

A Crisis in Health Equity: Black Men Missing in Dentistry



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ADEA Webinar
February 9 2023

Your Speakers and Subject Matter Experts



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Disclosure Slide

The Speakers have no financial arrangements or affiliations to disclose relating to the content of this presentation.

Why are we here?

In **September 2022**, the American Dental Education Association released a special edition issue of its peer-reviewed journal focusing entirely on diversity, equity, inclusion, and belonging in dental education. One of the 23 articles tackled what many consider the proverbial elephant in the room - where are the Black male dentists, dental students, and dental educators? This webinar features the three authors of "***Illuminating light in the darkness: Black/African-American men in dental education and strategies for change.***" This webinar will discuss the challenges surrounding the underrepresentation of Black/African American (BAA) men in dentistry and dental education and present a rationale for anti-racism strategies to address them.

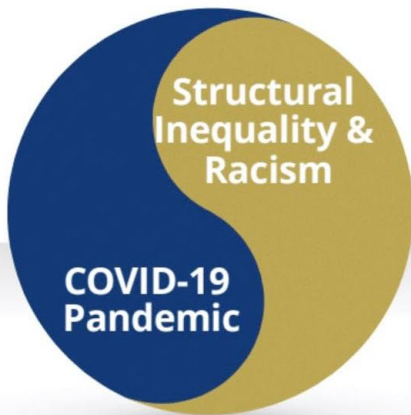
Learning Objectives

1. Identify the importance of both mentorship and systems change to guide BAA men into and through dental careers.
2. Outline the need for more direct attention to how dental school humanistic environments support BAA men, commit human and financial resources for program development, and use data-driven metrics to assess those programs longitudinally.
3. Discuss the promotion of oral health equity and its demands for more than simply appreciating BAA men's contributions but an actionable commitment to creating and advancing opportunities that ensure their success.

TODAY WE STAND ON THE SHOULDERS OF THOSE WHO SACRIFICED AND PAVED THE WAY FOR US!



Twin Pandemics



Damon A. Williams, PhD



SLOW TO CHANGE: HURE GROUPS IN DENTAL EDUCATION

Table 1.8. 2019 HURE Graduates

HURE GROUPS	COUNT	%
American Indian or Alaska Native, non-Hispanic	27	0.4%
Black or African American, non-Hispanic	312	4.9%
Hispanic or Latinx	536	8.4%
Native Hawaiian or Other Pacific Islander, non-Hispanic	14	0.2%
HURE Groups	889	14.0%
Total	6,350	100%

Notes: The number of 2019 graduates is from the 2019 ADA Survey of Dental Education. The ADA may revise previous estimates in newer releases of the ADA Survey of Dental Education.

Source: ADEA analysis of ADA, Health Policy Institute, 2019-20 Survey of Dental Education

Table 1.9. Professionally Active Dentists and Predoctoral Graduates
in the United States, Men by Race and Ethnicity, 2019

	MALE DENTISTS		MALE PREDOCTORAL GRADUATES	
American Indian or Alaska Native, non-Hispanic	338	0.3%	11	0.4%
Black/African American	3,620	2.8%	127	4.1%
Hispanic or Latinx	5,840	4.4%	222	7.1%
Native Hawaiian or Other Pacific Islander, non-Hispanic	139	0.1%	3	0.1%
HURE Groups	9,937	7.6%	363	11.6%
Total	131,439	100%	3,134	100%

In 2019 another 18,118 African-American dentists would be needed to close the parity gap

