Cracking the Code: Perspective from a Minority Healthcare Professional

Kevin Mitchell, PharmD, MD
Disclaimer
About me...
What is Code Switching?

**Noun**

1. *Linguistics.* the alternating or mixed use of two or more languages, especially within the same discourse

2. *Sociolinguistics.* the use of one dialect, register, accent, or language variety over another, depending on social or cultural context, to project a specific identity

3. The modifying of one's behavior, appearance, etc., to adapt to apparent sociocultural norms

*dictionary.com*
Why do I Code Switch?

- Mommy
- Data
Attributes needed to attain equality

- Intelligence
- Wit
- Eloquence
- Observant
- Assertiveness
- Diligence
- Non-threatening
- Better...
“DON’T BE A STEREOTYPE…”
Story Time

• Nashville
• December 2012
• Racial Profiling
Things my mother doesn't know about me...

- At age 11, I was assaulted by police just outside of our home
- I have been involved in multiple gun related incidents
- My best friend from high school sells drugs
- I’m still being called “nigger” or “colored” in Nashville
Why do I Code Switch?

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interact upon bending of the molecule (34).

The experimental results presented here raise the prospect of numerous spectroscopic experiments on larger and more complex molecules. The only fundamental issue limiting the applicability of CRASY is the requirement of an appreciable anisotropic polarizability (and corresponding rotational Raman cross sections) in the investigated molecules. The same limit applies to nonadiabatic alignment experiments, which have been successfully demonstrated for a number of larger chromophores; for example, iodobenzene, dibromo thiophene, and difluoriodobenzene (35, 36). To observe substantial nonadiabatic alignment, the phase relation between the states forming the rotational wave packet must be favorable. This condition does not apply to CRASY, where the mere existence of rotational coherence and the associated temporal signal modulations are sufficient to generate a detectable signal. With the high sensitivity demonstrated here for CRASY, we expect that a large majority of chromophores will be accessible to CRASY experiments.

Race, Ethnicity, and NIH Research Awards

Donna K. Ginther,1* Walter T. Schaffer,2 Joshua Schnell,3 Beth Masimore,3 Faye Liu,3 Laurel L. Haak,3 Raynard Kington2†

We investigated the association between a U.S. National Institutes of Health (NIH) R01 applicant’s self-identified race or ethnicity and the probability of receiving an award by using data from the NIH IMPAC II grant database, the Thomson Reuters Web of Science, and other sources. Although proposals with strong priority scores were equally likely to be funded regardless of race, we find that Asians are 4 percentage points and black or African-American applicants are 13 percentage points less likely to receive NIH investigator-initiated research funding compared with whites. After controlling for the applicant’s educational background, country of origin, training, previous research awards, publication record, and employer characteristics, we find that black applicants remain 10 percentage points less likely than whites to be awarded NIH research funding. Our results suggest some leverage points for policy intervention.

The U.S. National Institutes of Health (NIH) has a long history of working to increase the diversity of its intramural and extra-

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Whitened Résumés: Race and Self-Presentation in the Labor Market

Sonia K. Kang, Katherine A. DeCelles, András Tilcsik, and Sora Jun
Racial Disparities in Pain Management of Children With Appendicitis in Emergency Departments

Monika K. Goyal, MD, MSCE; Nathan Kuppermann, MD, MPH; Sean D. Cleary, PhD, MPH; Stephen J. Teach, MD, MPH; James M. Chamberlain, MD

**IMPORTANCE**  Racial disparities in use of analgesia in emergency departments have been previously documented. Further work to understand the causes of these disparities must be undertaken, which can then help inform the development of interventions to reduce and eradicate racial disparities in health care provision.

**OBJECTIVE**  To evaluate racial differences in analgesia administration, and particularly opioid administration, among children diagnosed as having appendicitis.
Story Time

• VUMC ED
• July 2013
• Misunderstanding
Implications on the minority healthcare professional
Assimilative Techniques

- **Passing:** *concealing* the stigma to appear as members of the dominant, non-stigmatized group

- **Temporary passing:** “in writing letters or making telephone calls, *projecting* an image of self that is subject to later discrediting.”

- **Covering:** neither to completely conceal a stigmatized characteristic (such as their racial minority status) nor to appear as members of the non-stigmatized majority group. Rather, to *downplay* the salience of characteristics that foster stigmatization

Goffman, 1963
Consequences

• Imposter syndrome
• Informal networks
• Isolation
• Negative implicit bias
• Burden of duality
• Burnout*
Code Switching: The Gift and the Curse

- Street cred vs professionalism
- Relating vs respect
- Empathy vs sympathy
- Patient trust vs colleague comfort
Student hopes King dream is realized

Editor's note: Kevin Mitchell Jr. is a fourth grader in Elizabeth Culkin's class at Coral Springs Elementary School. He wrote this for the Coral Springs/Parkland Forum.

By KEVIN MITCHELL JR.
SPECIAL TO THE FORUM

As an individual, Dr. Martin Luther King Jr. was a leader to people who believed in what he spoke of, like me.

He is my hero because of the many things he did, like marching in Washington and Alabama. I think that Martin Luther King Jr. was one of the most peaceful men on this Earth, and he should be honored with great respect.

As Dr. Martin Luther King Jr. said, I have a dream that all people in all races, black or white, should join together in unity. There should be no hatred just because of the color of your skin. He helped people in their time of need. He was inspirational; he inspired me to write this essay.

Martin Luther King Jr. was a man who didn't believe in violence, he believed in peace and friendship between races. He fought for that his whole adult life and that is an accomplishment. This special man was a role model to many people, children and adults, including me.

Dr. Martin Luther King Jr. was a model to me. See KING, 10A

Civil rights leader inspires CS youth to push tolerance

KING, from 6A

who had enough confidence in himself and good judgment that he was able to accomplish the things that he did.

If he was still alive, the world would be a better place to live.

Dr. King was a man who made you think if one person could make a difference, that person would be you. As quoted by him, "Free at last, free at last, thank God Almighty, free at last."

But we still have a lot of work to do to be free of hatred and prejudice.
Solutions...