



## #BlackLivesMatter — A Challenge to the Medical and Public Health Communities

Mary T. Bassett, M.D., M.P.H.

Two weeks after a Staten Island grand jury decided not to indict the police officer involved in the death of a black man, Eric Garner, I delivered a lecture on the potential for partnership between academia

and health departments to advance health equity. Afterward, a group of medical students approached me to ask what they could do in response to what they saw as an unjust decision and in support of the larger social movement spreading across the United States under the banner #BlackLivesMatter. They had staged “white coat die-ins” (see photo) but felt that they should do more. I wondered whether others in the medical community would agree that we have a particular responsibility to engage with this agenda.

Should health professionals be accountable not only for caring for individual black patients but also for fighting the racism — both institutional and interpersonal — that contributes to poor

health in the first place? Should we work harder to ensure that black lives matter?

As New York City’s health commissioner, I feel a strong moral and professional obligation to encourage critical dialogue and action on issues of racism and health. Ongoing exclusion of and discrimination against people of African descent throughout their life course, along with the legacy of bad past policies, continue to shape patterns of disease distribution and mortality.<sup>1</sup> There is great injustice in the daily violence experienced by young black men. But the tragedy of lives cut short is not accounted for entirely, or even mostly, by violence. In New York City, the rate of premature death is 50% higher among

black men than among white men, according to my department’s vital statistics data, and this gap reflects dramatic disparities in many health outcomes, including cardiovascular disease, cancer, and HIV. These common medical conditions take lives slowly and quietly — but just as unfairly. True, the black–white gap in life expectancy has been decreasing,<sup>2</sup> and the gap is smaller among women than among men. But black women in New York City are still more than 10 times as likely as white women to die in childbirth, according to our 2012 data.

Physicians, nurses, and public health professionals witness such inequities daily: certain groups consistently have much higher rates of premature, preventable death and poorer health throughout their lives. Yet even as research on health disparities has helped to document persistent gaps in morbidity and mortality between racial and ethnic groups, there is



University of Vermont Medical Students during a “Die-In” Protest.

often a reluctance to address the role of racism in driving these gaps. A search for articles published in the *Journal* over the past decade, for example, reveals that although more than 300 focused on health disparities, only 14 contained the word “racism” (and half of those were book reviews). I believe that the dearth of critical thinking and writing on racism and health in mainstream medical journals represents a disservice to the medical students who approached me — and to all of us.

The World Health Organization proclaimed in 1948 that “Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”<sup>3</sup> Today, both individual and social well-being in communities of color are threatened. If our role is to promote health in this broader sense, what should we do, both individually and collectively? Many health professionals who consider that challenge stumble toward inaction — tackling racism is daunting and often viewed as divisive and requiring action outside our purview. I would like to believe that there are at least three types of action through which we can make a difference:

critical research, internal reform, and public advocacy. In reflecting on these possibilities, I add to nearly two centuries of calls for critical thinking and action advanced by black U.S. physicians and their allies.

First, it’s essential to acknowledge the legacy of injustice in medical experimentation and the fact that progress has often been made at the expense of certain communities. Researchers exploited black Americans long before and after the infamous Tuskegee syphilis study.<sup>4</sup> But there is room for optimism. Over the past two decades, for example, we’ve seen a welcome resurgence in social epidemiology and research documenting health disparities. Whereas stark racial differences in health outcomes have sometimes inappropriately been attributed to biologic or genetic differences in susceptibility to disease or bad individual choices, new methods and theories are allowing for more critical, nuanced analyses, including those examining effects of racism. By studying ways in which racial inequality, alone and in combination with other forms of social inequality (such as those based on class, gender, or sexual preference), harms health, researchers can spur discussions

about responsibility and accountability. Who is responsible for poor health outcomes, and how can we change those outcomes? More critical research on racism can help us identify and act on long-standing barriers to health equity.

There is also much we can do by looking internally at our institutional structures. Though the U.S. physician workforce is more diverse than it was in the past, and some efforts have been made to draw attention to the value of diversity for improving health outcomes, only 4% of U.S. physicians are black, as compared with 13% of the population, and the number of black medical school graduates hasn’t increased noticeably in the past decade.<sup>5</sup> Renewed efforts are needed to hire, promote, train, and retain staff of color to fully represent the diversity of the populations we serve. Equally important, we should explicitly discuss how we engage with communities of color to build trust and improve health outcomes. Our target “high-risk” communities, often communities of color, have assets and knowledge; by heeding their beliefs and perspectives and hiring staff from within those communities, we can be more confident that we are promoting the right policies. The converse is also true. If we fail to explicitly examine our policies and fail to engage our staff in discussions of racism and health, especially at this time of public dialogue about race relations, we may unintentionally bolster the status quo even as society is calling for reform.

