



Equity in the Emergency Department



The Panel



Moderator: Mx Amil Reddy
Certified Canadian Inclusion Professional

Since 2008, Amil has been working alongside communities and companies to do better by being better. They do this by creating organizational change through a diversity, equity and inclusion lens. All of the work Amil does is rooted by their intersectional experience as a trans person of colour and parent/teller of dad jokes. They love travel, a good Americano, and heading to the forest with their kiddos and pup, Peanut.



Dr Shantha Raghwan
FACEM
Logan Hospital, Queensland

Shani is a new fellow and an executive member of NoWEM (Network of Women in Emergency Medicine). She is an advocate for gender and diversity representation in emergency medicine and is also a member of AWE.



Dr John Bonning
President, ACEM
Emergency Physician, Waikato District Health Board
Chair, Council of Medical Colleges, New Zealand

Dr John Bonning is the President of ACEM, a practicing Emergency Physician in the Waikato in Aotearoa New Zealand and Chair of the Council of Medical Colleges in New Zealand. John is proud to have been involved with Te Rautaki Manaaki since its inception in 2017. Equity in healthcare delivery to Māori, Aboriginal and Torres Straight Islanders is now embedded into the ACEM constitution.

One of the key platforms on which John based his presidency is equity of emergency healthcare delivery on both sides of the Tasman, and understanding the difference between equity and equality is key.

John has been a doctor for 30 years and has seen first-hand the multiple facets of inequity of healthcare delivery as manifest in Emergency Departments. John has also done locum work in Alice Springs for 10 years, alas not in 2020.



Dr Tatum Bond
ACEM Advanced Trainee

Dr Tatum Bond is an ACEM advanced trainee and a proud Ngadjonji woman. Tatum's maternal grandfathers land is that of the rainforest areas of the southern Atherton Tablelands in Far North Queensland, a place that she is proud to call home as she completes her ACEM training in Cairns. Tatum grew up as the second eldest of five children in Tannum Sands, a small town in Central Queensland. She is the first and so far only doctor in her family, with her siblings chasing careers as a Firefighter, Nurse, Teacher and Electrician. Tatum currently holds a position as the Indigenous Trainee representative on ACEM's Reconciliation Action Plan Committee and has also been a member of the Australian Indigenous Doctors Association (AIDA) for 16 years. Tatum looks forward to being a part of this journey and sharing her experiences along the way.



Dr Max Raos
Emergency Specialist, Sydney, NSW

Dr Max Raos (Te Atiawa, Te Arawa) is an Emergency Specialist from Aotearoa practising in Sydney. He's a father, a doctor, an equity advocate and exercise enthusiast.

The Panel



Dr Khama Ennis

*Associated Chief of Emergency Medicine
Cooley Dickinson Hospital, Massachusetts, USA*

Dr Khama Ennis is a board certified Emergency Physician practicing in Western Massachusetts in the US. She earned her undergraduate degree in medical anthropology at Brown University before attending New York University School of Medicine for her MD and the Harvard School of Public Health for her MPH. She served as Medical Director and Chief of Emergency Medicine at Cooley Dickinson Hospital from October 2015 until July 2020 and has continued as the Associate Chief of the Emergency Department. She is the first Black woman to be elected to serve as President of the Medical Staff at Cooley Dickinson beginning October 2020. She has participated in panel discussions and published multiple essays highlighting the impact of race and racism in the US.



