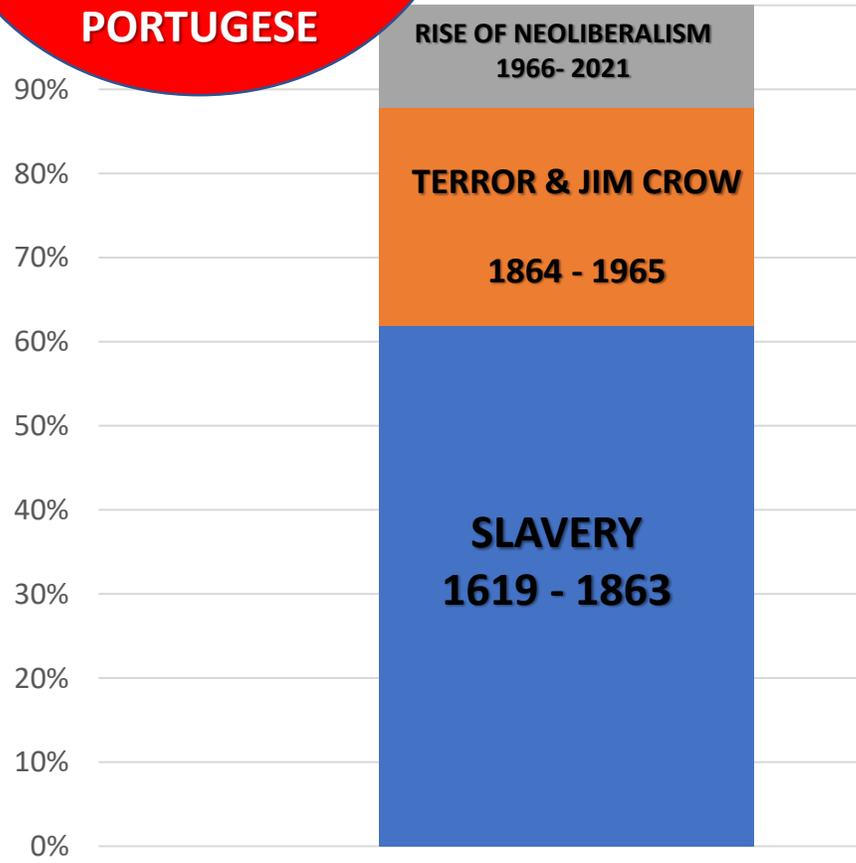
- **Indian Removal Act 1830**
- **Continual breaking of treaties**
- **U.S. Army responsible for providing health care**
- **Indian Health Service established 1955**

# Basic References



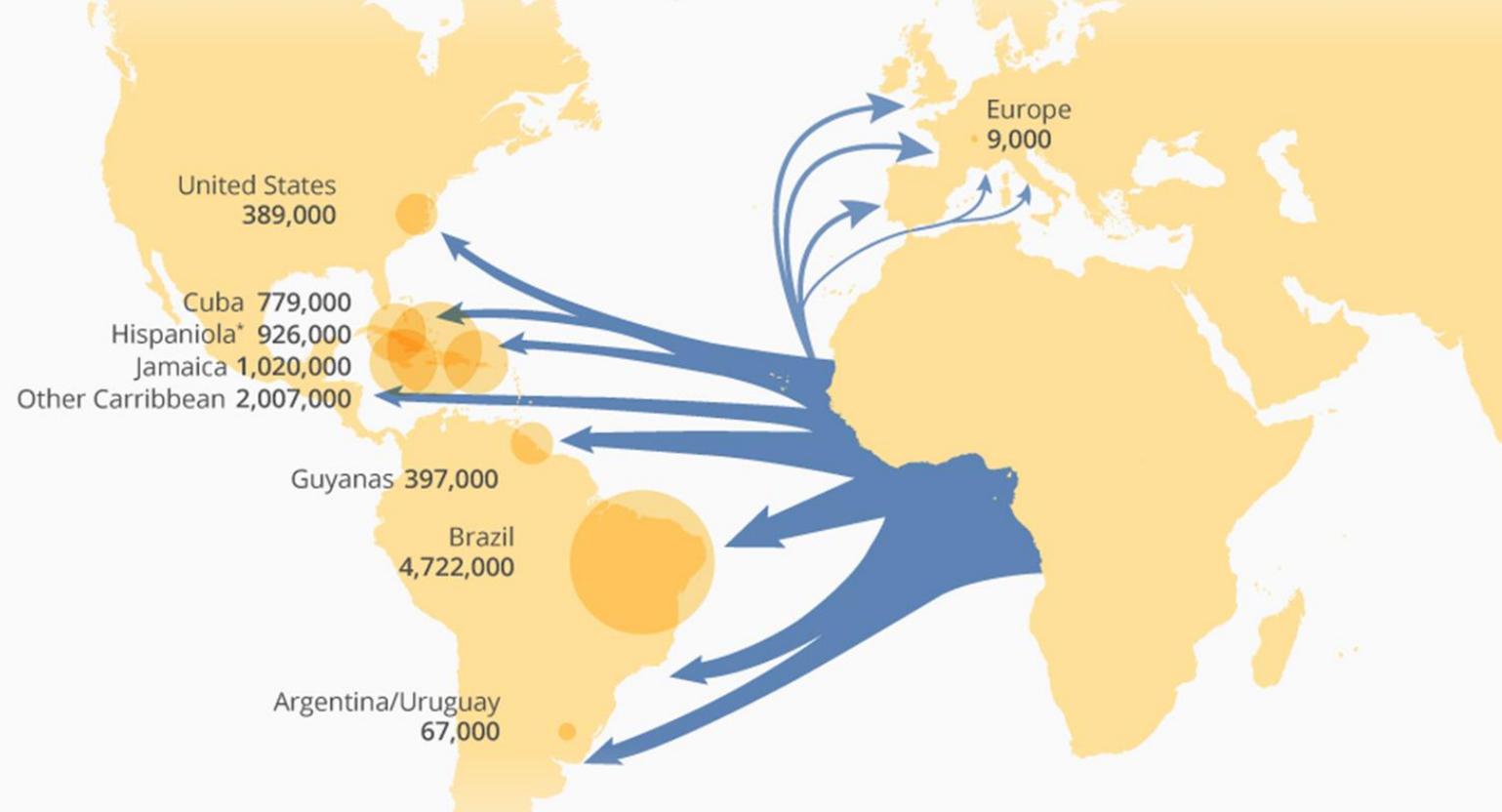
# Historical Overview of African - Americans

Vast MAJORITY  
of African –  
Americans do  
NOT live in USA  
& speak  
SPANISH &  
PORTUGUESE



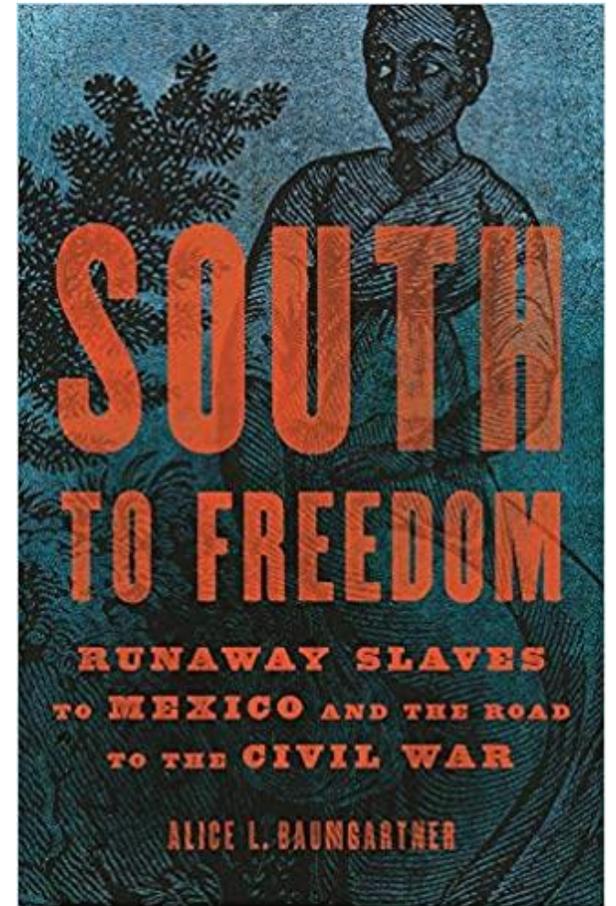
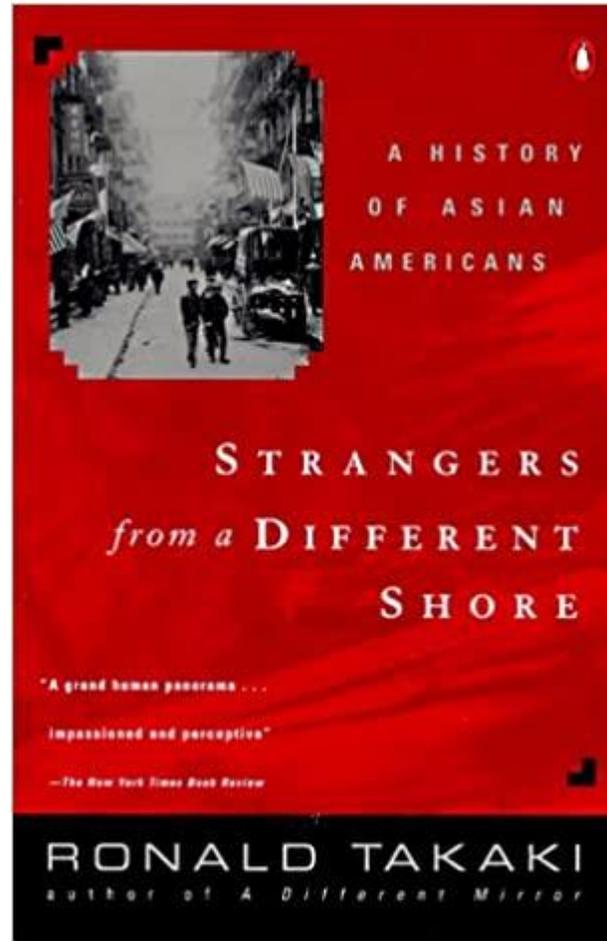
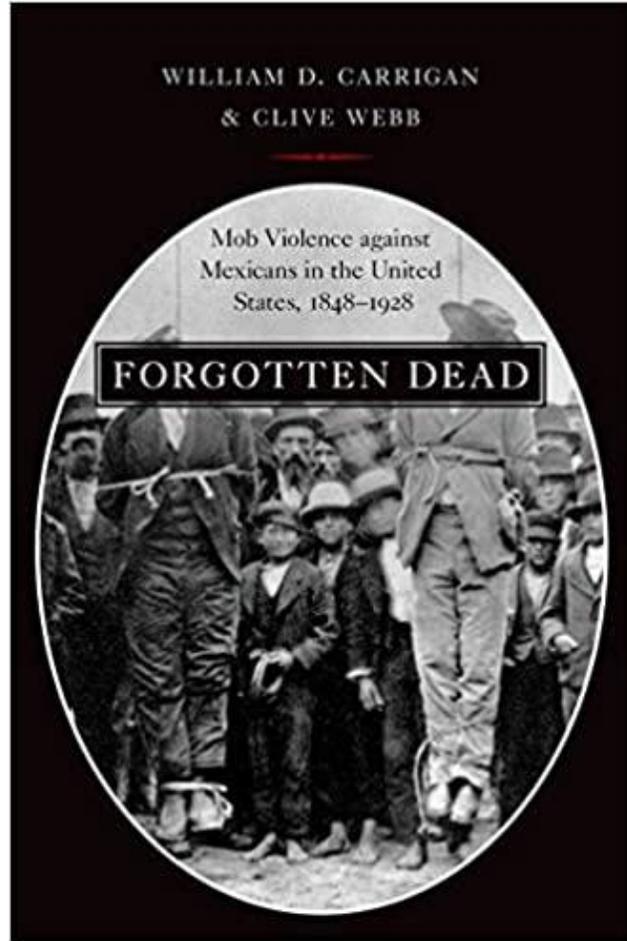
## The Trans-Atlantic Slave Trade Uprooted Millions

Number of enslaved Africans arriving on the American continent and in Europe (1501-1866)



Present-day nation states indicated  
\* Dominican Republic/Haiti  
Source: Slavevoyages.org







# Lynching of Mexicans

- During the same historical period as lynchings in the Southern States against Blacks.
- RATE of lynchings of Mexicans (and Mexican Americans) estimated to be similar to Blacks
- This history is generally not known.
- Others (e.g. Chinese, Native Americans , poor whites) were frequently lynched.

