



UNIVERSITY *of* MARYLAND  
SCHOOL OF DENTISTRY

# Tackling Inclusivity and the Future of Oral Health

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She/her/hers pronouns

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# **Shout outs and thank yous!!!**

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  - Erica Brody

# Acknowledgements

- **Julie Reynolds, DDS, MS, Assistant Professor, University of Iowa College of Dentistry**

# A little bit about me



# Our plan for today

- **Explore inclusivity in the context of social justice**
- **Describe how an anti-racism (anti-oppression) can support inclusivity**
- **Consider the future of oral health as an anti-racist practice**
- **Imagine the role a Network of Libraries can play in supporting inclusivity and anti-racism**



**Part I. Explore inclusivity in the context of social  
justice**

The background features several overlapping thought bubbles in shades of grey and teal. Each bubble contains a black question mark. In the center, a lightbulb icon is drawn in blue, with a white glow around it. The text is centered over the lightbulb.

What does "inclusivity"  
mean to you?

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**"Inclusivity is the practice or policy of including people who might otherwise be excluded or marginalized. Inclusivity is a mindset, in contrast, diversity is the what. You can have a team of one, which is not diverse, but, can be inclusive. Someone who has an inclusive mindset behaves in a way that welcomes and embraces diversity. You can measure diversity, it is harder to measure inclusivity. Inclusivity has to be observed."**

Susanne Ricee, "What is Inclusivity?" <https://diversity.social/inclusivity/>, accessed on April 22, 2022.

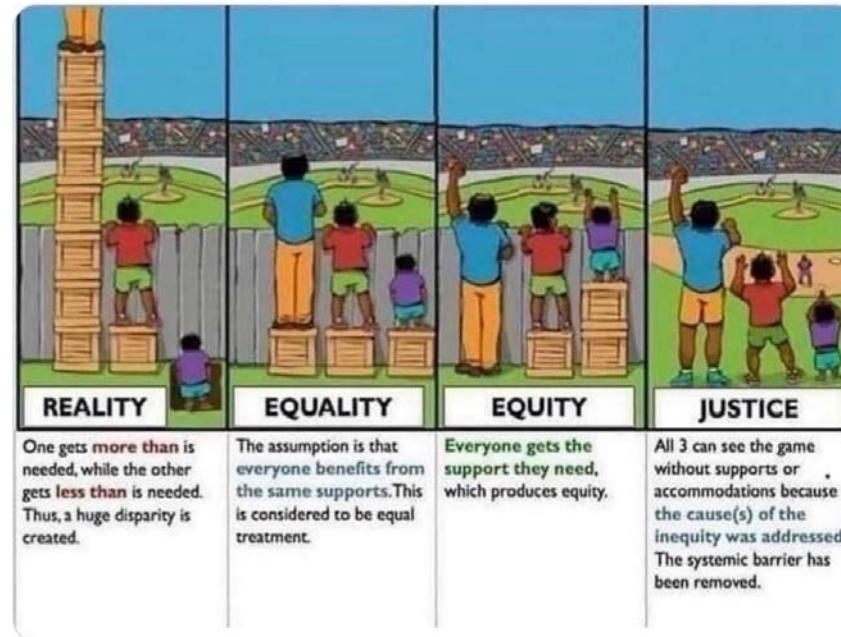


# Inclusivity in the context of social justice



Elshaddai White, PhD  
@BlkBoiScientist

Y'all be forgetting the "Justice" part.