Dr Carmen Brown

Consultant Obstetrician/Gynaecologist

Carmen is a board certified Obstetrician/Gynaecologist who has over 15 years experience in her specialty. She is originally from Atlanta, Georgia and obtained her Bachelors of Science in Cellular and Molecular Biology at Tulane University in New Orleans, Louisiana. She graduated from medical school at Morehouse School of Medicine in Atlanta, Georgia which is one of four Historically Black Medical Schools in the United States. She went on to finish her specialty training in Obstetrics and Gynaecology in Houston, Texas at the Texas Medical Center, the largest Medical Center in the world. She has worked in private practice and has been a Senior Clinical Lecturer at training programs in the USA and New Zealand. She has a passion for improving access and equality in maternal health care and has been a part of several online platforms dedicated to bringing health care inequity due to structural racism to light. She is a member of Mocha OB, a group of over 500 female OB/GYN and GP OBS of colour who are making a point to educate and empower Black women with their health care. She does interviews and lectures on a variety of topics and was most recently featured on the NBC News Web Series "Global Hangouts" discussing the impact of the Stage 4 restrictions in Victoria. She is a blogger and writer and spends time writing about life as a doctor and mum to a child with autism. She has been married to her school sweetheart for over 20 years and is mum to 2.

You can follow her at @AutismDrMom on Twitter or at "Confessions of a Doctor Mom" at: www.AutismDrMom.blogspot.com

