

At the Intersection of Equity, Science and Social Justice: An Inflection Point for Organized Medicine

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- In the past 12 months, I have not had a significant financial interest or other relationship with the manufacturer(s) of the products or provider(s) of the services that will be discussed in my presentation.
- This presentation will not include discussion of pharmaceuticals or devices that have not been approved by the FDA.



EQUITY – WORLD HEALTH ORGANIZATION

- The absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, geographically or by other means of stratification.



EQUITY – ACTIONABLE DEFINITION

- The fair treatment, access, opportunity, and advancement for all people, while striving to identify and **eliminate barriers** that have prevented the full participation of some groups. Improving equity involves **increasing justice and fairness** within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an **understanding of the root causes of outcome disparities within our society.**

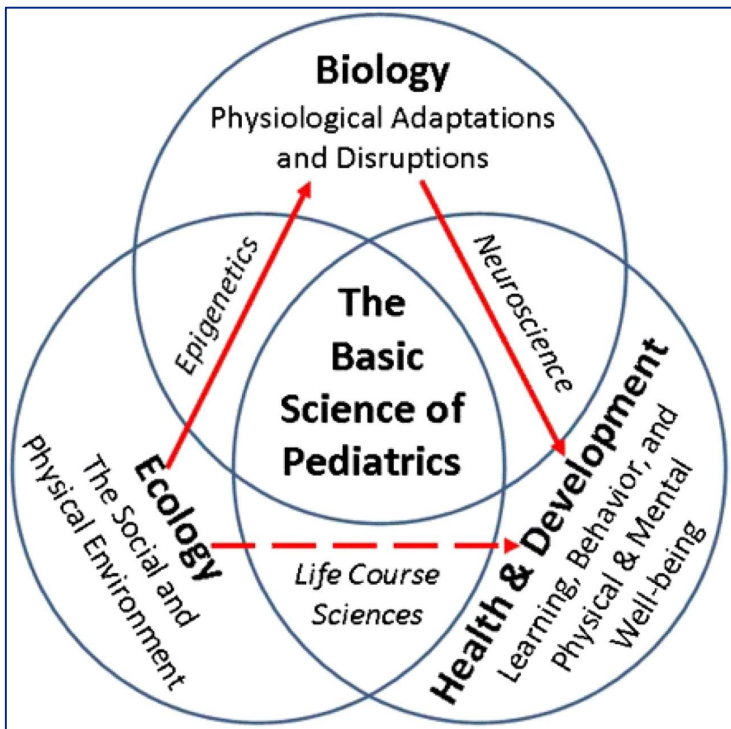


RACISM

- A system of power and oppression that structures opportunities and assigns value based on race, unfairly disadvantaging people while unfairly advantaging others.
- Forms:
 - Internalized
 - Interpersonal
 - Institutional
 - Structural



RACISM IS TOXIC TO CHILDREN



Pediatrics April 2016

POLICY STATEMENT

Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

American Academy
of Pediatrics



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The Impact of Racism on Child and Adolescent Health

Maria Trent, MD, MPH, FAAP, FSAHM,^a Danielle G. Dooley, MD, MPhil, FAAP,^b Jacqueline Dougé, MD, MPH, FAAP,^c SECTION ON ADOLESCENT HEALTH, COUNCIL ON COMMUNITY PEDIATRICS, COMMITTEE ON ADOLESCENCE