9:59 PM · Sep 10, 2021 · Twitter for iPhone

31.9K Retweets 819 Quote Tweets 139.6K Likes

**Part II. Describe how an anti-racism (anti-oppression) can support inclusivity**

# What is anti-racism?

- **Active process of identifying and challenging racism by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.**

**“To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.”**

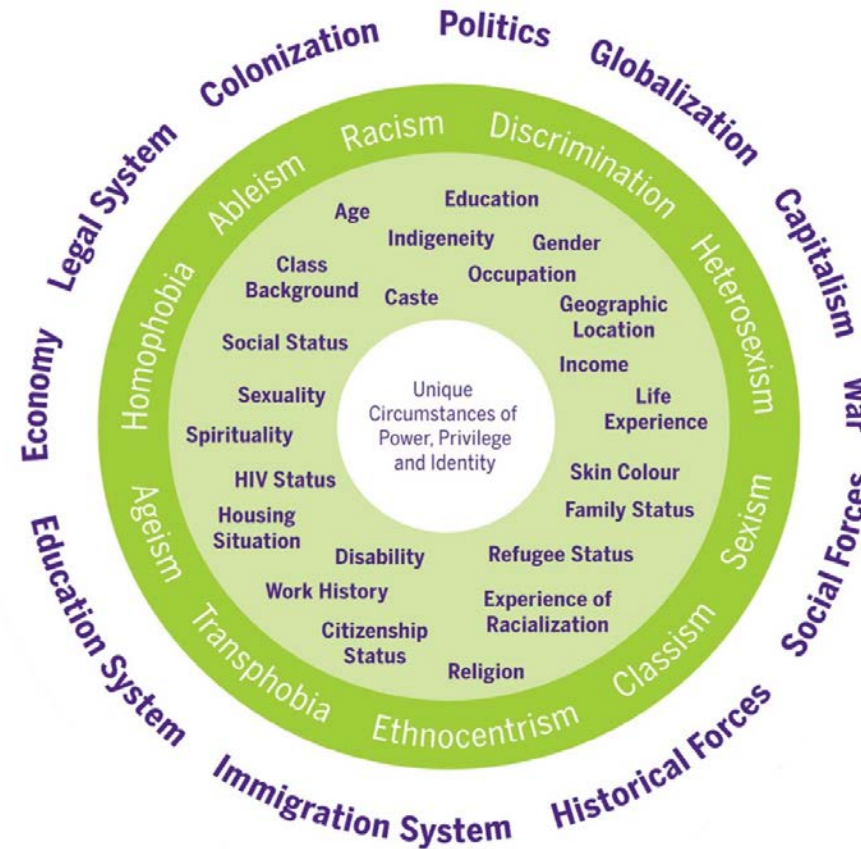
**- Ibram Kendi, PhD**

# Oppression

**“In its traditional usage, oppression means the exercise of tyranny by a ruling group...In its new usage oppression designates the disadvantage and injustice some people suffer not because a tyrannical power coerces them, but because of the everyday practices of a well-intentioned liberal society...Oppression in this sense is structural, rather than the result of a few people’s choices or policies. Its causes are embedded in unquestioned norms, habits, and symbols, in the assumptions underlying institutional rules and the collective consequences of following those rules.”**

**- Iris Marion Young**

# Oppression



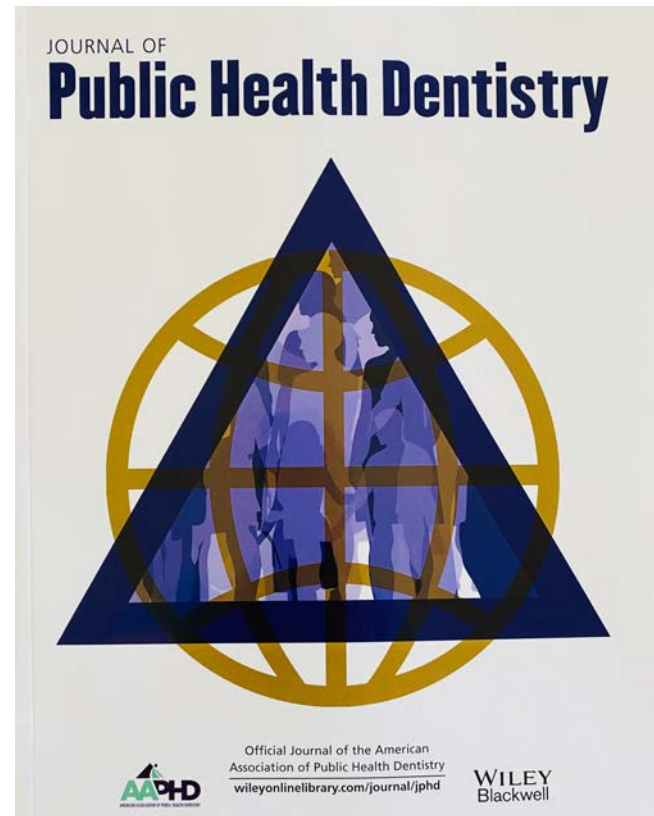
The Benefits of “Anti-Oppressive” Practice in Mental Health Care. <https://paintedbrain.org/news/the-benefits-of-anti-oppressive-practice-in-mental-health-care/>. Accessed on April 28, 2022.