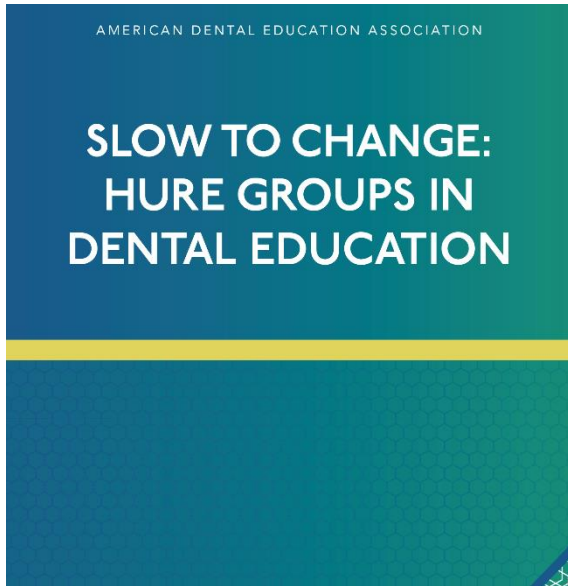
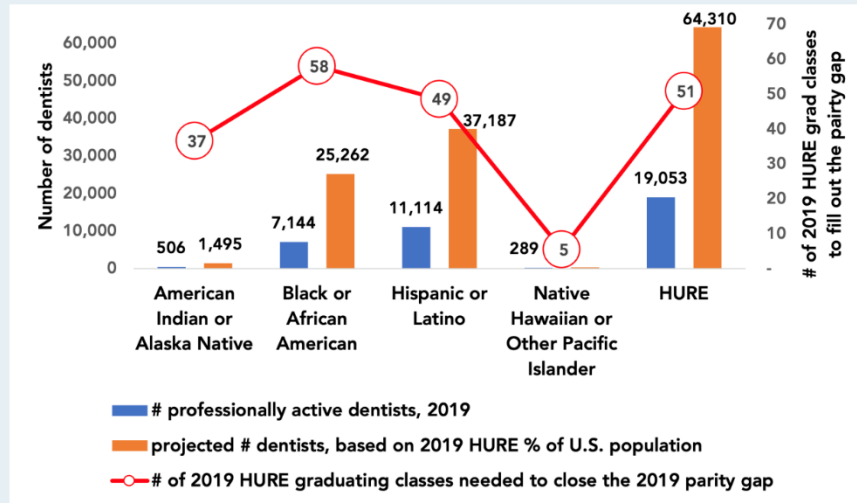
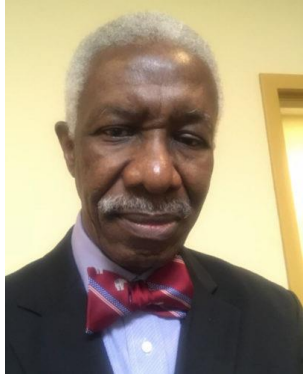


Figure 1. Professionally Active Dentists Identifying as HURE, Projected Number of HURE Dentists Based on HURE % of U.S. Population and Number of Equivalent 2019 HURE Graduating Classes to Close the Parity Gap, 2019



Mentorship



Fred L Sykes
Endodontist



Noble P. Cooper
General Dentist



Felicia Goins
Pediatric Dentist



Jeanne Sinkford,
Dean Emeritus
Howard University
College of Dentistry



Marita R. Inglehart
Professor of Dentistry
University of Michigan
School of Dentistry



Leo Rouse, Dean
Emeritus
Howard University
College of Dentistry

A mentorship is a relationship between two people where the individual with more experience, knowledge, and connections is able to pass along what they have learned to a more junior individual within a certain field. The more senior individual is the mentor, and the more junior individual is the mentee.

The Faces of A Critical Mass



De'Avlin V. Olguin
Periodontist



Darnell Kaigler
Associate Professor of
Dentistry



Col. Bryan A. Williams,
Maxillofacial
Prosthodontist



Sam Malcheff,
Pediatric Dentist



D. Omar Watson
Oral Surgeon



Ozzie Smith
General Dentist



Jordan Brunson
General Dentist

- A **critical mass** is not a fixed percentage or number of students per se. Instead, it is defined as the point at which students in HURE groups no longer feel isolated or like spokespeople for their races.
- **Greater HURE representation** is consistently associated with better outcomes for students in all contexts.

Sidhu, D. S. (2013). A Critical Look at the 'Critical Mass' Argument. *The Chronicle of Higher Education*.

Kalbfeld, J. R. (2019). Critical mass for affirmative action: Dispersing the critical cloud. *Law & Society Review*, 53(4), 1266-1304.

Imani E. Lewis
Periodontist



Allen Robinson
Oral Surgeon



Ogbonna
Bowden General
Dentist

Is dental education simply a microcosm of greater society? If so, on what level are we ok, with the status quo?

- Research shows a clear social cost of Black male identity that transcends into educational environments.
- Black male students experience unique “racial” and “gendered racial” microaggressions at all stages of the educational pipeline. Those experiences are often detrimental to their educational aspirations, achievements, and ability to be appropriately taught and mentored.
- The repressive environments of some college campuses challenge and limit the educational activities of Black men as a group.
- Black men have consistently expressed frustration with issues around racial isolation, racial distancing, and racial stereotyping.
- Oftentimes viewed as cheaters when they receive high scores on exams or term papers. In laboratory classes, Black men may typically be the last ones selected as research partners. Additionally, Black men are considered the most stereotyped of any population group on college campuses and in the larger American society.
- On campus and off, they are held in suspicion by society and local law enforcement without material evidence more so than men and women of other racial and ethnic identities.