*Stephen F. Austin once described Mexicans as "a mongrel Spanish-Indian Negro race who [waged war] against civilization and the Anglo race "*

# Chinese Exclusion Act of 1882

- Prohibited immigration of Chinese
- Special treatment of
  - Immigrants of color



# U.S. Concentration Camps World War II Japanese Citizens

Unconstitutional placement of U.S. citizens in concentration camps.  
(Using census information)

Property and wealth stolen

120,000 incarcerated on West Coast

NOT in Hawaii: <2,000 jailed (while  
1/3 of population of Japanese  
ancestry)

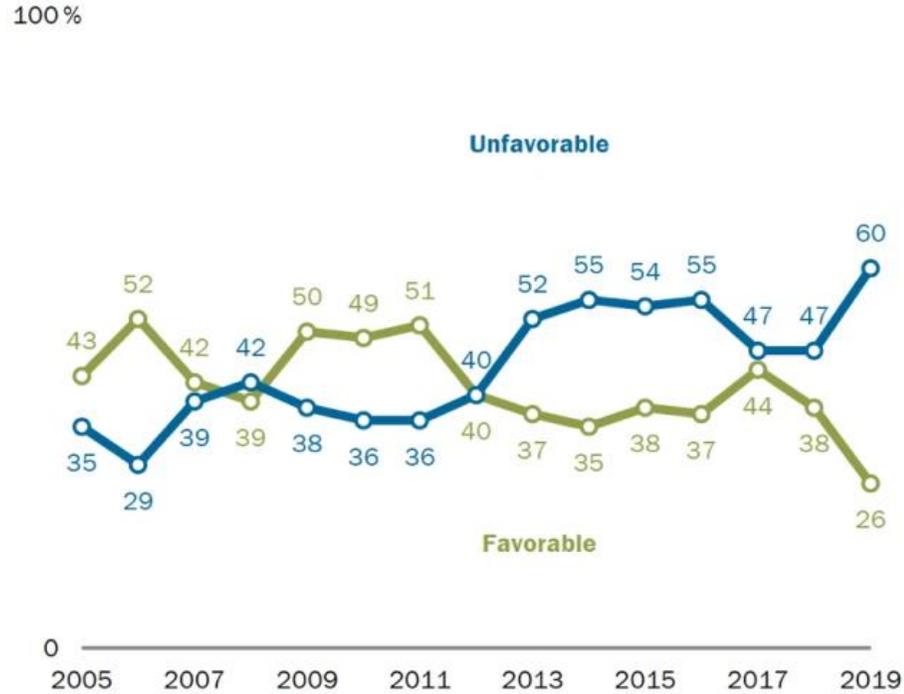
\$1.6 billion in reparations to 82,219  
Japanese Americans who had been  
interned and their heirs.



*The share of Americans with an unfavorable view of China reached a 14-year high.*

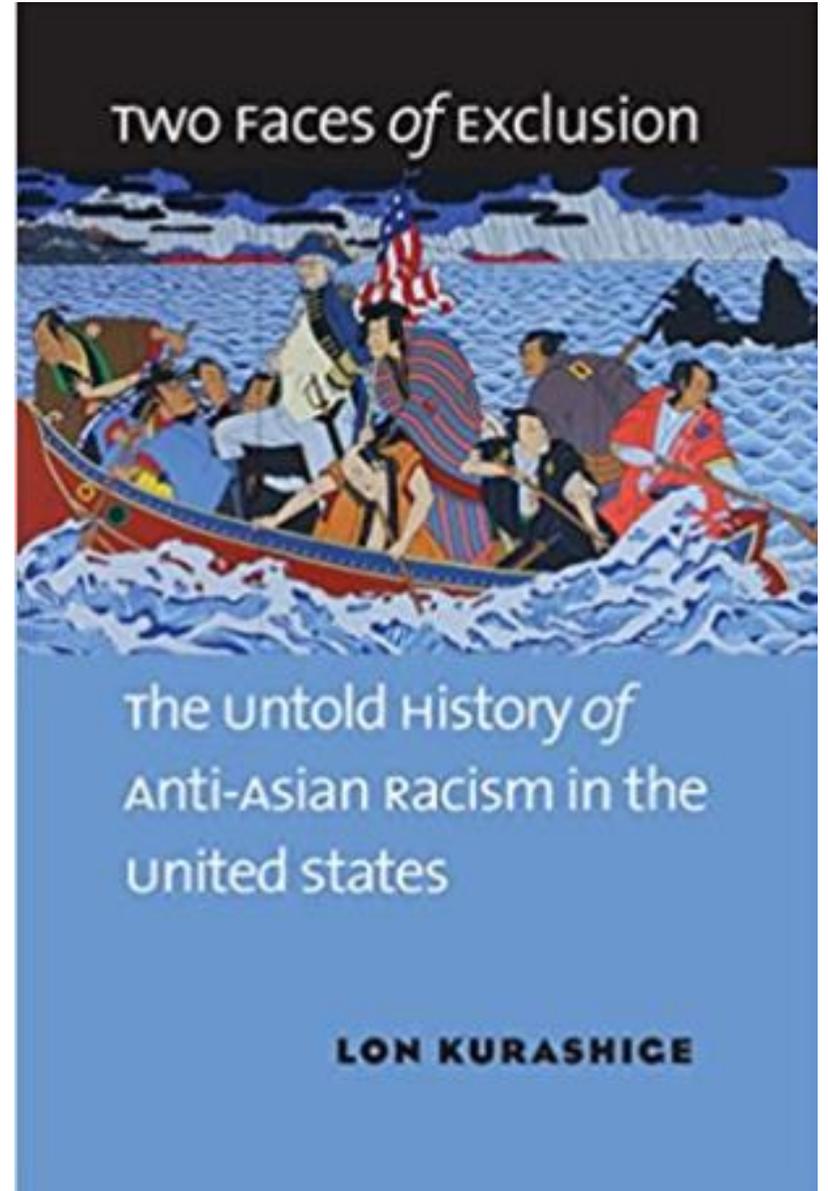
### Share of Americans who have unfavorable view of China reaches new high

% who say they have a \_\_\_ opinion of China



Note: Don't know responses not shown.  
Source: Spring 2019 Global Attitudes Survey, Q8b.

PEW RESEARCH CENTER



# RACISM

- **The development of racism & capitalism are linked**
  - Hence “Structural racism” must be addressed
- **Racism – a hierarchical system that**
  - Unfairly disadvantages some peoples
  - Unfairly advantages some peoples
  - Saps the strength of the whole society through the waste of human resources
- **Anti-Black racism plays a special role in the world as Blacks occupy the lowest rank**
- **RACISM IS NOT BINARY ( not simply Black & white)**
  - Rankings of “people of color” (not white) change by time & place
  - Who is “white” change by time & place



*CAMARA PHYLLIS JONES M.D., MPH, Ph.D.*

# Racial Capitalism

- **The history of racism and capitalism cannot be separated.**
  - *“Black labor became the foundation stone not only of the Southern social structure, but of Northern manufacture and commerce, of the English factory system, of European commerce, of buying and selling on a worldwide scale; new cities were built on the results of black labor, and a new labor problem, involving all white labor, arose in both Europe and America.”\**
- **Medical science – especially American medicine served as foundational for the ideology of racism.**

