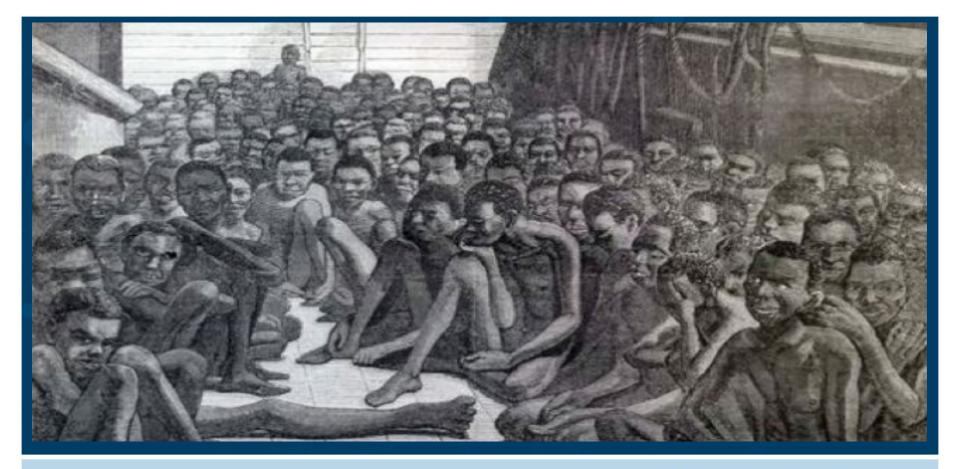
RACISM, SEXISM AND UNCONSCIOUS BIAS

DENISE V. RODGERS, MD, FAAFP
VICE CHANCELLOR FOR INTERPROFESSIONAL PROGRAMS
RUTGERS BIOMEDICAL AND HEALTH SCIENCES









Lifetime Likelihood of Imprisonment



1 in 9

All Women



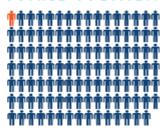
1 in 56

White Men



1 in 17

White Women



1 in 111

Black Men



1 in 3

Black Women



1 in 18

Latino Men



1 in 6

Latina Women



1 in 45

Source: Bonczar, T. (2003). *Prevalence of Imprisonment in the U.S. Population, 1974–2001.* Washington, D.C.: Bureau of Justice Statistics



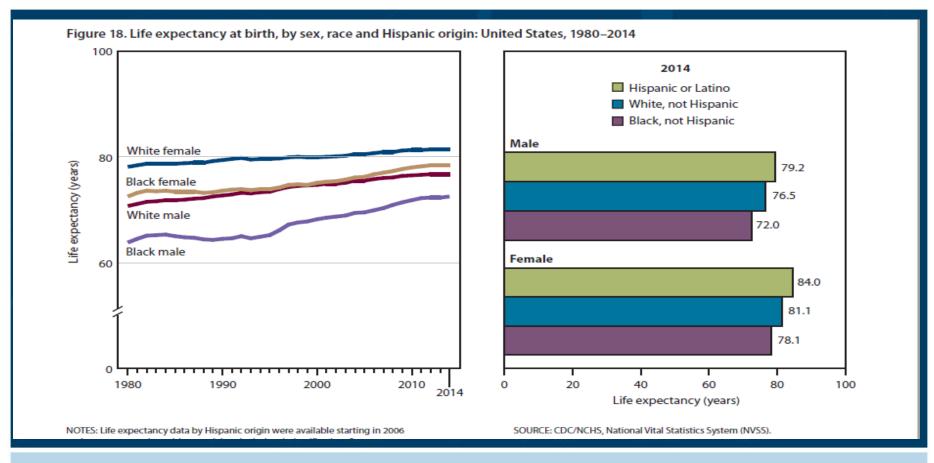
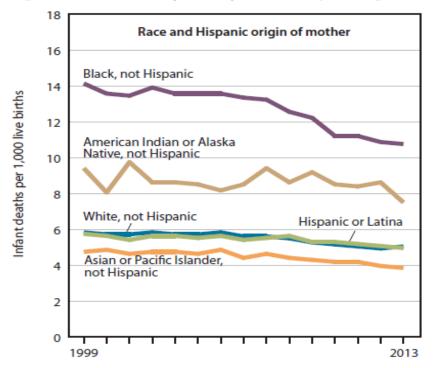
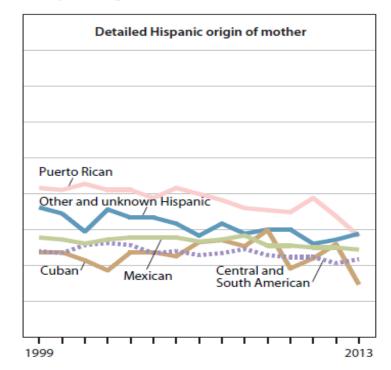


Figure 19. Infant mortality rates, by race and Hispanic origin and detailed Hispanic origin of mother: United States, 1999–2013





NOTES: Highest and lowest rates are based on observed rates and were not tested for statistically significant differences against other rates. Ties in highest

SOURCE: CDC/NCHS, National Vital Statistics System (NVSS), Linked Birth/Infant Death Data Set.