**Part III. Consider the future of oral health as an  
anti-racist practice**

ANTI-RACISM IN DENTAL PUBLIC HEALTH:  
A CALL TO ACTION

AMERICAN ASSOCIATION OF PUBLIC HEALTH DENTISTRY

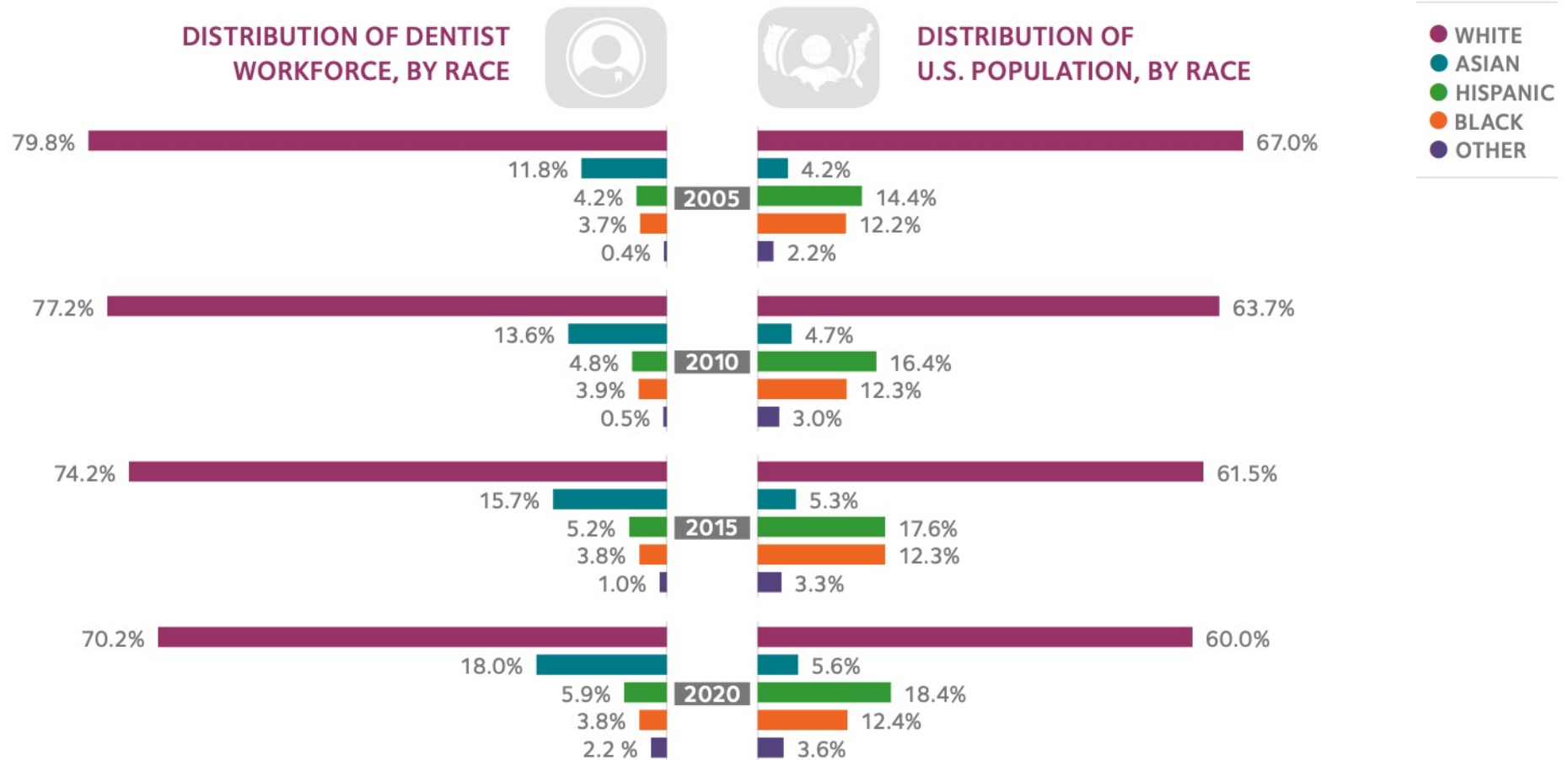


**Anti-racism special issue: June 2022**

American Association of Public Health Dentistry (2021). Anti-Racism in Dental Public Health: A Call to Action [White Paper]. Springfield, IL. <https://aaphd.memberclicks.net/assets/Webinars/White%20paper%20FINAL%20July%202021.pdf>, accessed on January 14, 2022.

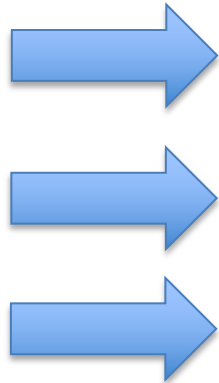


# 201,117 practicing dentists in 2020



Racial and Ethnic Mix of the Dentist Workforce in the U.S. [https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/hpigraphic\\_0421\\_1.pdf?rev=aa1f41177af94613a74a307adc11f2f0&hash=8F66BABF02828DB2E9A6D5D53908F2DD](https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/hpigraphic_0421_1.pdf?rev=aa1f41177af94613a74a307adc11f2f0&hash=8F66BABF02828DB2E9A6D5D53908F2DD), accessed on April 4, 2022.

# Number of Full-Time and Part-Time Dental School Faculty by Race and Ethnicity, 2018-19 Academic Year



	Full-Time	Part-Time
American Indian or Alaska Native	16	15
Asian	685	534
Black or African American	250	131
Hispanic or Latino	437	273
Native Hawaiian or Other Pacific Islander	10	22
White	2893	3513
Two or More Races	20	25
Do Not Wish to Report or Unknown	462	643
Nonresident Alien	366	93
All Faculty	5139	5249

# Anti-racist opportunities in scientific research

- **Examine the role of racism, not race, on inequities in oral health**
  - Individual and systemic/structural
- **Engage in community-based, stakeholder-engaged research**
- **Essential reading for oral health researchers:**
  - Williams DR, Lawrence J, Davis B. Racism and Health: Evidence and Needed Research. *Annu Rev Public Health* 2019;40:105-125.
  - Bastos JL, et al. Advancing racial equity in oral health (research): more of the same is not enough. *Eur J Oral Sci* 2020;128:459-466.
  - Fleming EF, Raskin S, Brody E. From describing disparities to understanding why disparities exist: Anti-racist methods to support dental public health research. *JPHD* 2022 [accepted for publication].
  - Raskin SE, Fleming E. Oral health equity must address oppression: on the BSSOH consensus statement. *J Dent Res* 2022.
  - American Association of Public Health Dentistry (2021). *Anti-Racism in Dental Public Health: A Call to Action* [White Paper]. Springfield, IL.