\* Black Reconstruction by W.E.B. DuBois

Perspective

## Racial Capitalism: A Fundamental Cause of Novel Coronavirus (COVID-19) Pandemic Inequities in the United States

Whitney N. Laster Pirtle, PhD 

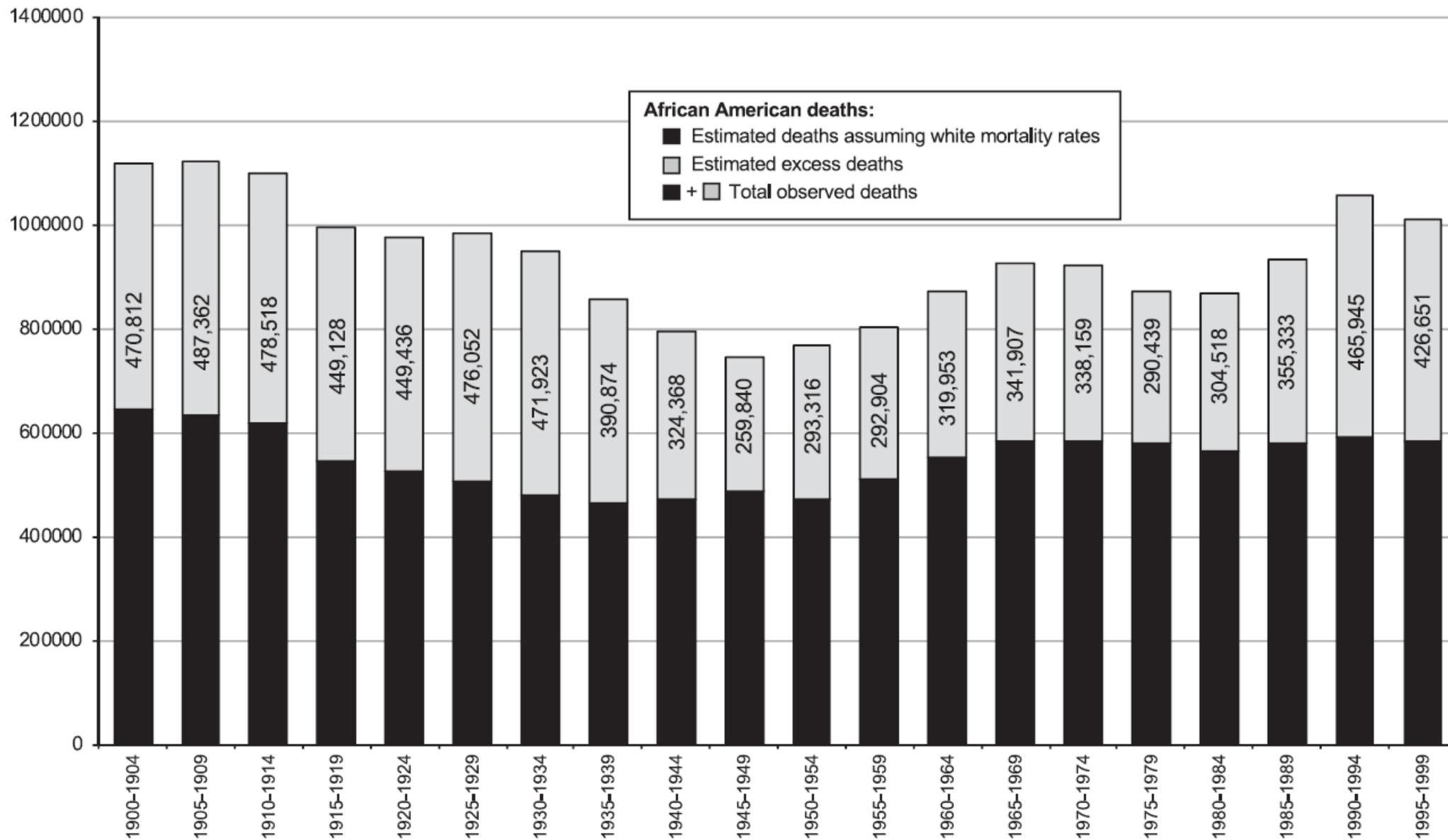


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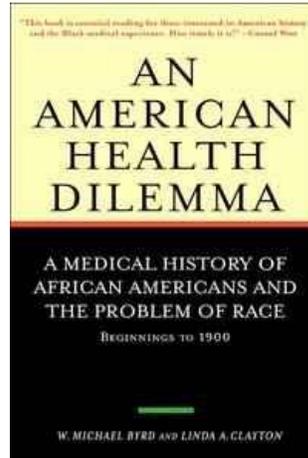
**Figure 1.** Total observed deaths, partitioned into estimated deaths assuming White mortality rates and excess deaths, for Africans Americans aged 0-79, by half-decade 1900-1999

# Basic References:

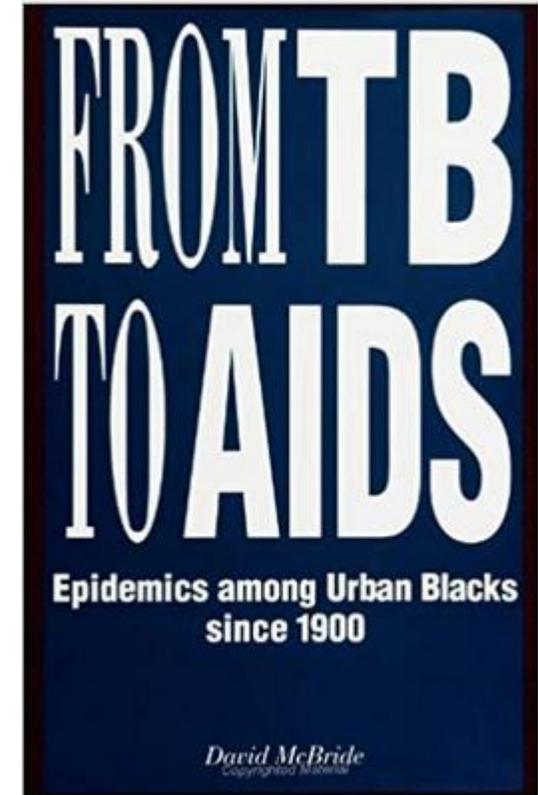
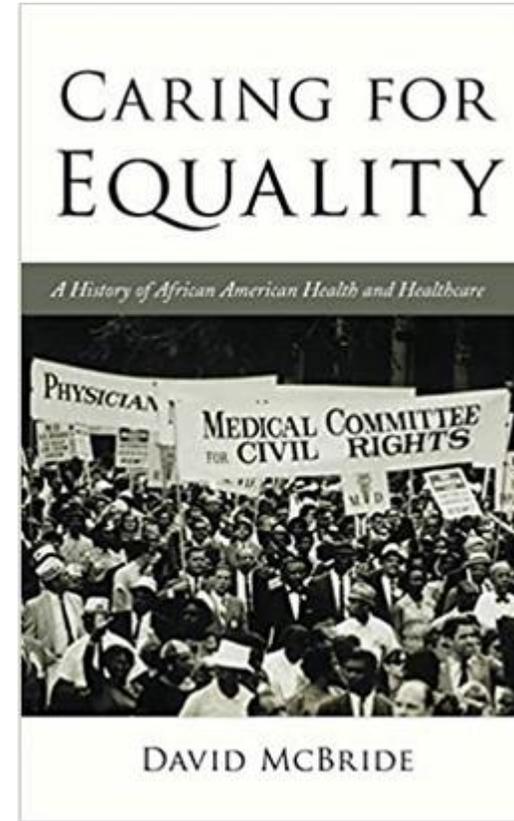
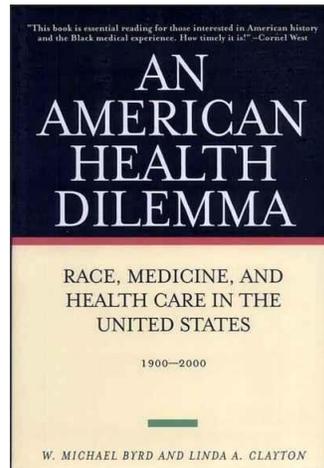
Landmark Books: BY

W. Michael Byrd M.D. MPH & Linda A. Clayton M.D. MPH

**VOLUME I**: An American Health Dilemma: A Medical History of African Americans and the Problem of Race: Beginnings to 1900