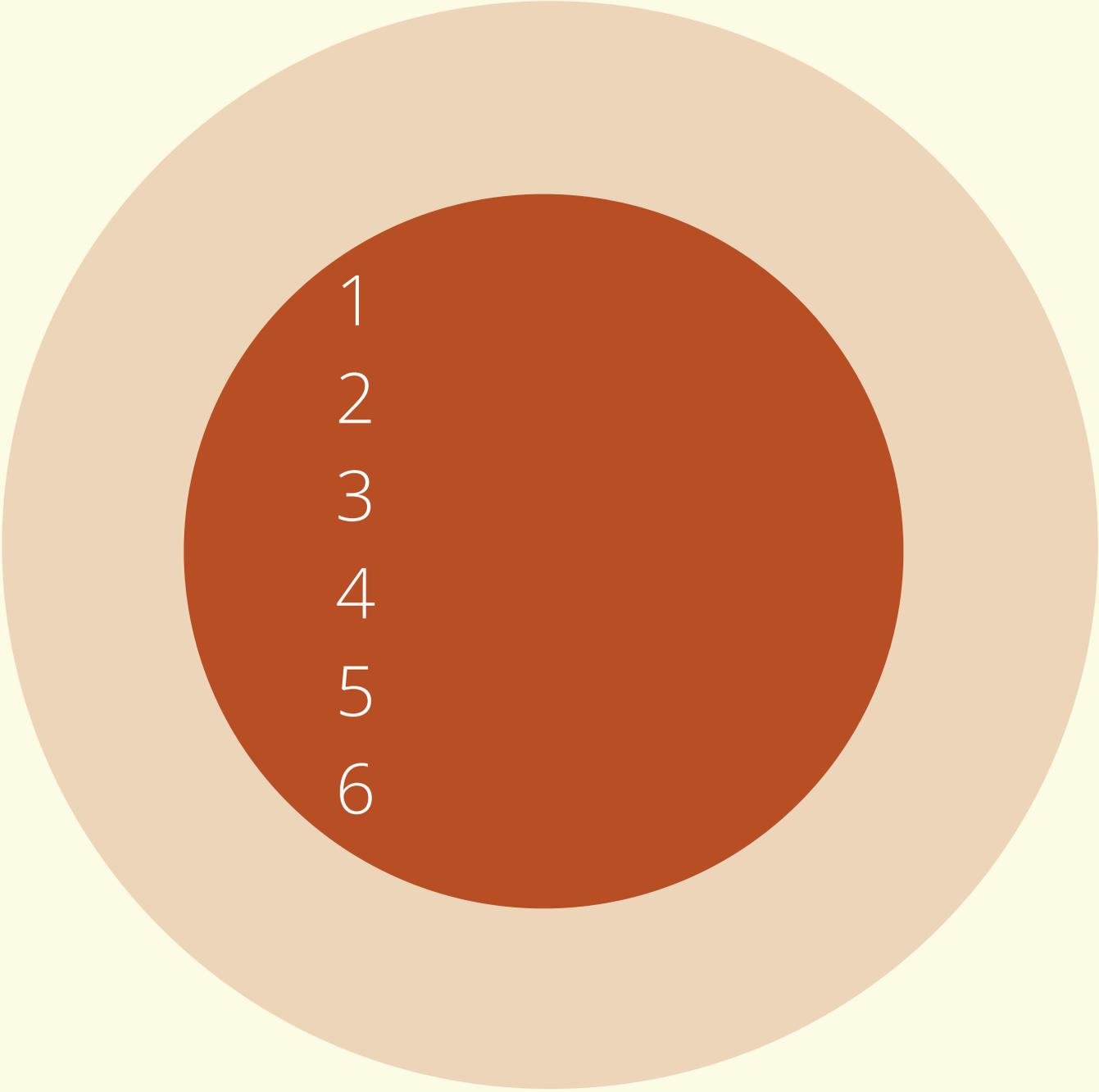


Dr Dinesh Palipana

*Resident Medical Officer
Emergency Department, Gold Coast University Hospital, Queensland*

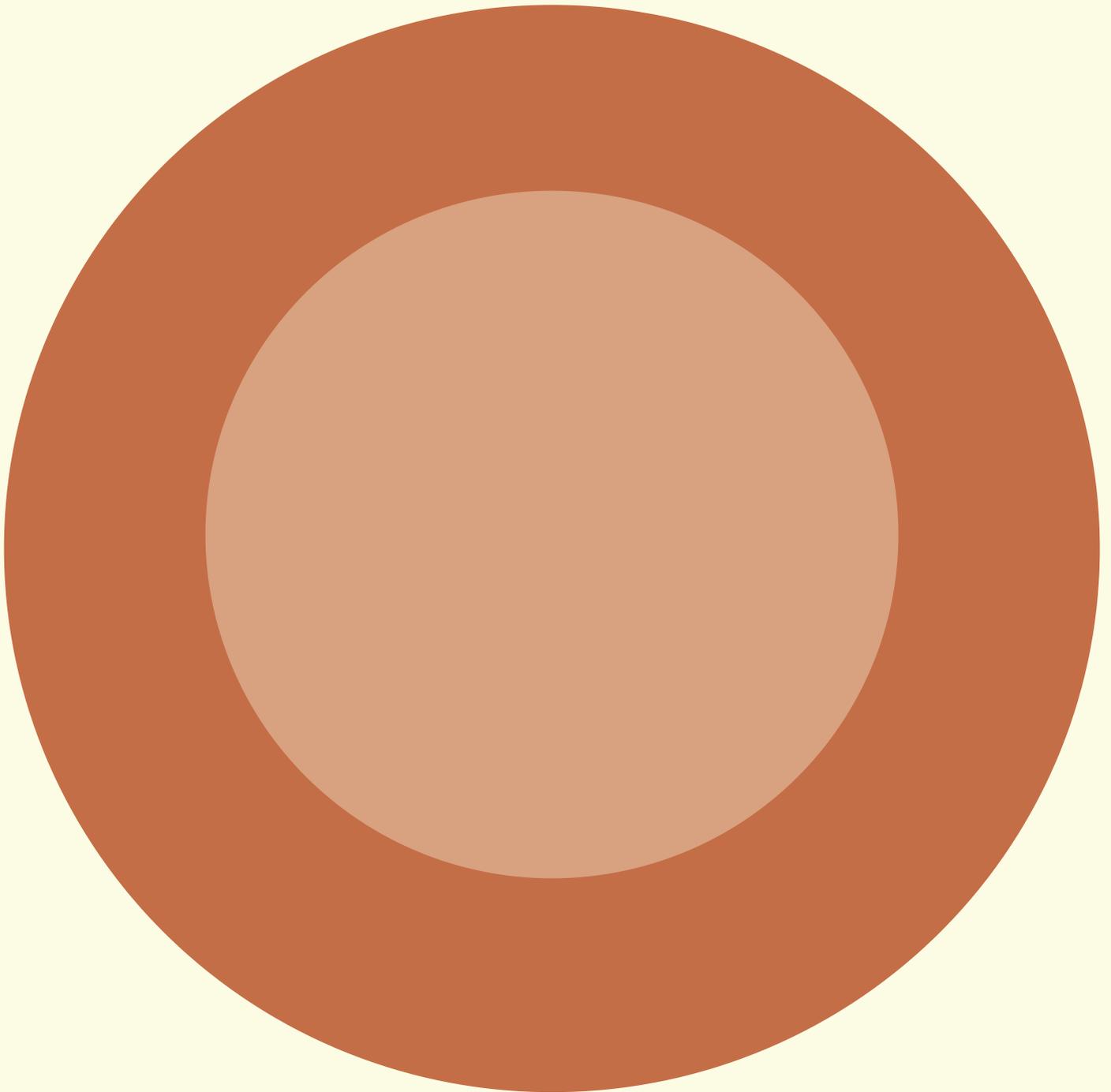
Dinesh Palipana is a resident medical officer in the emergency department of the Gold Coast University Hospital. He was the first medical intern in Queensland with quadriplegia. He completed a degree in law before medicine and will be admitted as a lawyer in 2020. Dinesh co-founded Doctors with Disabilities Australia. Dinesh has contributed to a number of initiatives in inclusivity nationally and internationally, including the Disability Royal Commission. He was awarded an Order of Australia Medal. He was the third Australian to receive a Henry Viscardi Achievement award.