Systems Change, Thinking and Leadership Is Needed

However important individualized and even large scale mentoring is...

We cannot mentor our way out, through, or around systemic racism.



Diversity = REPRESENTATION

Inclusion = BEHAVIOR

Belonging = FEELING

Equity = SYSTEMS

Justice = RESULTS

@NextPivotPoint

Systems Change, Thinking and Leadership Is Needed

- Leadership is the ability to influence others.
- Leadership is a practice.
- Practicing leadership well vs. practicing leadership poorly
- The practice of leadership vs. positional leadership

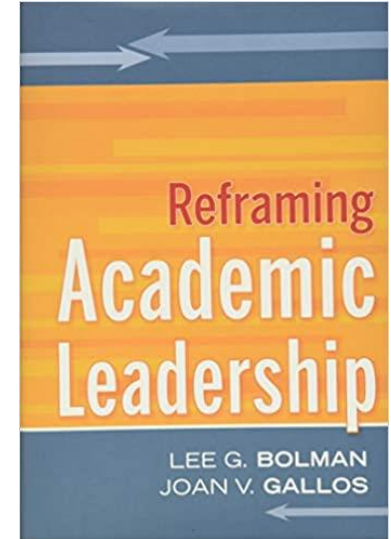


Goncalves, Marcus. (2013). Leadership Styles: The Power to Influence Others. International Journal of Humanities and Social Science. 4.

Sanders, C. G. (2014). Why the positional leadership perspective hinders the ability of organizations to deal with complex and dynamic situations. International Journal of Leadership Studies, 8(2), 136-150.

Systems Change, Thinking and Leadership Is Needed

- Leadership success can be traced to the choices made by said individual or leader.
- How well one practices leadership is inextricably linked to one's ethical sensibilities and foundation.
- Leaders make better choices when they are mindful about their own thought processes and actions
- Leadership practiced well - and practiced ethically - requires personal courage to break out of one's comfort zone and step away from crowds in seeking new options, proposing new explanations or even testing alternative responses.



Bolman, L. G., & Gallos, J. V. (2011). Reframing academic leadership. Jossey-Bass.

There is no discussion of DEI without Power Dynamics

Power - The **ability** to decide who will access to resources; the **capacity** to direct or influence the behavior of others, oneself, and/or the course of events.

- When you hear that others feel as though they are “second-class citizens”, what do you think that means?
- What would a balance of power look like across dentistry and dental education?

Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, privileges are unearned and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent.

Privilege - **Unearned access to resources** only readily available to **some** people as a result of their **advantaged social group membership**.

“Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they’ve done or failed to do. Access to privilege doesn’t determine one’s outcomes, but it is definitely an asset that makes it more likely that whatever talent, ability, and aspirations a person with privilege has will result in something positive for them.”

Peggy McIntosh



“Privilege is not in and of itself bad; what matters is what we do with privilege. I want to live in a world where all women have access to education, and all women can earn PhD’s, if they so desire. Privilege does not have to be negative, but we have to share our resources and take direction about how to use our privilege in ways that empower those who lack it.”
bell hooks



Dental School Humanistic Environments Support BAA Men



Dr. Jordan A. Brown

Morehouse College '16
B.S Biology
University of Michigan School of Dentistry
'20
Doctor of Dental Surgery (D.D.S)
Residency: UF Advanced Education in
General Dentistry '21
Practicing Dentist in a FQHC in Tampa, Fl