**VOLUME II**: An American Health Dilemma: Race, Medicine, and Health Care in the United States, 1900-2000

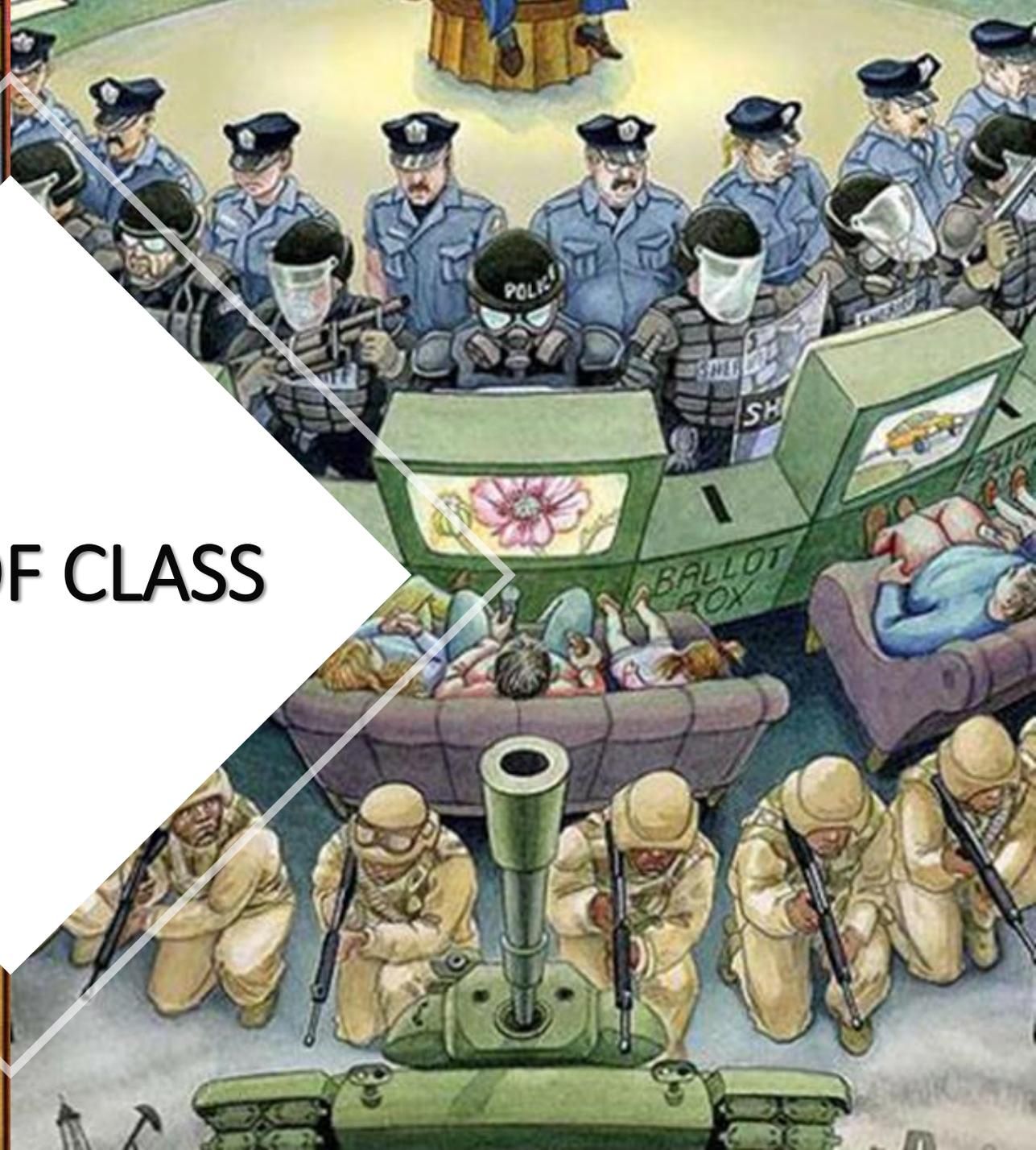


CAPITALISM

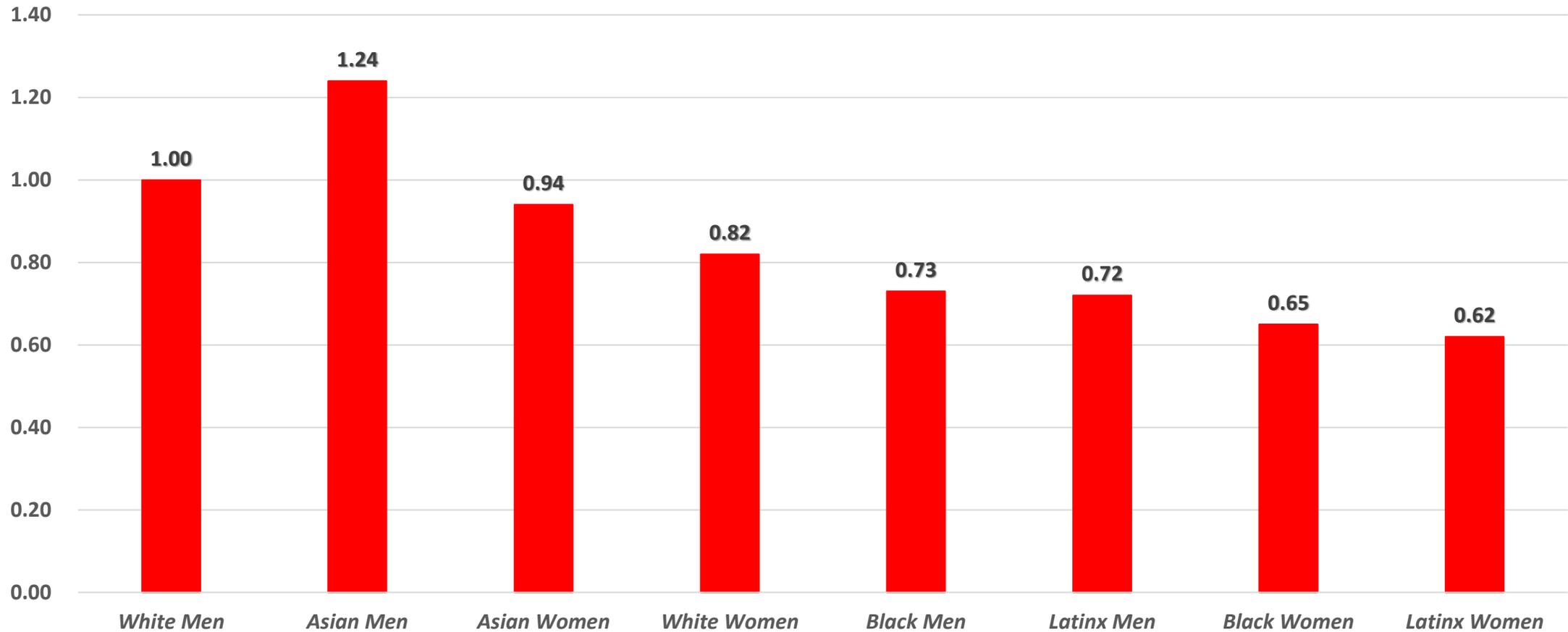
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# ROLE OF CLASS

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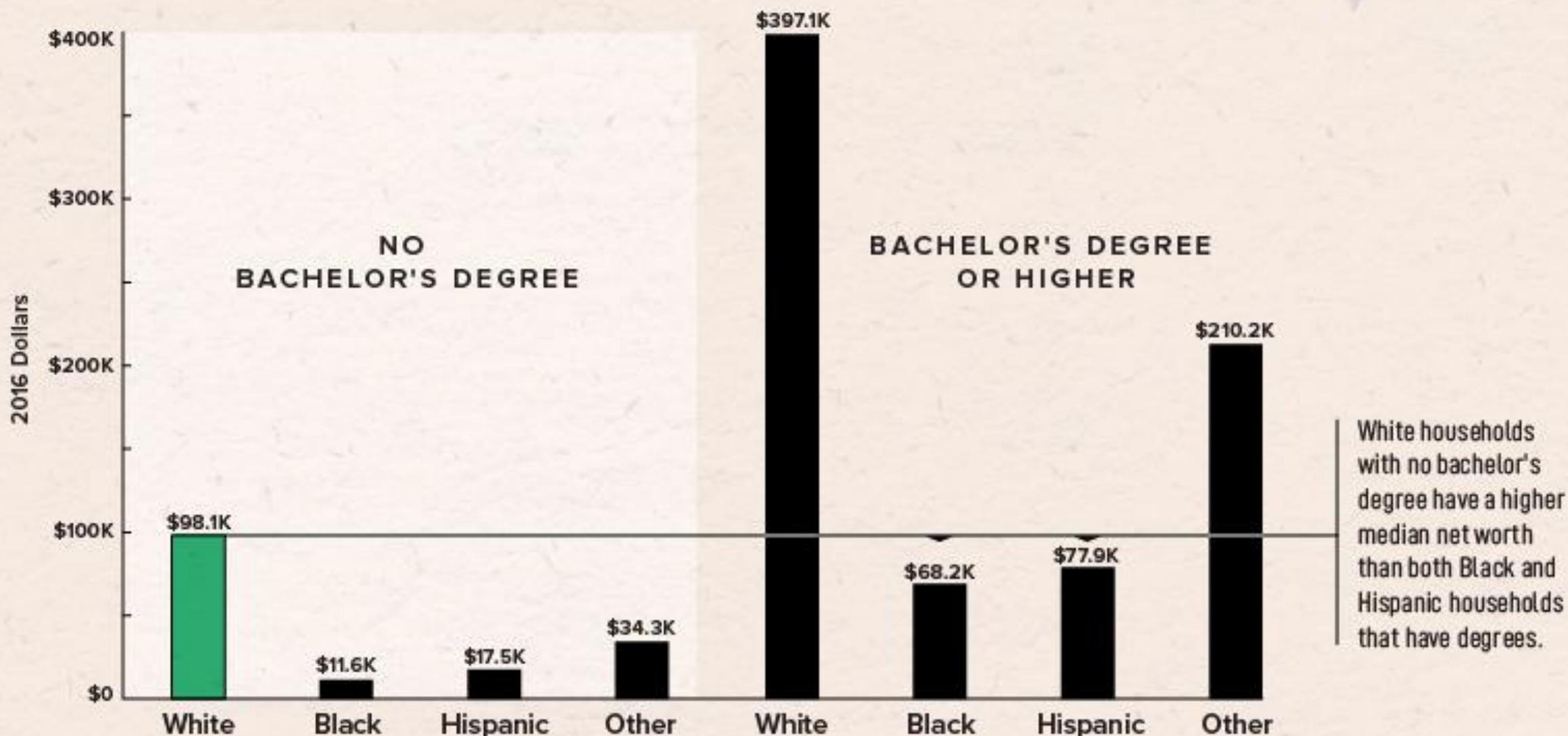


# Median Weekly Earnings and Gender Earnings for Full-Time Workers, 16 years and older by Race/Ethnic Background; 2018



# Median Net Worth

BY EDUCATION LEVEL OF HEAD OF HOUSEHOLD

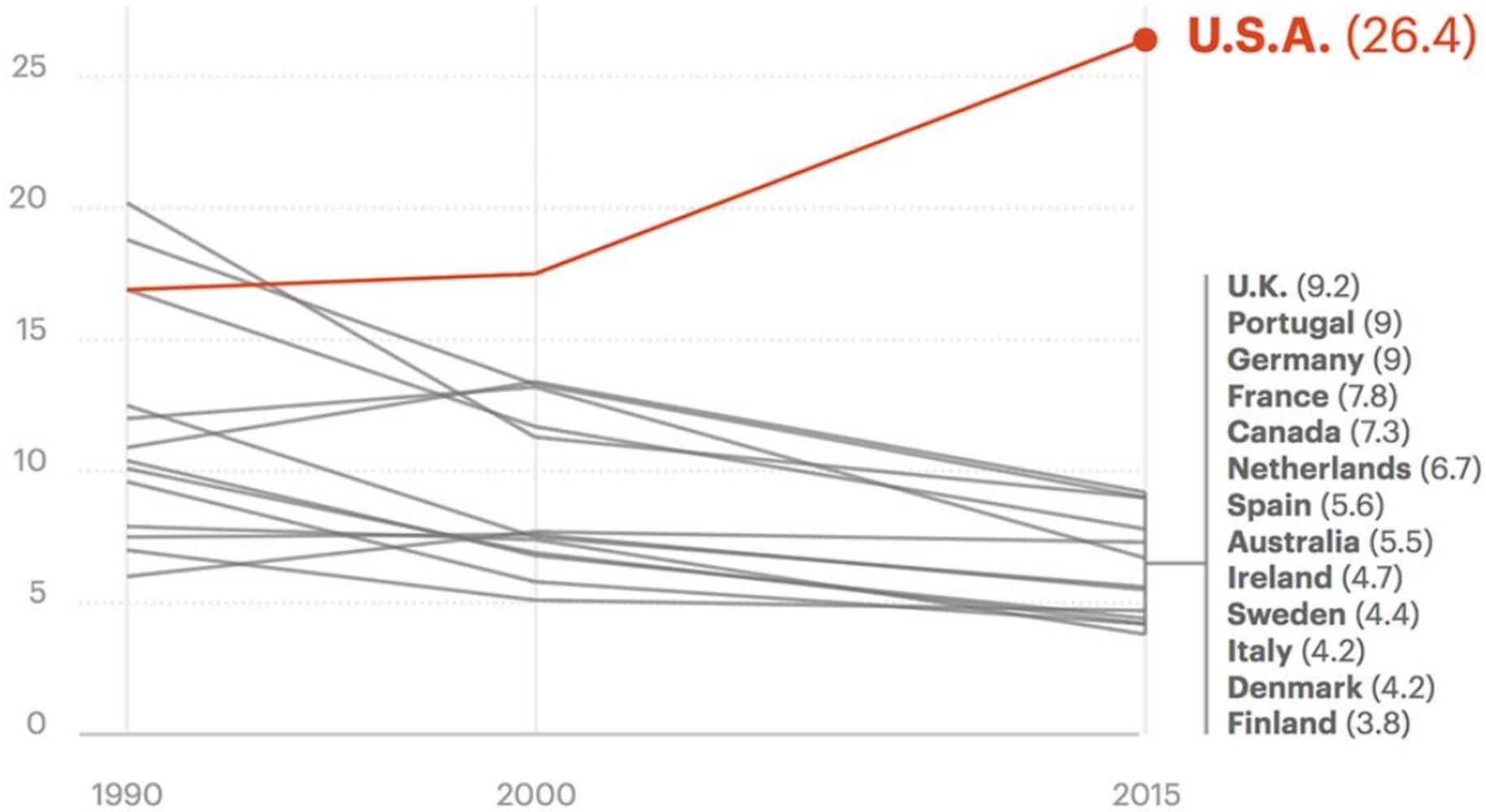


SOURCE: U.S. Federal Reserve Board, Survey of Consumer Finances. Based on the latest available data from 2016.



