

## Transforming Nursing Education: The Culturally Inclusive Environment

The Michigan Mother Infant Health & Equity Improvement Plan (2020-2023) set a strategic vision to achieve zero preventable deaths and zero health disparities through collective action, community driven partnerships and collaboration. The following list of available trainings and resources is not exhaustive. For in-depth, comprehensive trainings, an in-person training is the first recommended choice. The intention of this list is to provide Maternal & Infant Health programs and partners across Michigan a starting place to address and incorporate health equity into their work.

Please submit trainings, resources, comments and suggestions to [BoydH1@Michigan.gov](mailto:BoydH1@Michigan.gov) for consideration. Thank you for the work that you do each and every day to protect and promote the health of Michigan moms, babies and families.

Visit Project Implicit and take the Implicit Bias Test for your own self review.

LARA has released FAQs for Implicit Bias Training, this document explains the new LARA training rules for health care providers. Training on implicit bias is required as a condition for initial licensure or registration as well as license or registration renewal. The new requirement takes effect on June 1, 2022. The new training rule provides a detailed description of what the training should cover and who is an acceptable sponsor of the training. In general, if a training is utilizing a prerecorded video, it must also provide opportunities for interaction among participants and with the instructor. Therefore, the prerecorded video(s) hosted on this site would not satisfy the R 338.7004 Implicit bias training standards on their own. If you have any further questions related to the training requirement you may also contact the Bureau of Professional Licensing at [BPLHelp@michigan.gov](mailto:BPLHelp@michigan.gov).

Think Cultural Health from the Department of Health and Human Services contains several valuable resources, recorded presentations, and trainings. Some of which are listed below. <https://thinkculturalhealth.hhs.gov/>

The Michigan Public Health Training Center/Region V Training Center site contains several valuable resources and trainings some of which are listed below. <https://www.mittrainingcenter.org/>

Racial Equity Through Action and Learning This virtual summit, originally held on October 30th, aims to build capacities to advance racial equity and justice. The summit includes three sessions: "How We Got Here", "Targeted Universalism" and "Equity in All Policies". Free Course

Implicit Bias in Public Health Practice (1 hour) The field of public health increasingly focuses on health equity and population health outcomes. While systemic factors are major drivers of inequities, what is the role of the individual? This recorded webinar will introduce the idea of implicit bias and how it is relevant to all public health professionals, regardless of discipline or role in an agency. Participants will learn key definitions, examine data showing the implications of implicit bias in public health, and discuss some

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strategies to prevent it. Free Course, 1.0 CHES Category I CECH available for \$3

Changing Internal Practices to Advance Health Equity (Self-Paced) Changing organizational practices to advance health equity is a difficult task. But through using the Human Impact Partners' definition of health equity and theory of change, we can begin to minimize the barriers of change management. This webinar looks at methods that health departments can use to address power imbalances and other factors in order to advance health equity.

Population Health and Health Equity (3 hours) Appreciating the impact of social and environmental conditions on health can create physician advocates and elevate the care provided in clinical settings. In four modules featuring academic and practice-based experts, this course introduces key concepts, strategies, and resources for learners to consider and apply in their own practice to improve the health of their communities. Free Course, 4 Modules / 3.0 credits / 3.0 CME's. Audience: Physicians and residents across specialties, as well as allied health professionals.

Building Healthy Communities: The Role of Behavioral Health in Advancing Health Equity and Optimal Health for All (Self-Paced) Race, ethnicity, gender, sexual orientation, age, disability, socioeconomic status and geographic location can all impact a person's ability to enjoy optimal health. Too often, they also lead to high rates of tobacco use and poor behavioral health outcomes. What can we, as public health and behavioral health professionals, do to advance health equity and build healthier communities? Free Course, 1 CEU for \$3