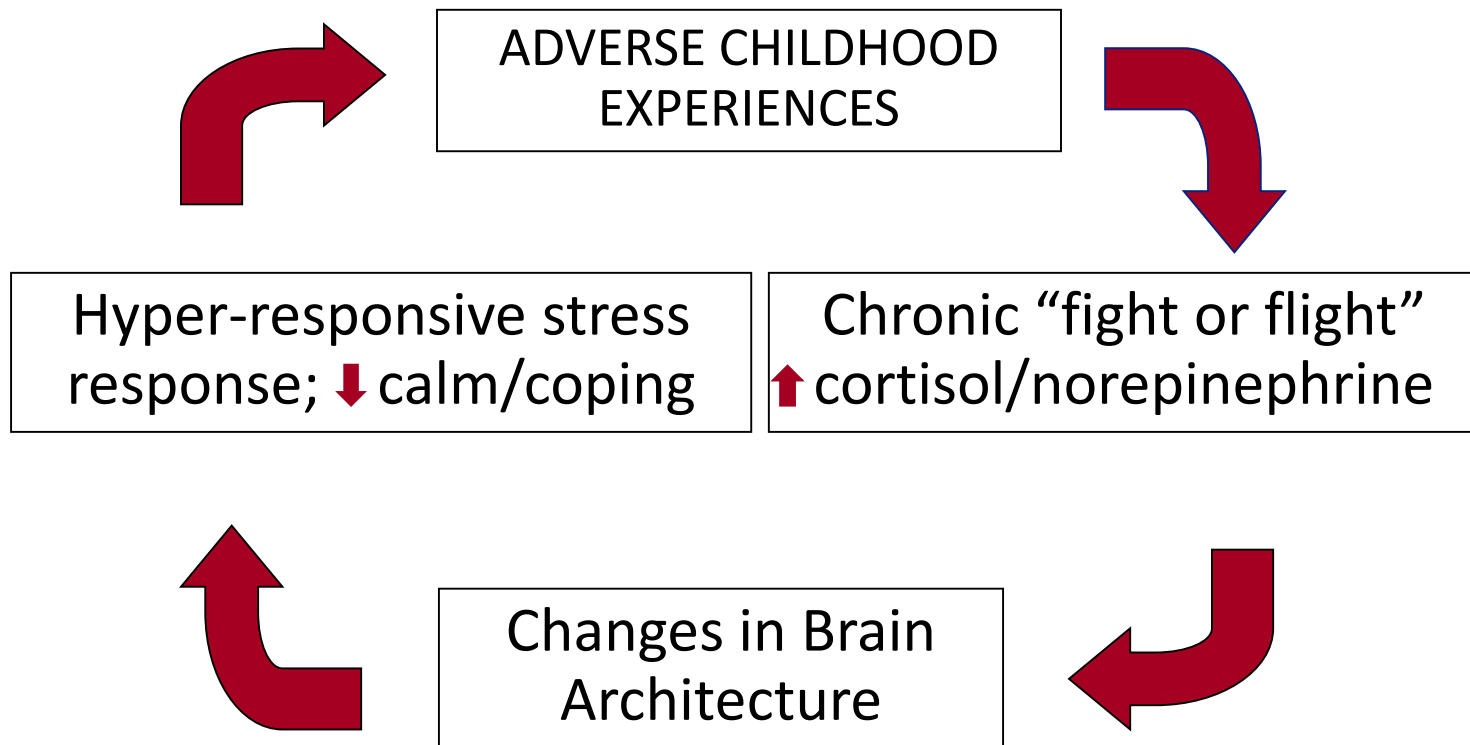
Pediatrics August 2019

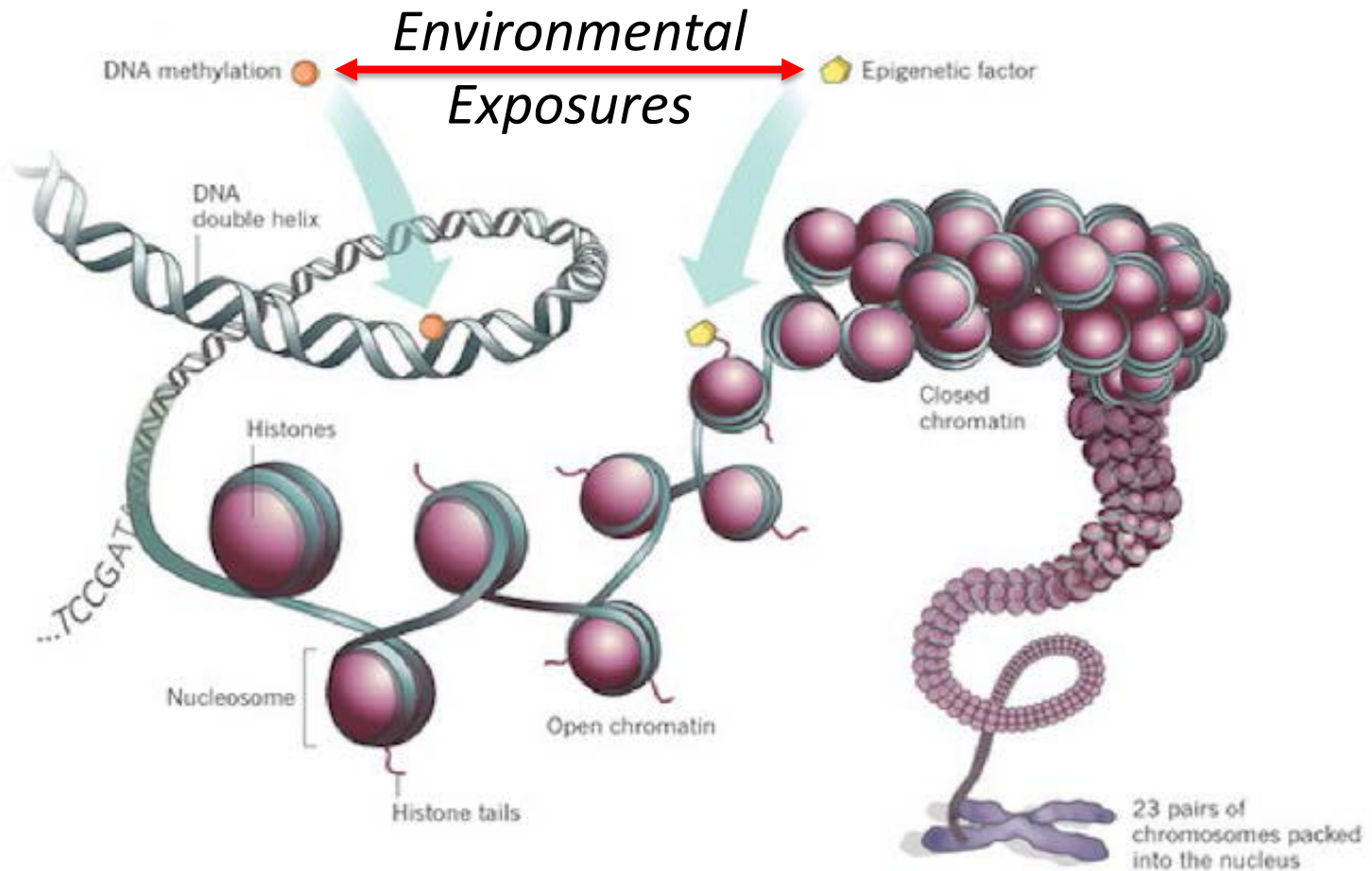