# Maternal Mortality Is Rising in the U.S. As It Declines Elsewhere

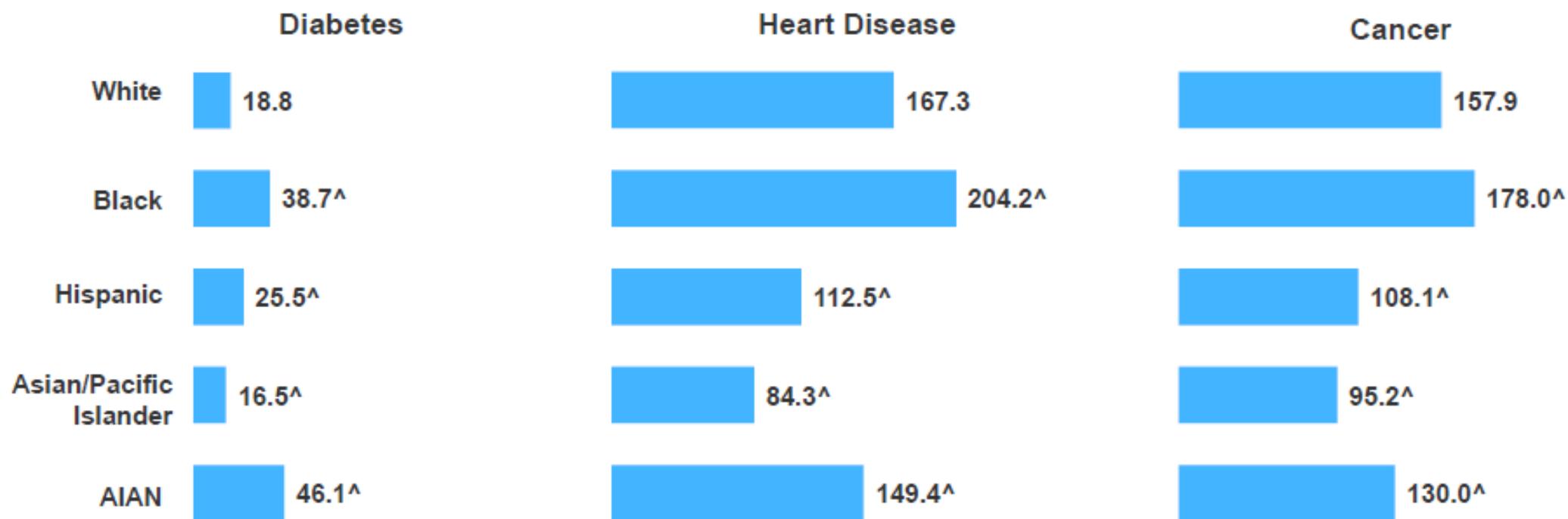
Deaths per 100,000 live births



## Notes

"Global, regional, and national levels of maternal mortality, 1990–2015: a systematic analysis for the Global Burden of Disease Study 2015," *The Lancet*. Only data for 1990, 2000 and 2015 was made available in the journal.

# Age-Adjusted Death Rates per 100,000 for Selected Diseases by Race/Ethnicity, 2017



<sup>^</sup> Indicates statistically significant difference from Whites at the  $p < 0.05$  level.

Note: AIAN refers to American Indians and Alaska Natives. Persons of Hispanic origin may be of any race but are categorized as Hispanic for this analysis; other groups are non-Hispanic. Includes individuals of all ages. Data for Native Hawaiians and Other Pacific Islanders were not separated from Asians. Data for some groups should be interpreted with caution; see <http://wonder.cdc.gov/wonder/help/ucd.html#Racial>.

Source: Centers for Disease Control and Prevention, National Center for Health Statistics, WONDER Online Database, Underlying Cause of Death, 2017. Accessed at <http://wonder.cdc.gov/ucd-icd10.htm>.

# WHO IS AT HIGH RISK ?

## INDIVIDUAL “ATTRIBUTES” THAT CREATE RISK

- Hypertension & other cardiovascular conditions
- Diabetes
- Cancer & others who are immunosuppressed
- Asthma & other respiratory diseases
- Older than 65 years
- Dialysis
- Chronic liver or kidney disease
- Morbid Obesity BMI > 40

Fried chicken & tortillas  
are NOT risk factors.

## STRUCTURAL FACTORS THAT CAUSE HIGHER RATES OF DISEASE & DEATH

- **STRUCTURAL RACISM**
  - Oppression based on race/ethnicity
- Living in poor & oppressed communities
- Confined in a congregate setting
  - Jails & prisons
  - ICE detention centers
  - Nursing homes
  - Military barracks, ships
- Forced to work as low paid essential worker
- Unhoused or without documents
- Without adequate medical insurance
- Living where the government refuses to protect people

YOU WILL WORK  
IN UNSAFE  
CONDITIONS.  
YOU WILL RISK YOUR  
LIFE TO FEED ME.

IF YOU REFUSE  
TO WORK YOU  
WILL BE DENIED  
JOBLESS PAY.  
YOU WILL STARVE.



KONO PACKI  
©2020

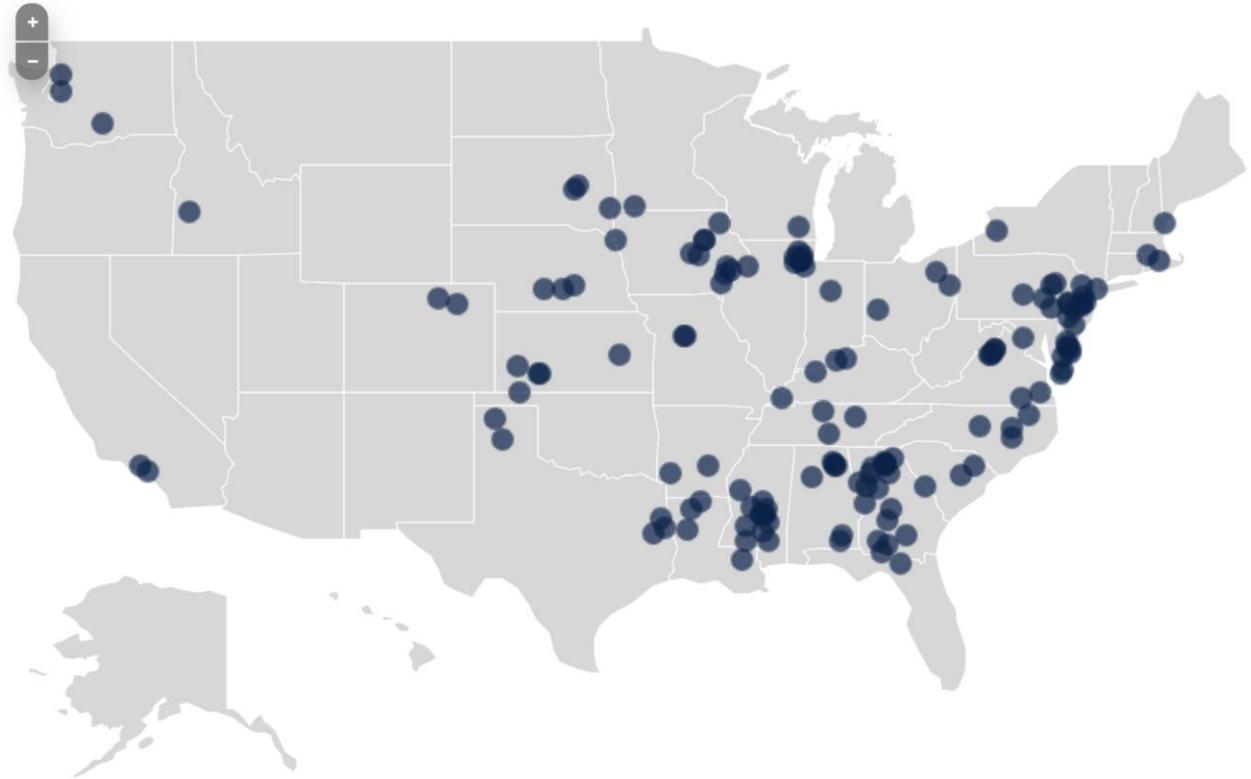
HUCKKONOPACKICARTOONS.COM

**THE ESSENTIAL WORKER**



## Meat packing and COVID-19

The map shows large meat packing factories in U.S. counties with an infection rate greater than 104 per 100,000 residents – a higher COVID-19 infection rate than 75 percent of US counties.



SOURCE: USDA; Johns Hopkins University;  
WHO; CDC; USA TODAY Analysis

CARLIE PROCELL/USA TODAY

<b>NOTE: * indicates a statistically significant difference between columns</b>	<b>Working now : ESSENTIAL WORKERS</b>	<b>Working now : NON- ESSENTIAL WORKERS</b>
<b>GENDER</b>		
Male	58	50
Female	42	50
<b>RACE/ETHNICITY</b>		
White	61	72*
Black	15*	5
Latinx	16	11
<b>HOUSEHOLD INCOME</b>		
< 40 K	31*	19
40-90 K	35	27
> 90 K	29	49*
<b>EDUCATION</b>		
High school or less	35	17
Some college	35*	22
College +	30	61*

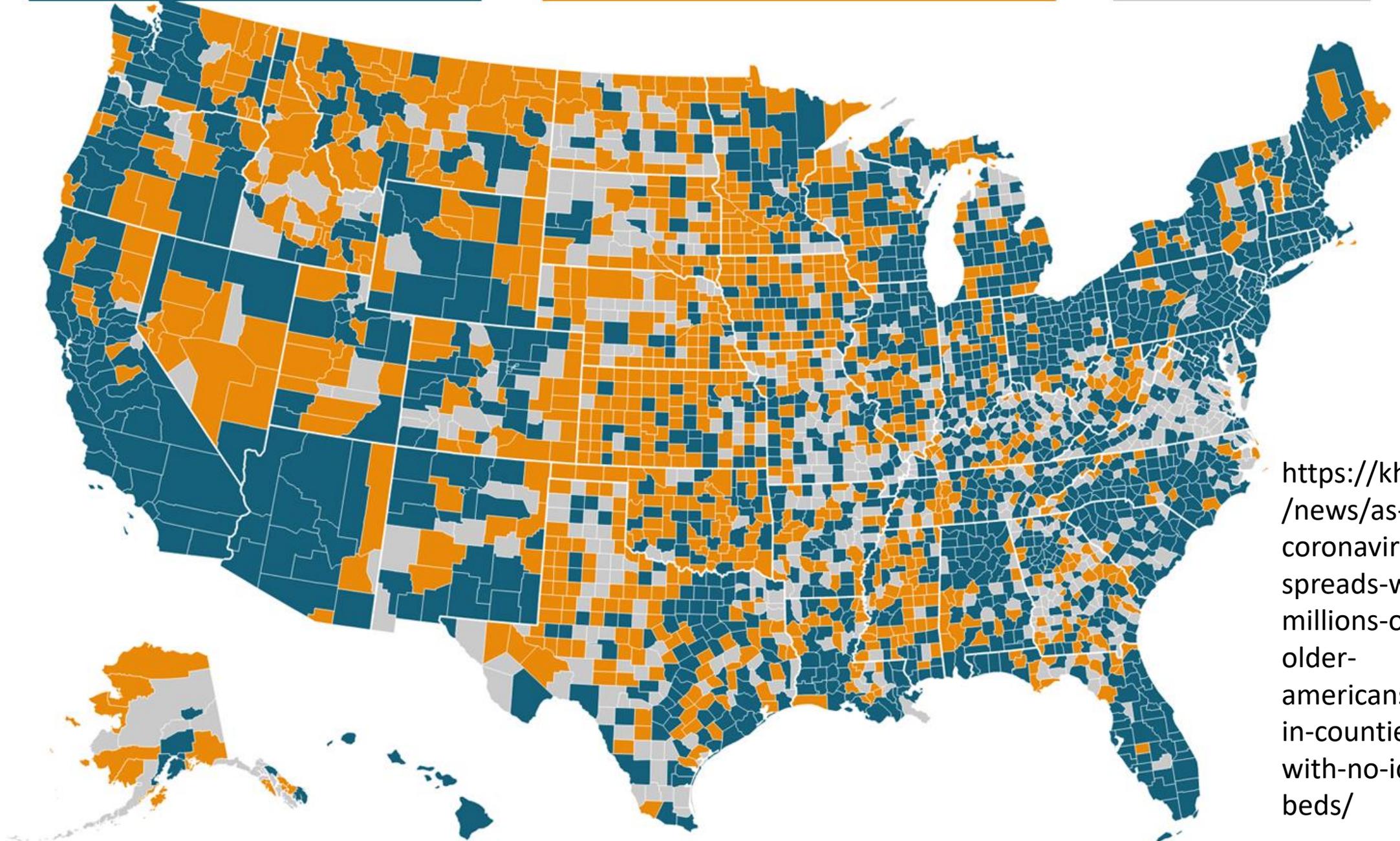
# Who are essential workers ?