Impact of Racism on the Health and Well-being of the Nation





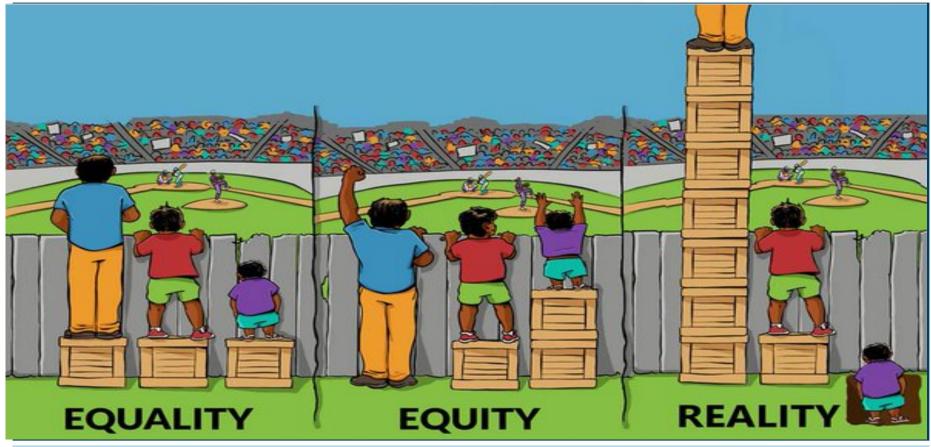
How the experiences of previous generations can affect who we are

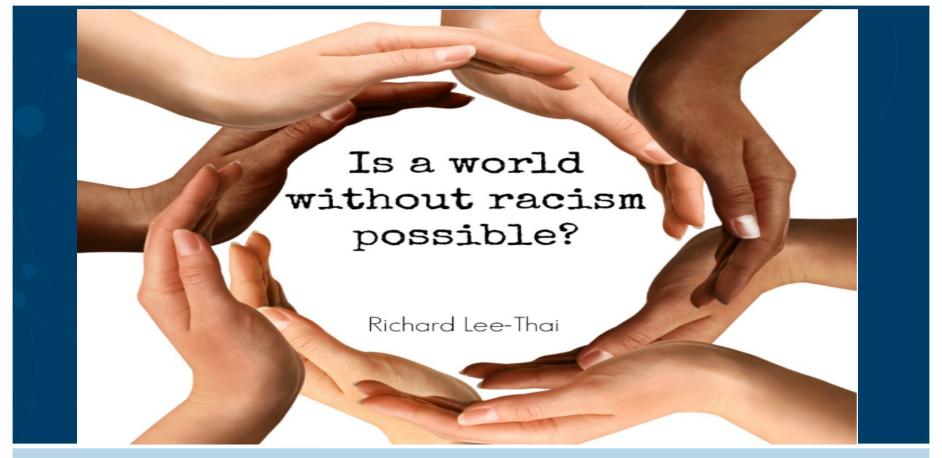


www.nestle.com



https://pbs.twimg.com/media/CaYQ2SpUcAAliof.jpg





SEE IT. SAY IT. STOP IT.



In some parts of the world, equality between the sexes is enshrined in law, and yet women are still subjected to daily discrimination and exploitation.

The History of "Women's Work" and Pay

"Women's work" and the loss of prestige and pay

Over the course of history, "women's work" has suffered diminished prestige and wages: as women enter high-paying fields, wages drop; as women low-paying fields, wages rise. One particular example of a historically "woman's job" that has gained prestige and prosperity once women left and men entered is computer programming.

1960s



30-50 percent of computer programmers were women.



The average pay was \$20.794 thousand.

2014



17 percent of computer programmers were women.