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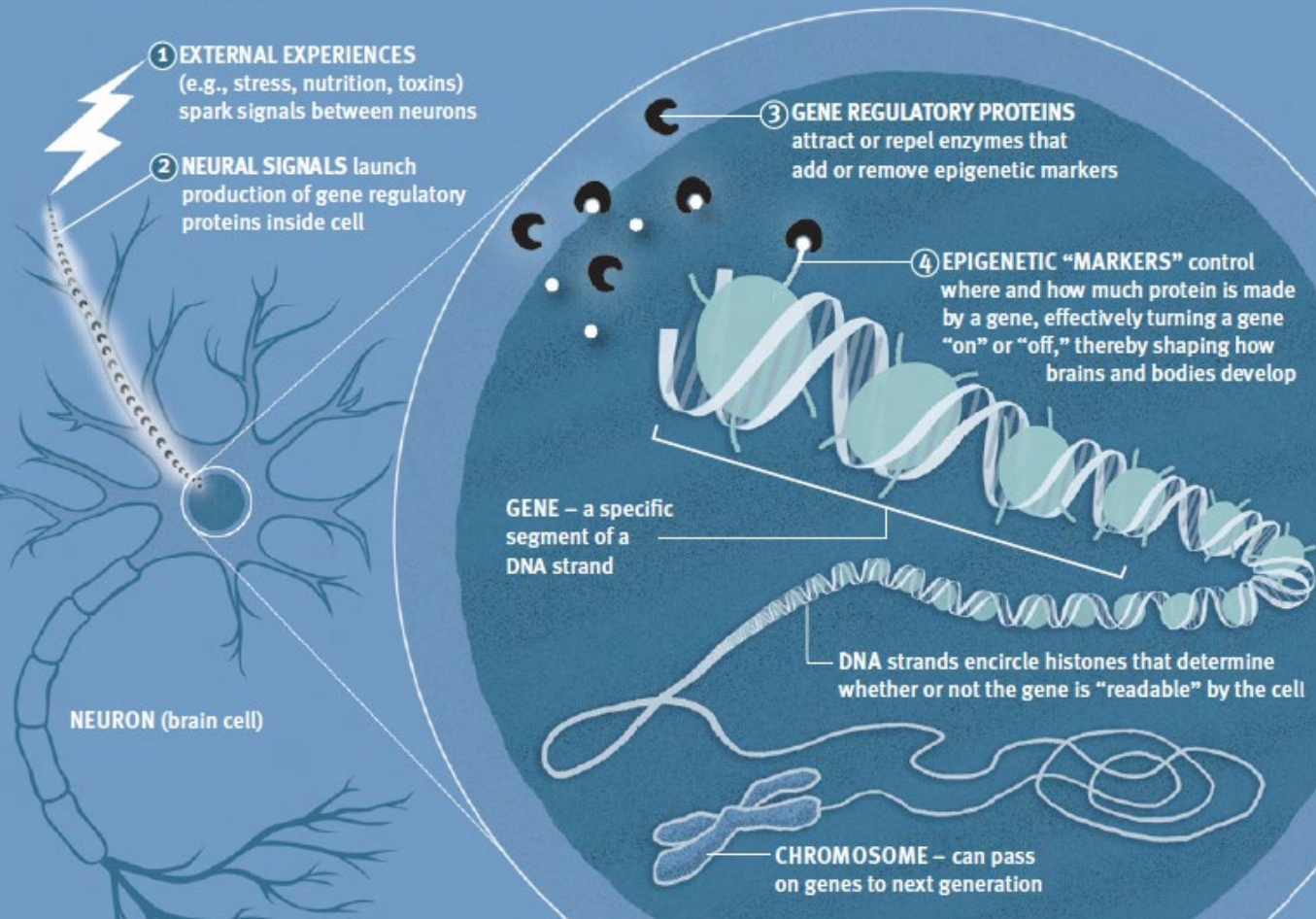