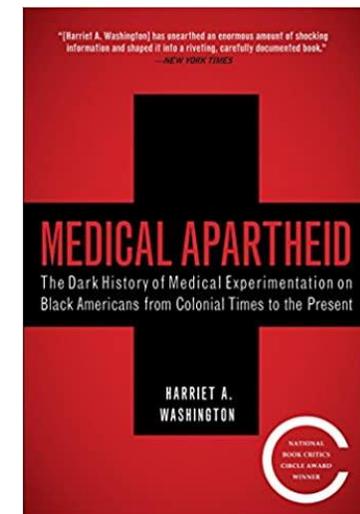
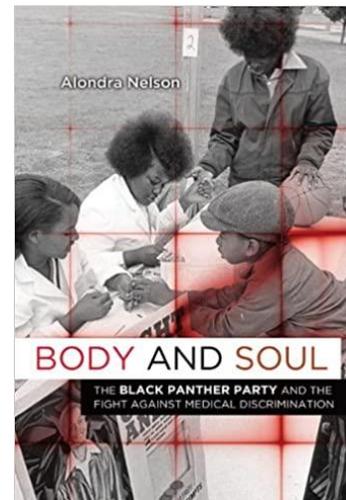
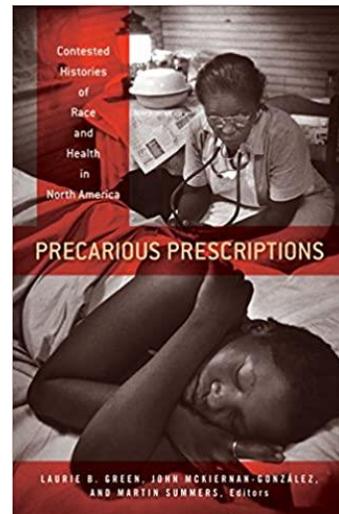
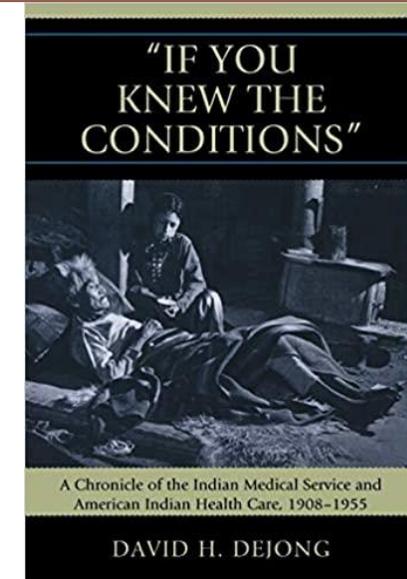
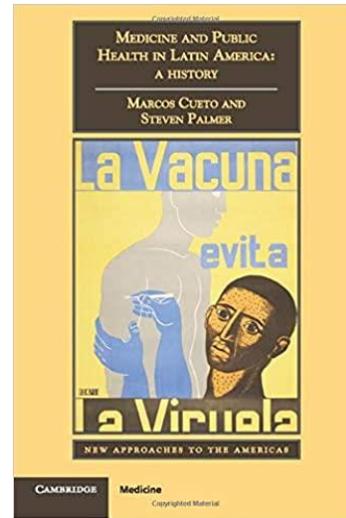
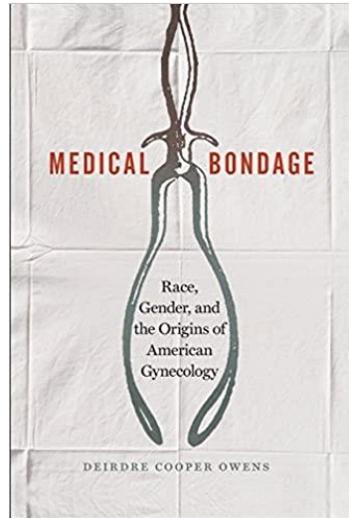
Hospitals with ICU beds

Hospitals without ICU beds

No hospitals



<https://khn.org/news/as-coronavirus-spreads-widely-millions-of-older-americans-live-in-counties-with-no-icu-beds/>





## EXAMINE OUR AMERICAN VALUES\*

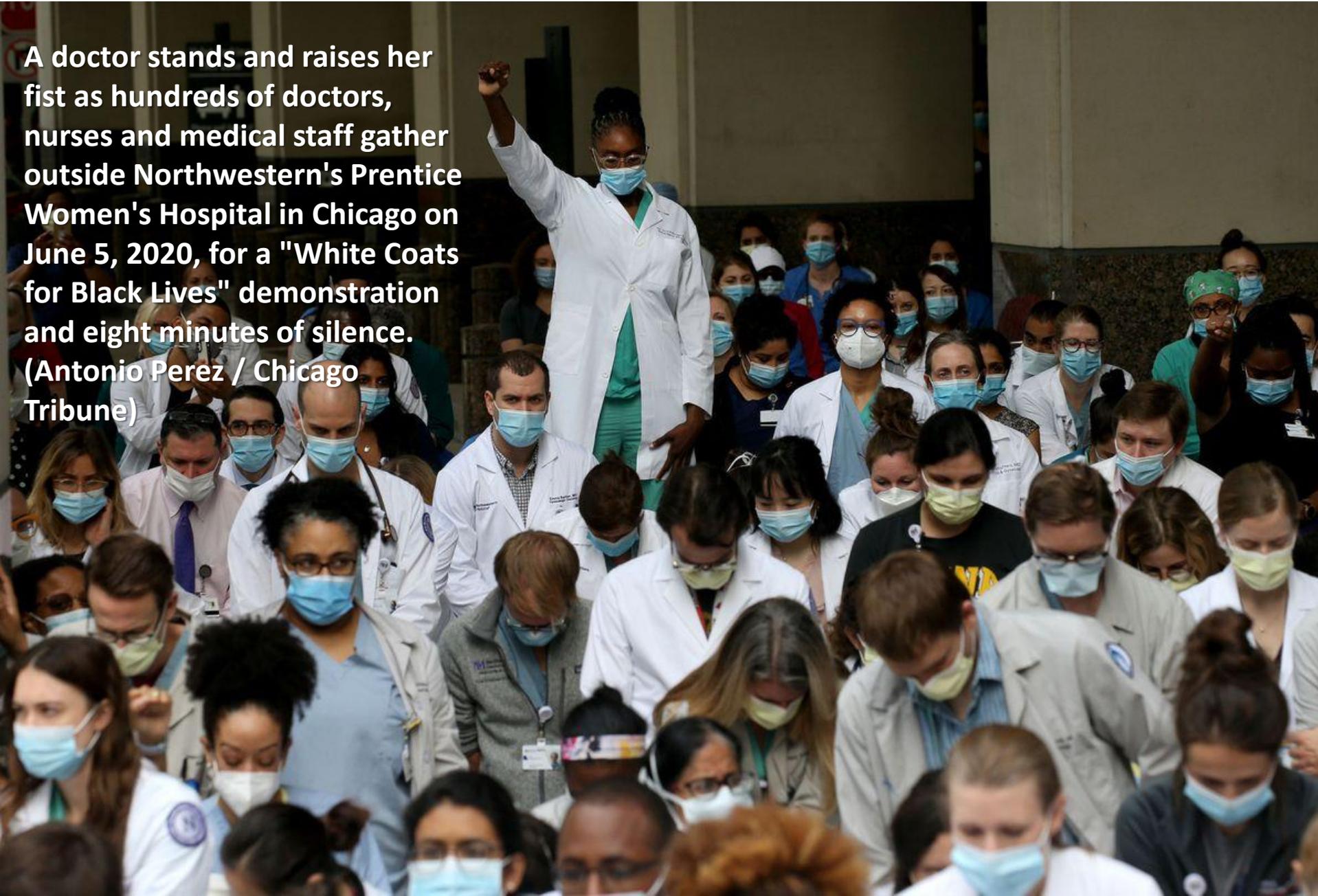
- Narrow focus on the individual
- A-historical stance
- White supremacist ideology
- Myth of American exceptionalism
- Myth of meritocracy
- Myth of a zero-sum game
- Limited future orientation

*\*From Camara Jones M.D. PhD*

**WHAT DO THESE VALUES MEAN TO YOU ?**

# WHAT SHOULD WE BE DOING ?

A doctor stands and raises her fist as hundreds of doctors, nurses and medical staff gather outside Northwestern's Prentice Women's Hospital in Chicago on June 5, 2020, for a "White Coats for Black Lives" demonstration and eight minutes of silence. (Antonio Perez / Chicago Tribune)



- **LEARN HISTORY**
- **RACISM IS NOT BINARY (Black & white)**
- **Anti-Black racism plays a special role.**
- **How did we get here ?**
- **Explicitly state the values you are following.**
- **Start with American Medical System.**
- **You must understand the system and the structures that support it... in order to know how to dismantle the system.**
- **HOW is your issue connected with others ?**
- **DARE to fight for a new world.. A world at peace where social justice is the law of the land.**

# OPPRESSION & POWER

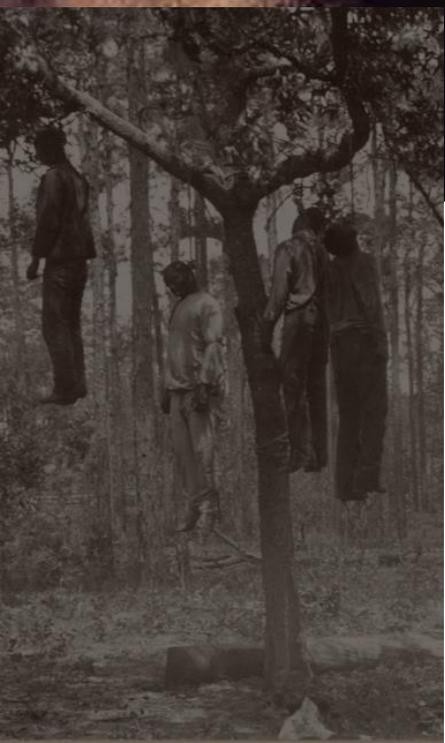
- **OPPRESSION** is malicious or unjust treatment or exercise of power, often under the guise of governmental authority or cultural opprobrium. Oppression may be overt or covert, depending on how it is practiced.
- **POWER** is defined as the ability to act or have influence over others.