# **Anti-racist opportunities in policy and advocacy**

- **Advocate for anti-racist Medicaid policies**
- **Advocate for community- and state-level initiatives that improve equity in access to care**

# Anti-racist opportunities in workforce

- **Removing racism from the workforce**

- Purposeful resourcing for dental providers
- Ensuring that the delivery of oral health services to Black, Hispanic, and American Indian/Alaska Native people is a priority for all providers and not some

- **Essential reading for thinking about workforce:**

- Alston P, Chaviano-Moran R. Stronger Together. Diverse Dentists Weigh in on Racism and its Impact on Oral Health in our Communities. JPHD 2022 [accepted for publication].
- Fleming E, Mertz E. Understanding discrimination experiences of minority students in dental education. JPHD 2022 [accepted for publication].
- Kinsler J, Ramos-Gomez F. Addressing social determinants of oral health, structural racism and discrimination and intersectionality among immigrant and non-English speaking Hispanics in the United States. JPHD 2022 [accepted for publication].

# Anti-racist opportunities in dental education

- **Supporting culture shifts in dental education programs that center belonging**
- **Strengthening Commission on Dental Accreditation Standards to support anti-racism**
- **Essential reading for thinking about dental education:**
  - Demopoulos C, et al. Racial and Oral Health Equity in Dental School Curricula. JPHD 2022 [accepted for publication].
  - Poole T, Mertz E. Slipping through the Cracks: Just How Underrepresented are Minorities within the Dental Specialties? JPHD 2022 [accepted for publication].
  - Forouhi S, Muirhead V. A Student-Led Qualitative Study to Explore Dental Undergraduates' Understanding, Experiences, and Responses to Racism in a Dental School. JPHD 2022 [accepted for publication].
  - Smith S, et al. Anti-racism Structures in Academic Dentistry: Supporting Underrepresented Racially/Ethnically Diverse Faculty. JPHD 2022 [accepted for publication].

**Part IV. Imagine the role a Network of Libraries  
can play in supporting inclusivity and anti-  
racism**

**Disrupting Whiteness in Libraries and Librarianship:  
A Reading List  
Developed by Karla J. Strand, DPhil, MLIS  
Gender and Women's Studies Librarian  
University of Wisconsin System  
2019**

<https://www.library.wisc.edu/gwslibrarian/bibliographies/disrupting-whiteness-in-libraries/>, accessed on April 28, 2022.



