



HWTAC Webinar Series

Taking an Anti-Racist Approach in Health Workforce Research



AcademyHealth
Health Workforce Interest Group



Taking an Anti-Racist Approach in Health Workforce Research

Date/Time: September 12, 1pm ET

Presenters: Megan Call-Cummings, PhD

Giovanni P. Dazzo, PhD

Sharrell Hassell-Goodman, PhD

Moderator: Xiaochu Hu, PhD

Michael Dill, PhD

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Moderators



Michael Dill, PhD

Director, Workforce Studies
Association of American Medical Colleges (AAMC)



Xiaochu Hu, PhD

Research Manager, Workforce Studies
Association of American Medical Colleges (AAMC)

Vice Chair, AcademyHealth's Health Workforce Interest Group Advisory Committee

AcademyHealth Health Workforce Interest Group (HWIG)

Mission: To improve health and healthcare by promoting research and disseminating evidence that informs health workforce policy and practice.

- Join our interest group (through AcademyHealth membership)
- Use our listserv to share information
- Contact Xiaochu Hu, Chair (xhu@aamc.org) or Debora Goldberg, Vice Chair (dgoldbe4@gmu.edu) for more information

Presenters



Megan Call-Cummings, PhD

Associate Professor
John Hopkins University



Giovanni P. Dazzo, PhD

Assistant Professor
University of Georgia



Sharrell Hassell-Goodman, PhD

Adjunct Professor
George Mason University

What is anti-racist research?

- We acknowledge our roles as researchers are historically problematic.
- We acknowledge that researchers, research, and methods all exist within a historical context of racism, subjugation, and control.
- We have a moral and ethical obligation to interrogate our research goals, methods, and strategies and to resist, disrupt, and dismantle white supremacy in the context of academia and research.

Sources: Boston University Center for Antiracist Research;
University of Minnesota, Conducting research through an
antiracist lens

What is anti-racist research?

- De-centers whiteness as the primary or majority view
- Reframes research questions: From “what is wrong with people?” to “what is wrong with structures and systems?”
- Acknowledges harms perpetuated through research
- Consciously considers how to build trust between researchers and communities of Color

Sources: Boston University Center for Antiracist Research;
University of Minnesota, Conducting research through an
antiracist lens

Anti-Racist Research Methods

Must be applied throughout the entire research process

Must reconsider ethics and validity as intersecting and entrenched in every aspect of the research process

- ☐ Counter deficit perspectives / damage-centered research
- ☐ Engage minoritized-racialized communities as legitimate holders of valuable knowledge

Must value the sharing of knowledge created / gathered with those identified by/with those involved in the process and most affected by the outcomes



Individual Action Plan

	REFLECTION Guiding your anti-racist research commitments	SITUATION What are your current practices?	ACTION What will you do, how will you do it, and what do you need?	ACCOUNTABILITY What will you do to hold yourself accountable?
Positionality				
Literature				
Research Design/ Questions				
Methodology				
Analysis				
Sharing findings				

Creating an Action Plan: Positionality



REFLECTION



CURRENT
SITUATION /
PRACTICES



ACTION



ACCOUNTABILITY

Creating an Action Plan: Literature



REFLECTION



CURRENT
SITUATION /
PRACTICES



ACTION



ACCOUNTABILITY

Literature: Example

	Who is currently read / cited?	How do we vary the perspectives that we read?
Health workforce research	<i>WHO</i>	
Education and psychology	John Dewey Albert Bandura Jean Piaget	Edmund Gordon bell hooks Maria Montessori
Critical theories	Marx & Weber Jacques Derrida Paulo Freire Antonio Gramsci Jürgen Habermas Simone de Beauvoir	Judith Butler Homi Bhabha Frantz Fanon Kwame Nkrumah Nancy Fraser Patricia Hill Collins

Creating an Action Plan: Research Design / Questions



REFLECTION



CURRENT
SITUATION /
PRACTICES



ACTION



ACCOUNTABILITY

Creating an Action Plan: Methodology



Reflection



Current situation
/ practices



Action



Accountability

Methods

- **Critique the assumption that quantitative studies cannot be critical, anti-racist, or decolonial.**
- Long history of critical quantitative and critical mixed methods work (DuBois, 1899; Mertens, 2007).
- Intentionality is important in modifying one's anti-racist approach to how we think about methods
- Ask ourselves:
 - (How) Do we counter White and/or majoritarian views?: Counter-narratives / storytelling
 - How do (quantitative and qualitative) methods help or hinder populations? Is there inequity here?
 - Are methods contextualized?

Sources: Garcia, N.M., López, N., & Vélez. V.N. (2018). QuantCrit: rectifying quantitative methods through critical race theory. *Race Ethnicity and Education*, 21(2), 149-157.

Creating an Action Plan: Interpretation



REFLECTION



CURRENT
SITUATION /
PRACTICES



ACTION



ACCOUNTABILITY

Creating an Action Plan: Sharing Findings



Reflection



Current situation
/ practices



Action



Accountability

Moving Forward

- Locate sites of possibility within your sphere of influence
- Make specific commitments
- Make an accountability plan – and a self-education plan