Circle Of Trust



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Circle Of Influence



References

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- ACEM Manaaki Mana Strategy

<https://acem.org.au/Content-Sources/Advancing-Emergency-Medicine/Cultural-competency/Achieving-Equity-for-Maori-in-Aotearoa-New-Zealand>

- Choosing Wisely and Equity

<https://choosingwisely.org.nz>

- First Nations People's Awareness Cultural Responsiveness Training Module

(link on acem site)

- Dylan Alcott's ListenAble podcast:

<https://www.podcastoneaustralia.com.au/podcasts/listenable>

- Doctors with Disabilities Australia:

<http://dwda.org.au>

- University of Michigan's campaign:

<https://medicineatmichigan.org/feature/2019/winter/dis-ability>

- BMA on Disability equality in the medical profession:

[http://www.hscbusiness.hscni.net/pdf/BMA-](http://www.hscbusiness.hscni.net/pdf/BMA-Disability_equality_in_the_medical_profession_July_2007_pdf.pdf)

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- Canadian Association of Physicians with Disabilities:

<https://www.capd.ca>

- Disabled Doctors Network UK:

<https://www.disableddoctorsnetwork.com>

- Society of Physicians with Disabilities US:

<https://www.physicianswithdisabilities.org>

- Racism, not Race as a Social Determinant of Health

<https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.2015.302706>

- Harvard Implicit Bias test

<https://implicit.harvard.edu/implicit/australia/takeatest.html>

- Mitigating Bias in Healthcare

<https://u.osu.edu/breakingbias/tools-for-mitigating-bias/>

- 'How to be an Antiracist' by Professor Ibram X. Kendi

- 'The Guilty Feminist' by Deborah Frances-White

- 'Not Just Lucky' by Jamila Rizvi

- 'Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present' by Harriet Washington

- 'Medical Bondage: Race, Gender and the Origins of American Gynecology' by Deidre Cooper Owens

References

- 'Why are all the Black Kids Sitting Together in the Cafeteria? and otehr Conversations about Race' by Beverly Daniel Tatum, PhD
- 1619 Podcast ****Highly Recommended****
- Code Switch Podcast
- Babakiueria - this 1986 satirical short film looks at relations between Indigenous and White Australians in a role-reversal where it is Indigenous Australians who have invaded and colonised the land

<https://www.youtube.com/watch?v=NqcFg4z6EYY>

- TED Talk: Baratunde Thurston: How to Deconstruct Racism one Headline at a Time

https://www.ted.com/talks/baratunde_thurston_how_to_deconstruct_racism_one_headline_at_a_time?utm_campaign=teds%20spread&utm_medium=referral&utm_source=tedcomshare

- Kanyini Film

<https://vimeo.com/292549994>

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