When we revolt, it is not for a particular culture. We revolt simply because, for many reasons, we can no longer breathe

Frantz Fanon



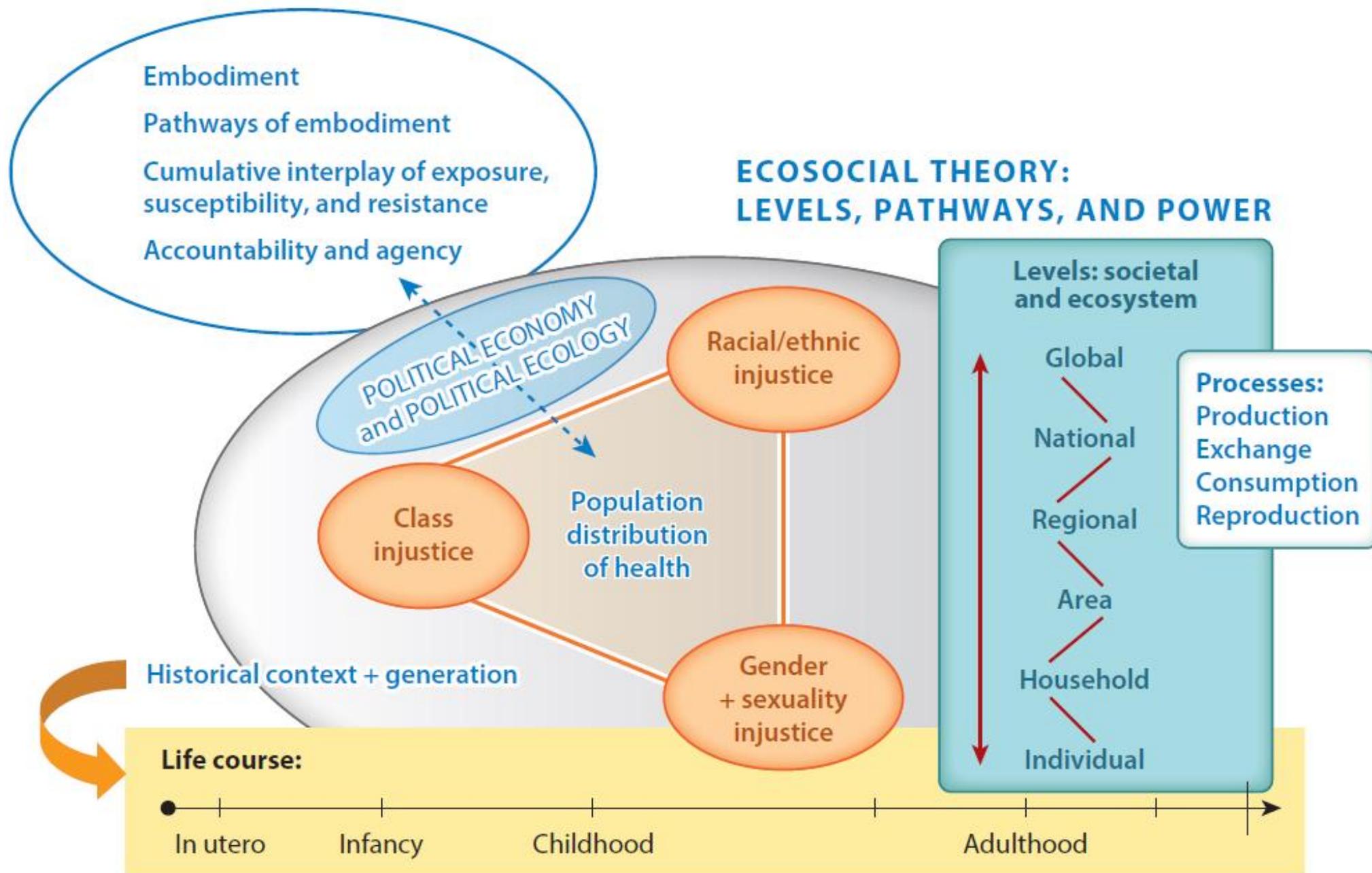
### July 28, 1917 Silent March of 8,000 - 15,000 Blacks in New York City in protest to whites killing Blacks in East St. Louis, Illinois



# Constitutional Amendments & Major Civil Rights Legislation

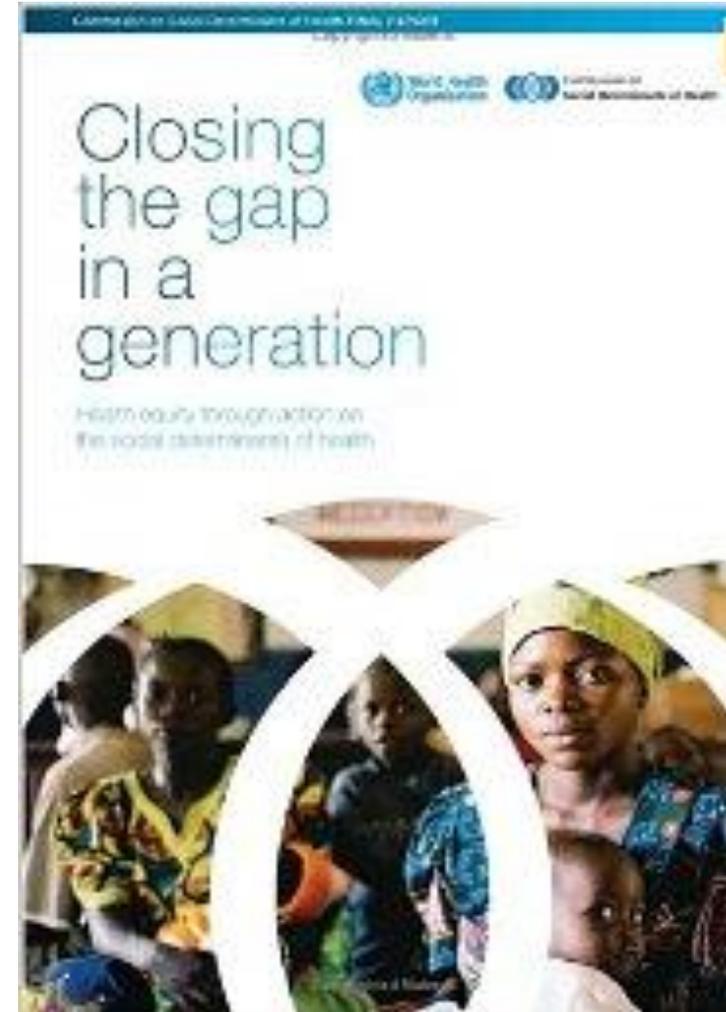
- **1865** 13<sup>th</sup> Amendment
- Civil Rights Act of **1866**
- **1868** 14<sup>th</sup> Amendment
- **1870** 15<sup>th</sup> Amendment
- 1<sup>st</sup> KKK act Civil Rights Act of **1870**
- 2<sup>nd</sup> KKK act Civil Rights Act of **1871**
- 2<sup>rd</sup> KKK act Civil Rights Act of **1871**
- Civil Rights Act of **1875**
- Civil Rights Act of **1957**
- Civil Rights Act of **1960**
- Civil Rights Act of **1964**
- Voting Rights Act of **1965**
- Civil Rights Act of **1968** (Housing)
- Voting Rights Amendments **1970**
- Voting Rights Amendments **1982**
- Civil Rights Restoration Act of **1987**
- Fair Housing Amendments of **1988**
- Civil Rights Act of **1991**
- Voting Rights Act of **2006**

PRAY FOR THE  
LADY  
MACBETHS  
-OF-  
EAST ST. LOUIS



# Overarching Principles

- **Improve daily living conditions**
  - The circumstances in which people are born, grow, live, work and age
- **Tackle Inequitable Distribution of Power, Money and Resources**
  - The structural drivers of those conditions of daily life – globally, nationally, and locally
- **Measure and understand the problem and assess the impact of action**
  - Expand knowledge base, develop a workforce trained in social determinants of health, raise public awareness about the social determinants of health



# SDOH and their Public Policy Determinants

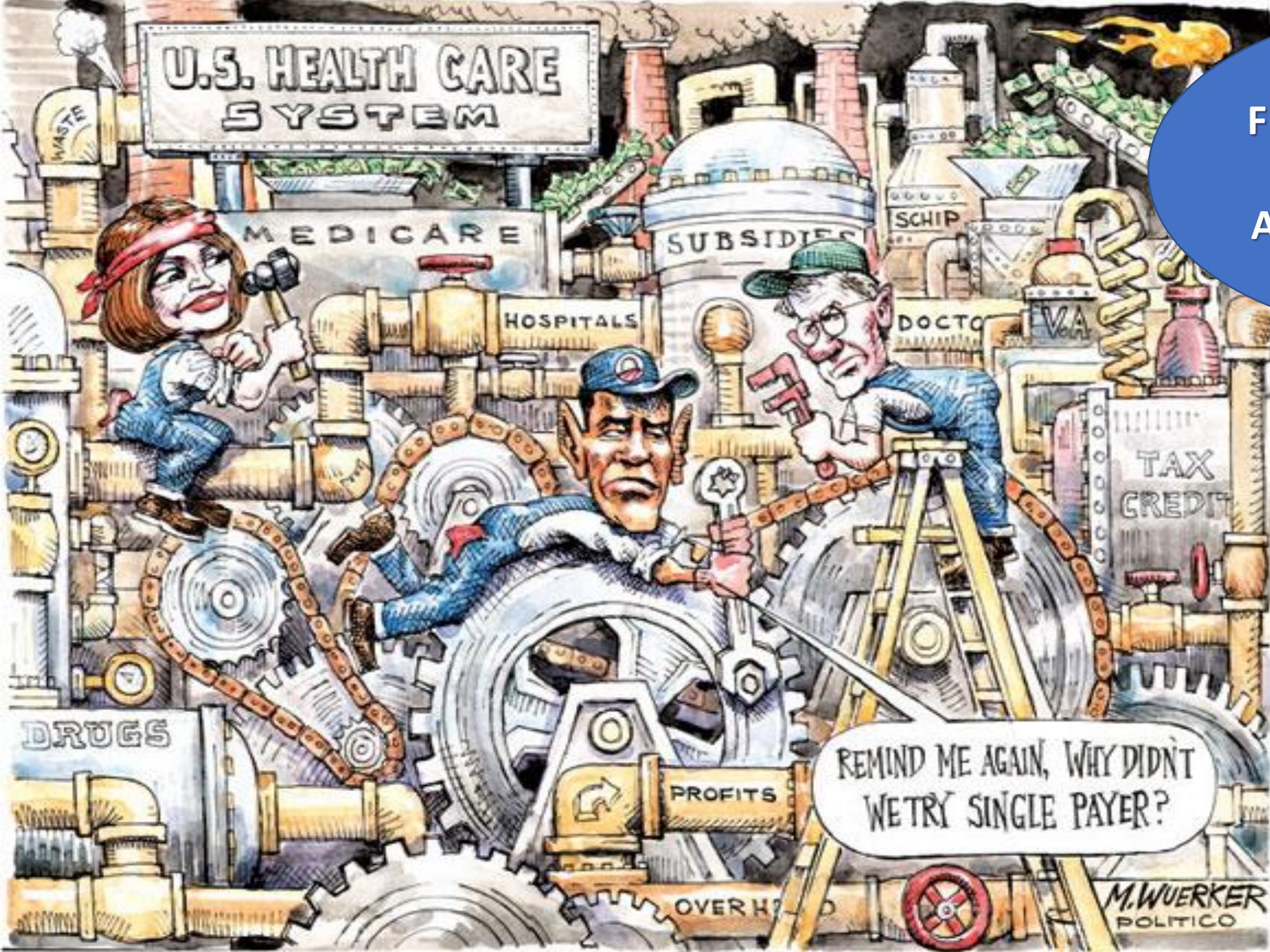
- **EARLY LIFE** – income supports, progressive family policy, availability of childcare, support services, invest in quality education
- **EDUCATION** – support for literacy, public spending, tuition policy, provide basic skills for unskilled
- **EMPLOYMENT & WORKING CONDITIONS** – active labour policy, support for collective bargaining, increasing worker control, improve working conditions to reduce injuries & job stress
- **UNEMPLOYMENT** – active labour policy, replacement benefits, labour legislation, increase employment opportunities