Black Breastfeeding: Trauma and Resilience Great Lakes Breastfeeding Webinar: In the United States, Black breastfeeding rates are lowest among all racial and ethnic groups. Even while breastfeeding rates have risen, a huge disparity between Black and white women consistently remains. Additionally, the infant mortality rate among Black babies is two to three times that of white babies. While the benefits of breastfeeding could significantly lower that rate and guard against diseases, barriers continue to persist that prevent Black women from reaching their nursing goals. This presentation will bring to focus multiple roadblocks, from historical trauma through present day factors, that impact breastfeeding, highlight the rise of Black lactation advocates, and outline ways to provide culturally responsive support for Black women and their infants. Approved for 1 nurse's contact hour, 1 L-CERP, 1 dietitian CPEU, and 1 social work CE hour

Supporting Survivors of Sexual Violence through Postpartum Care Great Lakes Breastfeeding Webinar: Particularly for survivors of sexual violence, the before, during, and after experiences of birth can be burdened with

re-traumatization and increased vulnerability to new experiences of violence. This presentation provides an exploration of the intersections of sexual violence and postpartum care. Participants will gain a deeper understanding of the experiences around and the impact of sexual violence; ways in which trauma can manifest in birthing folk throughout the birth & postpartum period; and what we can do to best be of support. The webinar helps expand understanding of sexual violence through an Intersectional & Anti-Oppression based approach and the clinical impacts of how sexual trauma manifests in the birthing and postpartum spaces. Approved for 1 nurse's contact hour, 1 L-CERP, 1 dietitian CPEU, and 1 social work CE hour

Indigenous Breastfeeding: Trauma and Resilience The Michigan Breastfeeding Network Webinar: American Indians have faced unique circumstances throughout history that are directly reflected in their breastfeeding and mothering experiences. In this presentation, you will be introduced to the concepts of historical trauma and resilience, and how these facets of American Indian life are connected to ongoing racial disparities in maternal and child health.

Transforming the System: Lactation Support through Collaborative Power Great Lakes Breastfeeding Webinar: Participants can expect to learn about disparities in lactation support and its effect on racial disparities in lactation initiation and duration. Participants will also walk away with an understanding about the critical importance in diversifying lactation professional representation and how parents and professionals can use their personal power and collaborative power to improve lactation support for families within existing systems.

Breastfeeding and Racial Equity Great Lakes Breastfeeding Webinar: Given the continued disparities in breastfeeding rates for Black and Indigenous families, this presentation will provide a historical overview of breastfeeding as a racial equity issue. Black and Indigenous families face the largest social barriers and experience the greatest health disparities when it comes to breastfeeding. Inequities result in policies, practices, and social norms that influence a person's individual choices about breastfeeding and affect long-term health outcomes. These structural barriers exist during pregnancy, at the hospital, and in the first weeks and months at home after the baby is born-including access to Baby-Friendly hospitals and certified lactation consultants, which are often lacking in neighborhoods of color. This presentation outlines the unique challenges Black and Indigenous families face and how breastfeeding supporters can take action to ensure that all families have the choice to breastfeed.

Breastfeeding and the Fourth Trimester Great Lakes Breastfeeding Webinar: Michigan is home to a significant Native American/Indigenous population known as the Anishinaabe. For centuries, the Anishinaabe people have utilized

traditional postpartum recovery practices to support the physical, mental, emotional, and spiritual health of new parents in the first 4-6 weeks after birth. In this webinar, Anishinaabe doula and community educator Raeanne Madison will introduce you to some of these cultural practices and make connections between postpartum care and successful lactation. Participants will be tasked with creating a vision of supportive postpartum care for families in their local areas.

From Cultural Competence to Structural Competence - Strategies for Achieving Mental Health Equity Disparities in mental health and mental healthcare have been a persistent and unrelenting issue despite concerted efforts on multiple fronts to address the problem. This webinar will reframe the issue via a journey from cultural competence to structural competence (through cultural humility), address new trends in research in the field, and offer innovative solutions that providers and policymakers can adopt to more effectively address mental health disparities and inequities going forward.