Advice

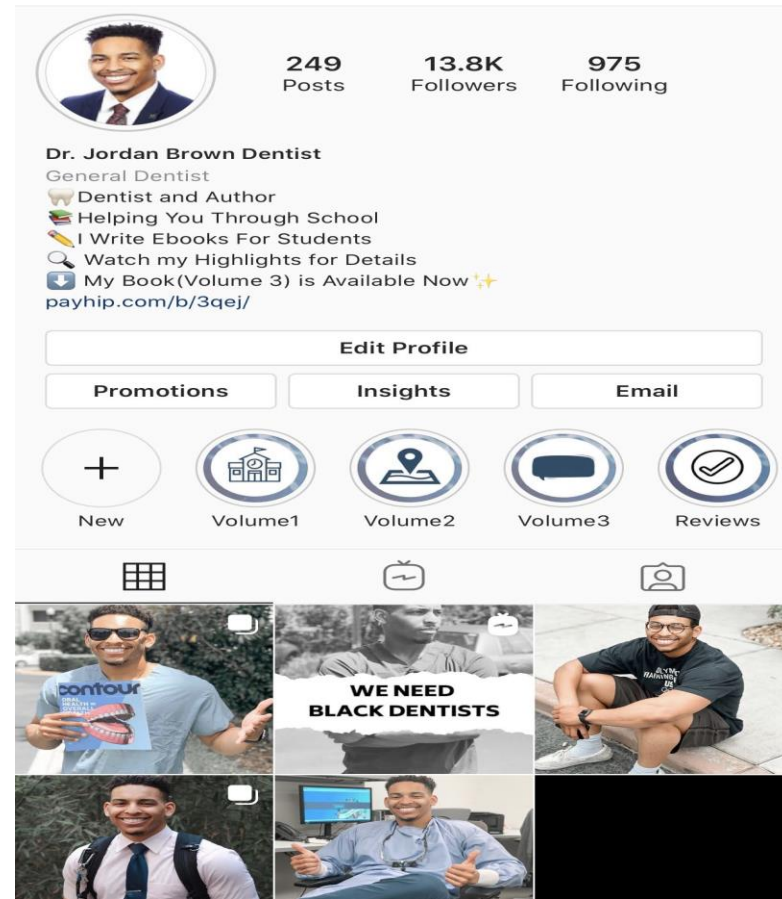
Everyone is “smart” enough!

It is about determination, perseverance, and resilience.

Instagram: @drjordanbrown

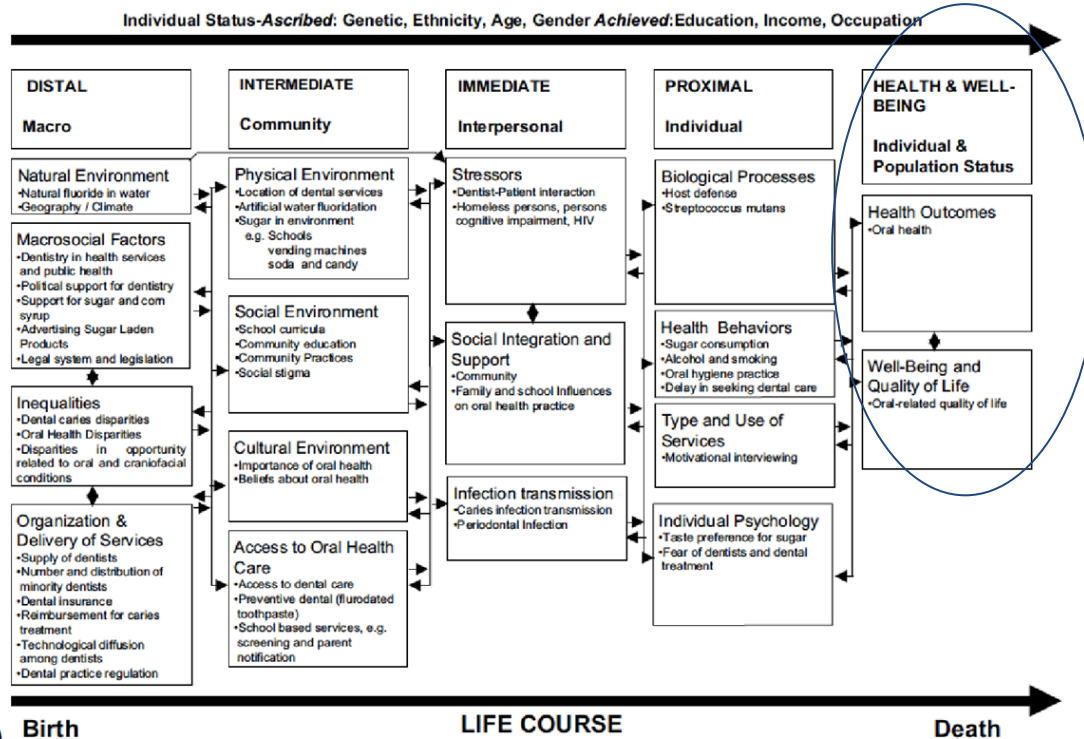
Life of a dental student/dentist/author

1. Full scholarship to dental school via National Health Service Corps (non-military scholarship)
2. Residency Guide
3. Patient Communication for Dental Students