# SDOH and their Public Policy Determinants

- **HOUSING** – income and housing policy, rent controls and supplements, provision of social housing
  - Improve housing quality and the safety of neighborhood environments
- **INCOME & INCOME DISTRIBUTION** – taxation policy, minimum wages, social assistance, social assistance levels, family supports
- **RACISM & DISCRIMINATION** – anti-discrimination laws and enforcement, ESL and job training, approving foreign credentials, support of a variety of other health determinants
- **SOCIAL SAFETY NET** – spending on a wide range of welfare state areas

# SDOH and their Public Policy Determinants

- **FOOD SECURITY** – income and poverty policy, food policy, housing policy
- **HEALTH SERVICES** – public spending, access issues, integration of services
  - Improve access to care
  - Improve quality of care
  - Emphasize prevention of illness
  - Develop incentives to reduce inequalities in the quality of care.
- **COMMUNITIES** – enrich the quality of neighborhood environments and increase economic development in poor areas.



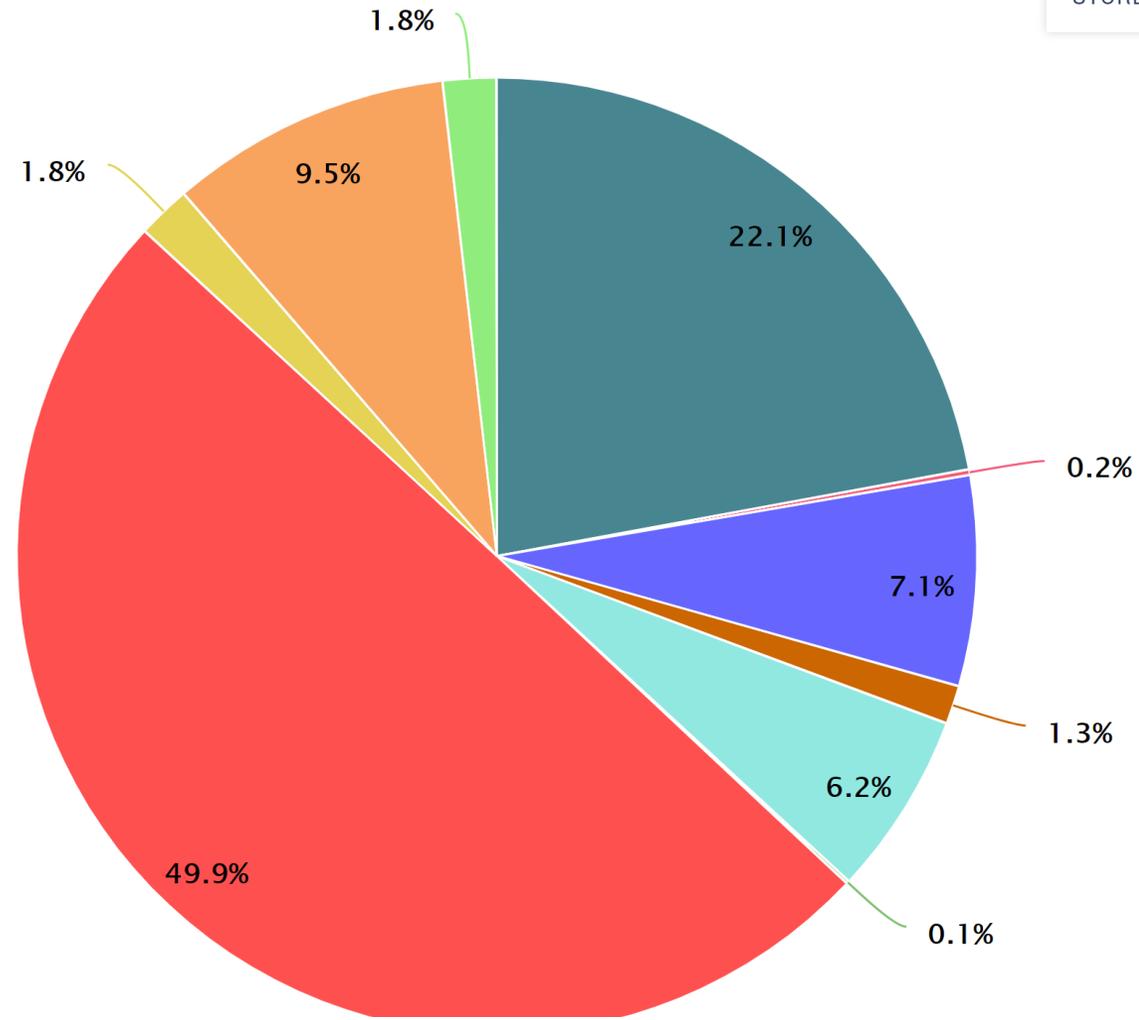
FIRST 100 DAYS OF A  
NEW  
ADMINISTRATION !!

Failure to provide universal medical coverage is a source of SHAME.

Health care is a basic human right and must be provided regardless of "legal" status.

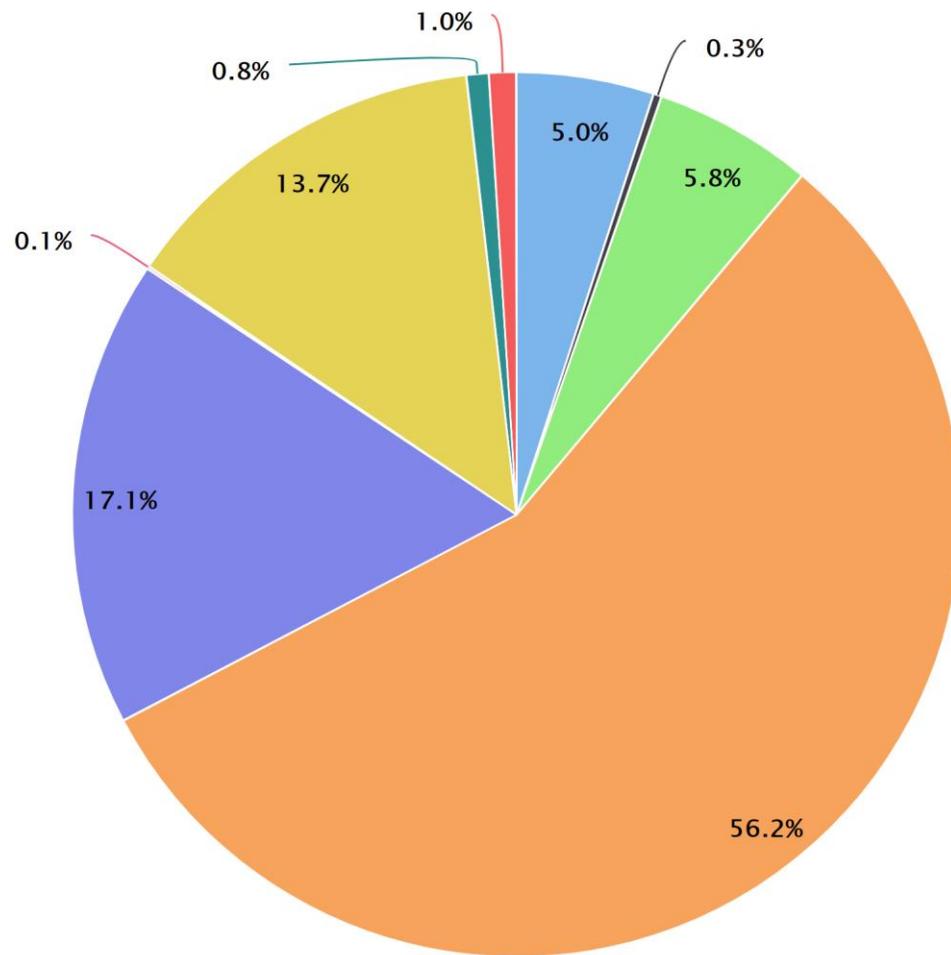
# Percentage of matriculants to U.S. medical schools by race/ethnicity (alone), academic year 2018–2019.

STORE



- American Indian or Alaska Native (39)
- Black or African American (1,540)
- Multiple Race/Ethnicity (2,045)
- Non-U.S. Citizen or Nonpermanent Resident (280)
- Unknown Race/Ethnicity (394)
- Asian (4,787)
- Hispanic, Latino, or of Spanish Origin (1,350)
- Native Hawaiian or Other Pacific Islander (23)
- Other (381)
- White (10,783)

# Percentage of all active physicians by race/ethnicity, 2018.



- American Indian or Alaska Native (2,570)
- Black or African American (45,534)
- Multiple Race, Non-Hispanic (8,932)
- Other (7,571)
- White (516,304)

- Asian (157,025)
- Hispanic (53,526)
- Native Hawaiian or Other Pacific Islander (941)
- Unknown (126,144)



“If America does not address what’s happening with visionary social and economic policy, the health and well-being of the nation is at stake...What we need is long-term economic policy that establishes justice, promotes the general welfare, rejects decades of austerity and builds strong social programs that lift society from below.”

*Rev. Dr. William J. Barber II, Rev. Dr. Liz Theoharis, Shailly Gupta Barnes and Josh Bivens, “Moral Policy = Good Economics”*

# 14 Policy Priorities to Heal the Nation: A Moral and Economic Agenda for the First 100 Days

1. Enact comprehensive, free and just COVID-19 relief:

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2. Guarantee quality health care for all, regardless of any pre-existing conditions

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3. Raise the minimum wage to \$15 / hour immediately:

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4. Update the poverty measure:

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5. Guarantee quality housing for all:

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6. Enact a federal jobs program to build up investments, infrastructure, public institutions, climate resilience, energy efficiency and socially beneficial industries and jobs in poor and low-income communities:

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7. Protect and expand voting rights and civil rights:

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8. Guarantee safe, quality and equitable public education, with supports for protection against re-segregation:

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9. Comprehensive and just immigration reform:

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10. Ensure all of the rights of indigenous peoples:

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11. Enact fair taxes:

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12. Use the power of executive orders:

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13. Redirect the bloated Pentagon budget towards these priorities as matters of national security:

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14. Work with the Poor People's Campaign to establish a permanent Presidential Council to advocate for this bold agenda:



# Social Justice & Health

**“ Rarely do we find men who are willing to engage in hard, solid thinking. There is an almost universal quest for easy answers and half - baked solutions. Nothing pains some people more than having to think. “**

**Rev. Martin Luther King Jr.**