In terms of broader advocacy, some physicians and trainees may choose to participate in peaceful demonstrations; some may write editorials or lead “teach-ins”; others may engage their representa-

tives to demand change in law, policy, and practice. Rightfully or not, medical professionals often have a societal status that gives our voices greater credibility. After the grand-jury decision last November not to indict the police officer who shot a black teenager in Ferguson, Missouri, I wrote to my staff noting that in this time



An audio interview with Dr. Bassett is available at [NEJM.org](http://NEJM.org)

of public outcry, it is important to assert our unwavering commitment to reducing health disparities. We can all do at least that.

As a mother of black children, I feel a personal urgency for society to acknowledge racism's impact on the everyday lives of mil-

lions of people in the United States and elsewhere and to act to end discrimination. As a doctor and New York City's health commissioner, I believe that health professionals have much to contribute to that debate and process. Let's not sit on the sidelines.

Disclosure forms provided by the author are available with the full text of this article at [NEJM.org](http://NEJM.org).

From the Office of the Commissioner, New York City Department of Health and Mental Hygiene, New York.

This article was published on February 18, 2015, at [NEJM.org](http://NEJM.org).

1. Krieger N. Discrimination and health inequities. In: Berkman LF, Kawachi I, Glymour M, eds. *Social epidemiology*. 2nd ed. New York: Oxford University Press, 2014:63-125.

2. Harper S, MacLehose RF, Kaufman JS. Trends in the black-white life expectancy gap among US states, 1990-2009. *Health Aff (Millwood)* 2014;33:1375-82.

3. Preamble to the constitution of the World Health Organization as adopted by the International Health Conference, New York, 19-22 June, 1946; signed on 22 July 1946 by the representatives of 61 States (official records of the World Health Organization, no. 2, p. 100) and entered into force on 7 April 1948 (<http://who.int/about/definition/en/print.html>).

4. Washington HA. *Medical apartheid: the dark history of medical experimentation on black Americans from colonial times to the present*. New York: Doubleday, 2006.

5. Diversity in the physician workforce: facts & figures. Washington, DC: Association of American Medical Colleges, 2014 (<http://aamcdiversityfactsandfigures.org/section-ii-current-status-of-us-physician-workforce/>).

DOI: 10.1056/NEJMp1500529

Copyright © 2015 Massachusetts Medical Society.

## Bias, Black Lives, and Academic Medicine

David A. Ansell, M.D., M.P.H., and Edwin K. McDonald, M.D.

At noon Pacific Standard Time on December 10, 2014, thousands of students from 70 medical schools throughout the United States held silent "White Coats for Black Lives" die-ins. These demonstrations, the largest coordinated protests at U.S. medical schools since the Vietnam War era, were initiated by medical students in California and spread across the country in response to the following call to action posted online at [thefreethoughtproject.com](http://thefreethoughtproject.com):

"We feel it is essential to begin a conversation about our role in addressing the explicit and implicit discrimination and racism in our communities and reflect on the systemic biases embedded in our medical education curricula, clinical learning environments, and administrative decision-making. We believe these discussions are needed at academic medical centers nationwide." Though the stim-

ulus for the die-ins was the nationwide protests in response to the killing of unarmed black men by police officers, the students demanded an examination of racial bias within our country's academic medical centers.

What are the systemic biases within academic medical centers, and what do they have to do with black lives? Two observations about health care disparities may be relevant.

First, there is evidence that doctors hold stereotypes based on patients' race that can influence their clinical decisions.<sup>1</sup> Implicit bias refers to unconscious racial stereotypes that grow from our personal and cultural experiences. These implicit beliefs may also stem from a lack of day-to-day interracial and intercultural interactions. Although explicit race bias is rare among physicians, an unconscious preference for whites

as compared with blacks is commonly revealed on tests of implicit bias.<sup>1</sup>

Second, despite physicians' and medical centers' best intentions of being equitable, black-white disparities persist in patient outcomes, medical education, and faculty recruitment. In the 2002 report *Unequal Treatment*, the Institute of Medicine (IOM) reviewed hundreds of studies of age, sex, and racial differences in medical diagnoses, treatments, and health care outcomes.<sup>2</sup> The IOM's conclusion was that for almost every disease studied, black Americans received less effective care than white Americans. These disparities persisted despite matching for socioeconomic and insurance status. Minority patients received fewer recommended treatments for diseases ranging from AIDS to cancer to heart disease. And racial gaps in health care outcomes