IMPACT OF EARLY TOXIC STRESS





How Early Experiences Alter Gene Expression and Shape Development



ACEs spark neuronal
signaling

Production of gene
regulatory proteins

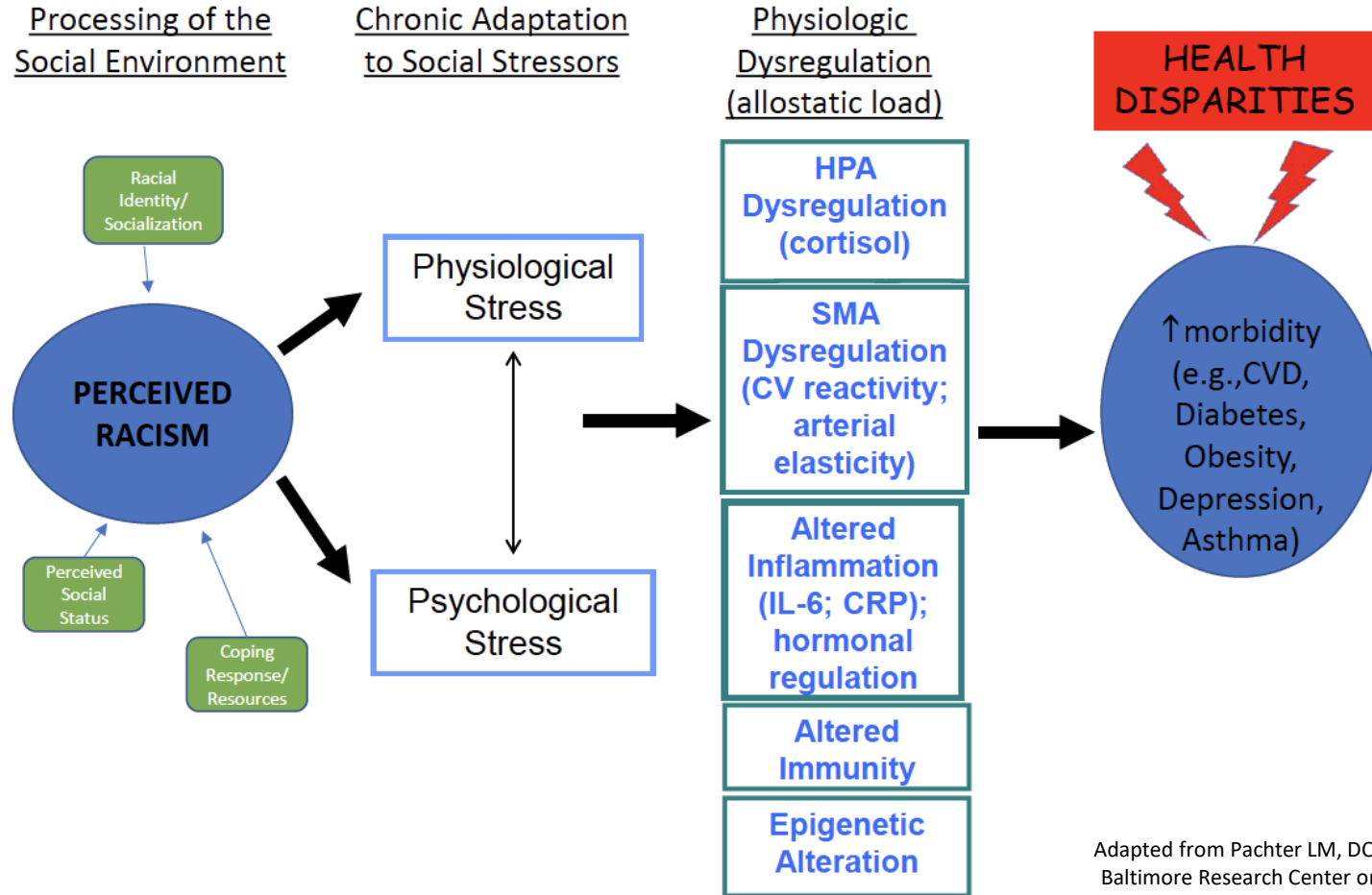
Enzymatic impact on
epigenetic markers

Turning 'on or off' of
gene expression

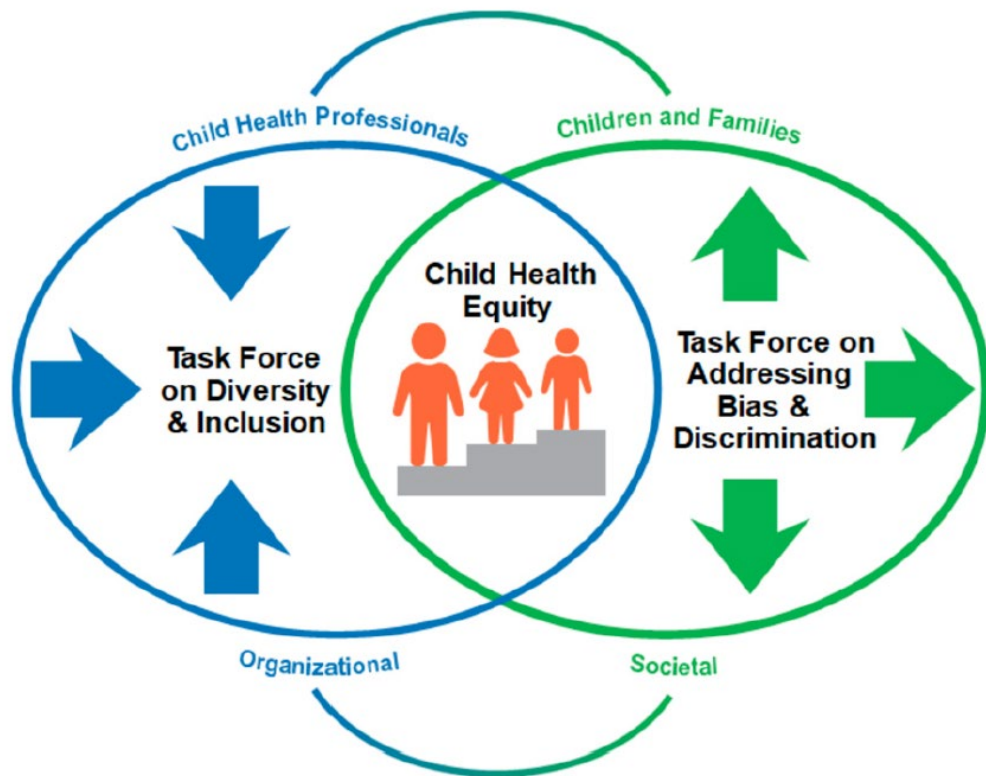
DNA/chromosomal
incorporation

Adapted from the Harvard Center on
the Developing Child

CONCEPTUAL MODEL OF PERCEIVED RACISM ON DISEASE RISK



AAP EQUITY AGENDA



AAP ORGANIZATIONAL STRUCTURE



AAP ORGANIZATIONAL STRUCTURE



AAP ORGANIZATIONAL STRUCTURE



AAP ORGANIZATIONAL STRUCTURE



The New York Times
August 25, 2020

Account ▾

Pediatrics Group Offers 'Long Overdue' Apology for Racist Past

The American Academy of Pediatrics recently joined other prominent medical organizations in confronting its history of discrimination.