## Academic Libraries

- Anaya, T. & Maxey-Harris, C. (2017). *Diversity and Inclusion. SPEC Kit 356*. Washington, DC: Association of Research Libraries. Retrieved from <https://publications.arl.org/Diversity-Inclusion-SPEC-Kit-356/>
- Brook, F., Ellenwood, D., & Lazzaro, A.E. (2015). In pursuit of antiracist social justice: Denaturalizing whiteness in the academic library. *Library Trends*, 64(2). Retrieved from <https://pdfs.semanticscholar.org/43d8/f06a09e80f1e3db3f18908494acbc52de6d.pdf>
- Buttlar, L. (1994). Facilitating cultural diversity in college and university libraries. *Journal of Academic Librarianship*, 20(1), 10-14. Retrieved from <https://www.sciencedirect.com/science/article/pii/S0099133394901287>
- Frederick, JK & Wolff-Eisenberg, C. (2021). National Movements for Racial Justice and Academic Library Leadership: Results from the Ithaka S+R US Library Survey 2020. Ithaka S+R. DOI: <https://doi.org/10.18665/sr.314931>. Retrieved from <https://sr.ithaka.org/publications/national-movements-for-racial-justice-and-academic-library-leadership>
- Hines, S. (2019). Leadership Development for Academic Librarians: Maintaining the Status Quo? *Canadian Journal of Academic Librarianship*, 4(Feb), 1-19. <https://doi.org/10.33137/cjal-rcbu.v4.29311> Retrieved from <https://cjal.ca/index.php/capal/article/view/29311>
- Ibacache, K. (2021). University Libraries as Advocates for Latin American Indigenous Languages and Cultures. *College & Research Libraries*, 82(2), 182. doi:<https://doi.org/10.5860/crl.82.2.182>
- Josey, E.J. (1975). *New dimensions for academic library service*. Scarecrow Press.
- Lazzaro, A.E., Mills, S., Garrard, T., Ferguson, E., Watson, M., & Ellenwood, D. (2014). Cultural competency on campus: Applying ACRL's diversity standards. *College and Research Libraries News*, 75(6), 332-335. <https://crln.acrl.org/index.php/crlnews/article/view/9145>
- Martin, R. (1994). *Libraries and the changing face of academia: Responses to growing multicultural populations*. Metuchen, NJ: Scarecrow Press.
- Schonfeld, RC & Sweeney, L. (2017). Inclusion, Diversity, and Equity: Members of the Association of Research Libraries: Employee Demographics and Director Perspectives. Ithaka S+R. DOI: <https://doi.org/10.18665/sr.304524>. Retrieved from <https://sr.ithaka.org/publications/inclusion-diversity-and-equity-ar/>
- Trujillo & Weber. (1991). Academic library responses to cultural diversity: A position paper for the 1990s. *Journal of Academic Librarianship*, 17(3), 157-61. Retrieved from <https://eric.ed.gov/?id=EJ433187>
- Warner, J.N. (2001). Moving beyond whiteness in North American academic libraries. *Libri*, 51, 167-172. doi:10.1515/LIBR.2001.167 Retrieved from <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.524.6115&rep=rep1&type=pdf>
- Whitmire, E. (1999). Racial differences in the academic library experiences of undergraduates. *Journal of Academic Librarianship*, 25(1), 33-37. Retrieved from <https://www.sciencedirect.com/science/article/pii/S0099133399801736>

<https://www.library.wisc.edu/gwslibrarian/bibliographies/disrupting-whiteness-in-libraries/>, accessed on April 28, 2022.

## Health Sciences Librarianship

- Barr-Walker J, Sharifi C. (2019, April 15). Critical librarianship in health sciences libraries: an introduction. *Journal of the Medical Library Association*, 107(2), 258–64. Retrieved from <http://jmla.mlanet.org/ojs/jmla/article/view/620>
- Perry G. (2020, Jan.). The activist health sciences librarian. *Journal of the Medical Library Association*, 108(1), 5–16. Retrieved from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6920003/>
- Martin ER. (2019, July). Social justice and the medical librarian. *Journal of the Medical Library Association*, 107(3), 291–303. Retrieved from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6579597/>
- Minter, C.I.J. (2020). A case study on anti-Black publishing practices. *Climbing the Stacks* [blog of Christian I.J. Minter, MSLIS]. Retrieved from <https://christianminter.com/2020/12/11/a-case-study-on-anti-black-publishing-practices/>
- Williams, J. (2020). When publishing goes wrong. *The Diversity Fellow's Blog* [blog of Jamia Williams]. Retrieved from <https://diversityfellow.blog/2020/12/12/when-publishing-goes-wrong/>

<https://www.library.wisc.edu/gwslibrarian/bibliographies/disrupting-whiteness-in-libraries/>, accessed on April 28, 2022.

# Thoughts for action

- **How welcoming is your physical space?**
- **How inclusive are the materials in your library?**
- **What does belongingness look like for you?**
- **How can you leverage your privilege and power to be an ally or sponsor to someone?**

# **Did we do these things?**

- **Explore inclusivity in the context of social justice**
- **Describe how an anti-racism (anti-oppression) can support inclusivity**
- **Consider the future of oral health as an anti-racist practice**
- **Imagine the role a Network of Libraries can play in supporting inclusivity and anti-racism**



Onward Together

