

# SPEAK UP Champion™

## Implicit and Explicit Racial Bias Education

October 19, 2023  
8:00 AM-5:00 PM ET

MASSACHUSETTS  
AWHONN

INSTITUTE FOR  
**PERINATAL  
QUALITY  
IMPROVEMENT**  
www.perinatalQI.org

A Black woman is 3 to 4 times more likely to die of pregnancy-related complications than a white woman. Research shows that inequities in outcomes are primarily due to differences in how women are treated within the health care setting based on race (racism).

The SPEAK UP Champion™ Implicit and Explicit Racial Bias Education outlines quality improvement strategies to support individuals and groups with dismantling racism, providing quality equitable care, and reducing health disparities.

### Location

[MassMutual Center](#)  
1277 Main Street  
Springfield, MA 01103

### Target Audience

Healthcare professionals who support and care for patients before, during and after pregnancy or professionals that care for newborns.

### Learning Outcomes

1. Describe factors that contribute to perinatal disparities based on a racial equity framework.
2. Outline quality improvement strategies and tactics for eliminating implicit and explicit bias in perinatal care.
3. Develop a quality improvement action plan for ensuring equity in perinatal outcomes.

### Content

1. **Background Knowledge**  
Describe factors that contribute to perinatal disparities based on a social justice framework.
2. **Improvement Science**  
Outline quality improvement strategies and tactics for eliminating implicit and explicit bias when caring for women before, during, and after pregnancy.
3. **Action Plan**  
Develop a quality improvement action plan for ensuring equity in perinatal outcomes.

### Quotes from Previous Participants

“Eye opening!”

“I will continue to check myself and speak up when I see bias. Excellent training! Thank you!”

### Faculty

Debra Bingham, DrPH, RN, FAAN  
Renée Byfield, MS, RN, FNP, C-EFM



Thursday, October 19, 2023 8:00 AM-5:00 PM ET		
Time	Objectives	Faculty & Methods of Instruction
8:00 AM ET (40 min)	Welcome and Introductions	Hafsatou Diop, MD, MPH MA DPH; Audra Meadows, MD, MPH, Ronald Iverson, MD, MPH, Co-Chairs of MA PNQIN; Matthew Medina, MSN, CNM, RNC-OB/EFM, Section Chair MA AWHONN
8:40 AM ET (20 min)	Commitment to the Process	Debra Bingham, Renée Byfield & All Participants
9:00 AM ET (80 min)	Current Trends <ul style="list-style-type: none"> <li>Describe the current trends in maternal mortality and racial disparities.</li> <li>Glossary of terms</li> </ul>	Debra Bingham Lecture Videos Q&A
10:20 AM ET	BREAK (10 min)	
10:30 AM ET (20 min)	Myths and Historical Context that Impacts Racism <ul style="list-style-type: none"> <li>Explore myths that misinform Black health and contribute to maternal racial and ethnic disparities.</li> </ul>	Renée Byfield Lecture Q&A
10:50 AM ET (40 min)	Factors that Contribute to Disparities, Part 1 <ul style="list-style-type: none"> <li>Provide historical context to describe the negative impact of racism on Black women's health.</li> <li>Describe factors that contribute to maternal racial and ethnic disparities.</li> </ul>	Renée Byfield Lecture Q&A
11:30 AM ET (30 min)	<i>Group Discussion: Scenarios</i>	Group Discussion Breakout Rooms
12:00 PM ET	LUNCH (60 min)	

Thursday, October 19, 2023 8:00 AM-5:00 PM ET		
Time	Objectives	Faculty & Methods of Instruction
1:00 PM ET (30 min)	Reflections Factors that Contribute to Disparities, Part 2 <ul style="list-style-type: none"> <li>Define implicit and explicit bias.</li> <li><i>Group Discussion: Sharing implicit bias results</i></li> </ul>	Debra Bingham Renée Byfield Group Discussion
1:30 PM ET (30 min)	Social Determinants of Health <ul style="list-style-type: none"> <li>Describe social determinants factors of health.</li> <li>Discuss tactics for using SPEAK UP when caring for perinatal patients with substance use disorder.</li> <li>Describe how to use SPEAK UP to reduce inequities in care.</li> </ul>	Debra Bingham Lecture Q&A Group Work Socio-Ecological Model Ishikawa Diagram
2:00 PM ET (20 min)	<i>Group Work: SMARTIE Goals</i> Report Out	SMARTIE Goals Worksheet Group Work
2:20 PM ET (40 min)	Strategies for Eliminating Perinatal Disparities <ul style="list-style-type: none"> <li>Identify strategies for reconciliation and healing.</li> </ul>	Debra Bingham Lecture Slides Q&A
3:00 PM ET	BREAK (5 min)	
3:05 PM ET (30 min)	QI Strategies to Eliminate Perinatal Disparities <ul style="list-style-type: none"> <li>Identify tactics for eliminating perinatal disparities.</li> </ul>	Renée Byfield Debra Bingham Slides
3:35 PM ET (70 min)	<i>Group Work: Utilize QI Tools to Create a QI Charter</i> Report Out	Debra Bingham Renée Byfield Group Work Project Charter Worksheet
4:45 PM ET (15 min)	Next Steps and Evaluations <ul style="list-style-type: none"> <li>Share one thing you learned.</li> </ul>	Participants
5:00 PM ET	Closing statement Adjournment	Thank you for participating!

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**Nursing Continuing Professional Development (NCPD also known as continuing nursing education [CNE]) - 7.75 Contact Hours**

This nursing continuing professional development activity was approved by Northeast Multistate Division, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

**Continuing Medical Education (CME) - 7.75 Credits**



In support of improving patient care, this activity has been planned and implemented by Boston University Chobian & Avedisian School of Medicine and The Institute for Perinatal Quality Improvement. Boston University Chobian & Avedisian School of Medicine is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

The Boston University Chobian & Avedisian School of Medicine designates this live activity for a maximum of 7.75 AMA PRA Category 1 Credit(s)<sup>™</sup>. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**[REGISTER HERE](#)**

We suggest that you **register by September 28, 2023** in order to assure that a workbook can be mailed to you.

Please fill out our pre-survey. A post-survey will be sent after the conference for CNE/CME.

**Implicit Bias Self-Assessment**

All participants are requested to complete the free Harvard Implicit Bias (Race IAT) self-assessment prior to attending the conference. It can be accessed at <https://implicit.harvard.edu/implicit/takeatest.html>.

**Additional Learning Activities**

Registrants will receive a free promo code to access the online [SPEAK UP Module Bundle](#).

**Module 1:** Why Everyone Must SPEAK UP: Trends and Racial Disparities in Maternal Mortality and Morbidity

**Module 2:** Pledging to SPEAK UP: Recognizing Bias, Inequity, and Racism in Perinatal Care

**Module 3:** How to SPEAK UP Against Racism in Perinatal Care

This SPEAK UP Champion<sup>™</sup> education is supported by



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