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Pediatrics Group Offers ‘Long Overdue’ Apology for Racist Past

The American Academy of Pediatrics recently joined other prominent medical organizations in confronting its history of discrimination.

By **Emma Goldberg**

Aug. 20, 2020, 5:00 a.m. ET

Dr. Roland B. Scott was the first African-American to pass the pediatric board exam, in 1934. He was a faculty member at Howard University, and went on to establish its center for the study of sickle cell disease; he gained national acclaim for his research on the blood disorder.

But when he applied for membership with the American Academy of Pediatrics — its one criteria for admission was board certification — he was rejected multiple times beginning in 1939.

The minutes from the organization’s 1944 executive board meeting leave little room for mystery regarding the group’s decision. The group that considered his application, along with that of another Black physician, was all-white. “If they became members they would want to come and eat with you at the table,” one academy member said. “You cannot hold them down.”

POLICY STATEMENT Organizational Principles to Guide and Define the Child Health Care System and/or Improve the Health of all Children

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Truth, Reconciliation, and Transformation: Continuing on the Path to Equity

American Academy of Pediatrics Board of Directors

One year ago, the American Academy of Pediatrics (AAP) published a landmark policy statement identifying racism as a core social determinant of health and a driver of health inequities.¹ Seventy-five years ago, the AAP admitted its first Black members, Drs Alonzo deGrate Smith and Roland Boyd Scott. As the AAP continues to evolve its equity agenda, it is essential that the tortuous experiences of Drs deGrate Smith and Scott on their pathway to AAP membership be truthfully acknowledged and reckoned with.

At the time of their initially rejected applications in 1939, both Drs deGrate Smith and Scott were busy clinicians and well-established leaders in the pediatric academic community as faculty at the Howard University College of Medicine in Washington, DC. Dr deGrate Smith, through the practice pathway, and Dr Scott, via examination, were among the earliest pediatricians to achieve certification under the Advisory Board of Medical Specialties (ABMS) when the American Board of Pediatrics (ABP) was established in 1933. However, the ABMS required American Medical Association (AMA) membership to honor certification, and the local AMA chapter, the Medical Society of the District of Columbia, was segregated.² According to the oral history interview of Dr Melvin E. Jenkins Jr, advocacy on the part of the inaugural ABP president, Dr Borden Veeder, was necessary to permanently eliminate this exclusionary barrier and to make certification possible for all eligible candidates regardless of race or ethnicity.³ Drs deGrate Smith and Scott faced other systemic barriers, including the inability to gain admitting privileges to care for even their own patients at local hospitals in the District of Columbia. This was a hurdle that Dr Scott was not able to overcome until 1955, fully 6 years after he had already been appointed Chair of Pediatrics at Howard University.⁴

Although AAP bylaws did not explicitly prohibit physicians of color from membership, and Drs deGrate Smith and Scott were finally admitted in 1945, it is clear that the AAP Executive Board struggled with unbiased consideration of their applications. The characterizations related to Drs deGrate Smith and Scott in the following passages excerpted directly from meeting transcripts of AAP Executive Board meetings in November 1939,

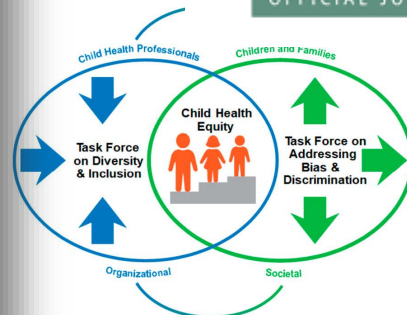


FIGURE 1
AAP Equity Agenda

November 1944, and June 1945 are elucidating, instructive, and painful to read. The verbatim dialogue and proceedings highlight the racist attitudes and beliefs from which early AAP leaders were clearly not immune.