Responding to COVID-19 Mental Health Disparities The COVID-19 pandemic has highlighted already existing inequities and disparities in health and behavioral health issues, and in access to and receipt of effective healthcare for some populations in the US. Mental health-related inequities and disparities are fueled by social determinants of health, such as race, ethnicity, gender identity, sexuality, citizenship status, socioeconomic status, education, and physical environment, as well as the negative effects of racism and discrimination.?

The Society for Maternal Fetal Medicine Webinar Series: Perinatal Depression and Medication Use The main objectives of this presentation are to: 1. Describe perinatal depressive disorders 2. Discuss the prevalence and course of depressive illnesses in pregnancy 3. Review the risks and benefits of treatment Note: You must register to access courses

Equal Justice Initiative (EJI) Peace and Justice Summit EJI Reports include Slavery in America: The Montgomery Slave Trade, Lynching in America: Confronting the Legacy of Racial Terror, Segregation in America, and All Children Are Children. Resources include: A History of Racial Injustice Timeline, Community Remembrance Project, Curriculum: Teaching the Legacy of Lynching in the United States, and Just Mercy Teacher's Guide

Trauma Informed Care Strategies and Best Practices This training teaches participants about trauma, its prevalence, and impact, including the latest information on trauma and the brain. It will explore the connection between behavior

and trauma and identifies resilience-oriented trauma-informed ways to intervene with all those we serve. Participants learn what being trauma-informed looks like and key strategies for implementing this approach as well as highlighting the need for self-care when doing this work.

\*From Division of Maternal and Infant Health Lending Library

Hear Her Campaign CDC's Division of Reproductive Health is committed to healthy pregnancies and deliveries for every woman. The Hear Her campaign supports CDC's efforts to prevent pregnancy-related deaths by sharing potentially life-saving messages about urgent warning signs. "A woman knows her body. Listening and acting upon her concerns during or after pregnancy could save her life."- Dr. Wanda Barfield, Director of CDC's Division of Reproductive Health

Books on Race, Women, Feminism & Gender

Books on Race & Health Disparities

An American Health Dilemma: A medical History of African American and The Problem of Race: Beginnings to 1900 by W. Michael Byrd and Linda A. Clayton.

An American Health Dilemma: Race, Medicine, and Health Care in the United States: 1900-2000 by W. Michael Byrd and Linda A. Clayton

Black Man in a White Coat: A Doctor's Reflections on Race and Medicine by Damon Tweedy M.D.\*

Health Disparities in the United States: Social Class, Race, Ethnicity, and Health by Donald A. Barr\*

Books on Racial Justice, Incarceration & Prisons

Books on Reproductive Rights & Race

Delivered by Midwives: African American Midwifery in the Twentieth-Century South\*

Killing the Black Body: Race, Reproduction, and the Meaning of Liberty by Dorothy Roberts\*

Life's Work: A Moral Argument for Choice by Dr. Willie Parker

Policing the National Body: Race, Gender and Criminalization in the United States edited by Anannya Bhattacharjee and Jael Silliman

Reproductive Justice: An Introduction (Reproductive Justice: A New Vision for the 21st Century) by Loretta Ross\*

Reproductive Justice: The Politics of Health Care for Native American Women by Barbara Gurr\*

Reproducing Race: An Ethnography of Pregnancy as a Site of Racialization by Khiara M. Bridges

Undivided Rights: Women of Color Organizing for Reproductive Justice by Jael Silliman\*

Women of Color and the Reproductive Rights Movement by Jennifer Nelson

Books on Detroit

Detroit: An American Autopsy by Charlie LeDuff\*

Once in a Great City: A Detroit Story by David Maraniss\*

The Origins of the Urban Crisis: Race and Inequality in Postwar Detroit - by Thomas J. Sugrue\*

\*Possibly available to borrow from "Division of Maternal and Infant Health Lending Library" please email BoydH1@Michigan.gov for more information.

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## Reference

[Parent-Teen Therapy for Executive Function Deficits and ADHD: Building Skills and Motivation](#)

[Understanding and Interpreting Educational Research](#)