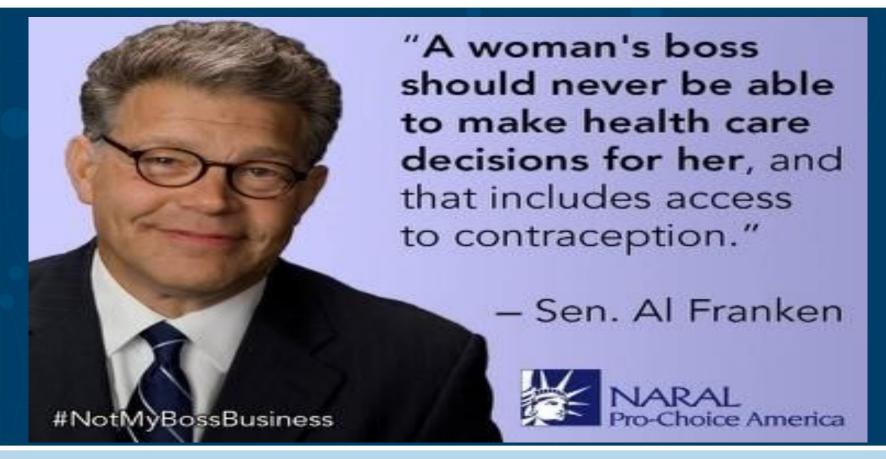


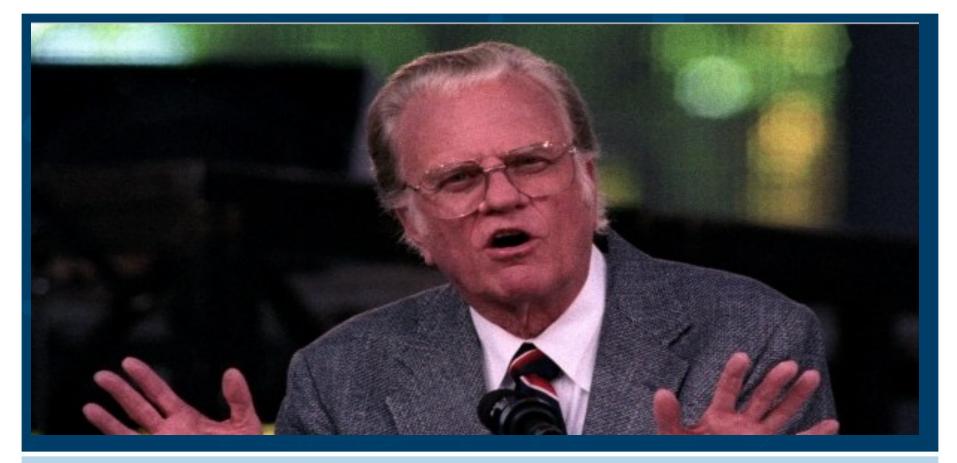


The average pay was \$59.037 thousand.

Information compiled from NPR, NASA, Payscale and Fast Company.







Karen Pence is the vice president's 'prayer warrior,' gut check and shield.

By Ashley Parker March 28 , 2017 Washington Post

In 2002, Mike Pence told the Hill that he never eats alone with a woman other than his wife and that he won't attend events featuring alcohol without her by his side, either.



Niqab

A veil covering the head and face, but not the eyes, usually worn with a loose black garment (abaya) that covers from head to feet.



Hijab

A general term meaning 'to cover' or 'veil', most commonly refers to a headscarf that covers the hair and neck, but not the face.



Burka

A veil that covers the entire body and face, with a mesh window or grille across the eyes for a woman to see out of.



Chador

A full-length cloak worn by many Iranian women, typically held closed at the front by the wearer's hands or under their arms.



Dupatta

A long scarf loosely draped across the head and shoulders, common in south Asia and often paired with matching garments.









Got Bias?

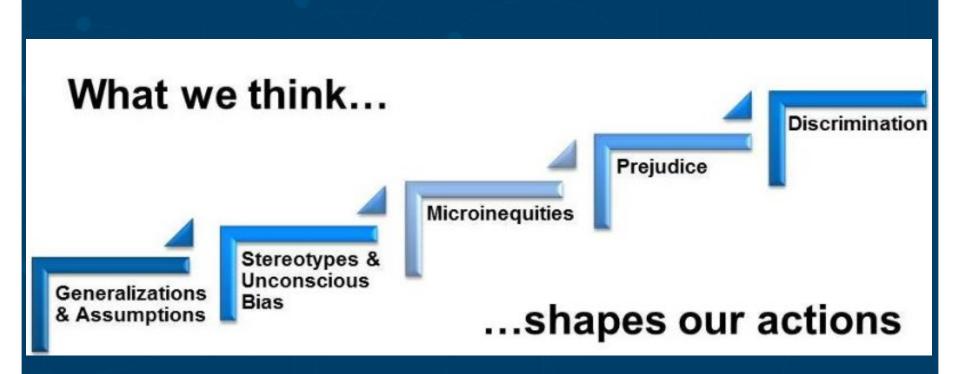
http://womeninastronomy.blogspot.com/2016/02/unconscious-bias-workshops-why-and-who.html



What Is Unconscious Bias?



We all have shortcuts, "schemas" that help us make sense of the world. But our shortcuts sometimes make us misinterpret things. That's unconscious bias.



https://www.linkedin.com/pulse/efforts-address-unconscious-bias-changing-behavior-mary-l-martin%C3%A9z