November 1939—American Academy of Pediatrics Executive Board

[Region I Chairman] then presented the application of Dr Alfred [sic] deGrate Smith. Motion made by [Region I Chairman] that this application not be accepted and that a letter be sent to his sponsor outlining the educational advancements being outlined by the American Academy of Pediatrics for negro physicians; motion seconded by [Region I Associate Chairman] and carried.⁵

[Region III Chairman] moved that all of these [Region III] applications, with the exception of Dr Scott, be accepted into membership; motion duly seconded and carried. Motion made by [Region I Chairman] that the same action be taken on Dr Scott as had been taken on Dr Smith; motion seconded and carried.⁶

November 1944—American Academy of Pediatrics Executive Board

"I know Smith and he is a very nice fellow. Scott has for a year or two attended the Sunday morning clinical

conferences at Children's Hospital. He has taken part in the discussion of cases at Freedman's Hospital. I think the local men in Washington would like to have something to say about men taken into the Academy from that particular location. I think they would rather resent an effort being made to put these men in. I would like to hear what [Region II Chairman] has to say."⁷

"We allow negroes to come to our meeting and we fix a separate place for them to sit. They do not become members. If they became members they would want to come and eat with you at the table. You cannot hold them down."⁸

June 1945—American Academy of Pediatrics Executive Board

"We talked with them for about a half hour and they conducted themselves as gentlemen. They said their only interest in wishing to join the Academy was for educational purposes. They said they would not attend any meetings held South of the Mason and Dixon line. They would attend meetings in other parts of the country, but under no circumstances enter into the social side for the reason that they did not want to get hurt themselves. I impressed upon them the importance should they be elected, of their being leaders and not pushers, and their acceptance in the Academy would be guidance for those who would come at a later time."⁹

representatives and to the negro population of the country. The only trouble is the social implication. The burden lies much heavier upon Smith and Scott than upon us. As the President [of the Academy] says, we have the authority to say who will not be admitted. In the event that either of these men transgress the social lines, they completely stop the advancement of the negro."¹⁰

In the United States there is a tendency to be ahistorical when it comes to race. The lack of acknowledgment, or worse, the intentional whitewashing of history and the longitudinal relationship of 400 years of oppression on the present-day expression of racism is not uncommon. As the AAP turns the corner toward the 2030 centennial anniversary of its founding, we cannot do so without authentically acknowledging, owning, and reconciling past discriminatory transgressions like the shameful gauntlet to membership experienced by Drs Alonzo deGrate Smith and Roland Boyd Scott.

In honoring the memory of these two trailblazers and their contributions to pediatrics and the AAP,⁷ be it resolved that, we, the Board of Directors of the AAP:

- 1) Apologize for the racism that contributed to the inequities that Drs deGrate Smith, Scott, and other pediatricians have endured; and
- 2) Commit to a bylaws referendum to explicitly codify that AAP membership does not discriminate on the basis of race, ethnicity, religion, sexual orientation, or gender identity.

The AAP as an organization is on a firm pathway to broadly establishing an equity agenda through meaningful diversity and inclusion and a societal commitment to combating bias and discrimination

AT LARGE
Constance S. Hovick, MD, FAAP

AT LARGE
Joseph L. Wright, MD, FAAP

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TRUTH, RECONCILIATION, AND TRANSFORMATION

AAP EXECUTIVE BOARD MINUTES

JUNE 7, 1942

The Region III Chairman presented a resolution which had been unanimously passed at the meeting of Region III in Cleveland that "the American Academy of Pediatrics be open to all who are eligible for membership regardless of race, color or creed". After discussion, the Secretary was authorized to state that every case which had come up for consideration, had been considered by the Executive Board as individuals, and that there is nothing in the Constitution and By-Laws of the Academy which would exclude anyone because of race, color or creed.



TRUTH, RECONCILIATION, AND TRANSFORMATION
AAP ANNUAL LEADERSHIP FORUM
AUGUST 17, 2020

Be it resolved:

- That the Academy develop a bylaws referendum for a vote of the full membership to explicitly codify that the AAP does not discriminate on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity or country of origin.



- We cannot teach what we do not know, or lead where we are not willing to go.



HATE IS NOT INNATE...RACISM CAN BE DISMANTLED



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