Equity, Black Men, and the Many Unknowns

INFLUENCES ON ORAL HEALTH AND ORAL HEALTH DISPARITIES

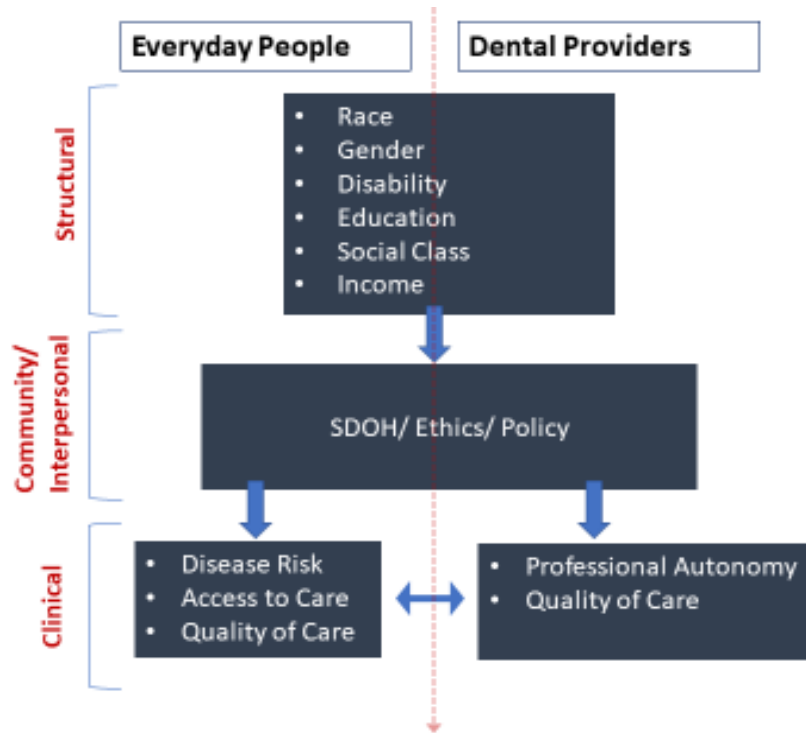


(Patrick et al, 2006)

Based on Patrick and Erickson, 1993 and Schulz and Northridge, 2004

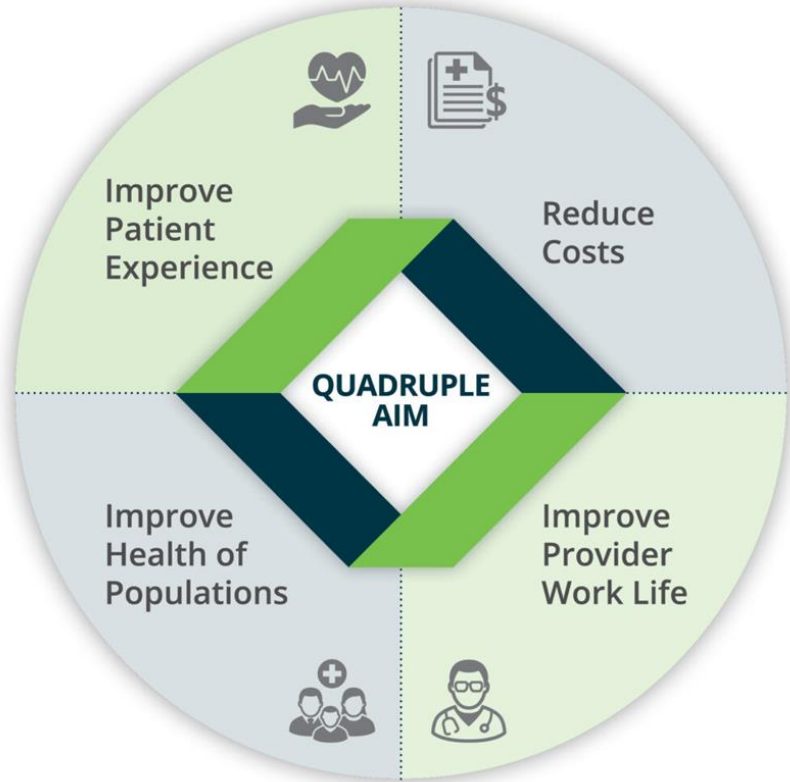
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Oral Health Inequity: A Context for Black Men, Oral Health, and Workforce Diversity



- ↓ **Dental providers** in communities where Black men reside
- ↓ **Mentors** to guide Black men into dental careers
- ↓ **Researchers** of Black men's health issues
- ↓ **Educators** that can enhance learning and humanistic environments for Black men
- ↓ **Administrators** that have addressed policies and procedures that harm Black men

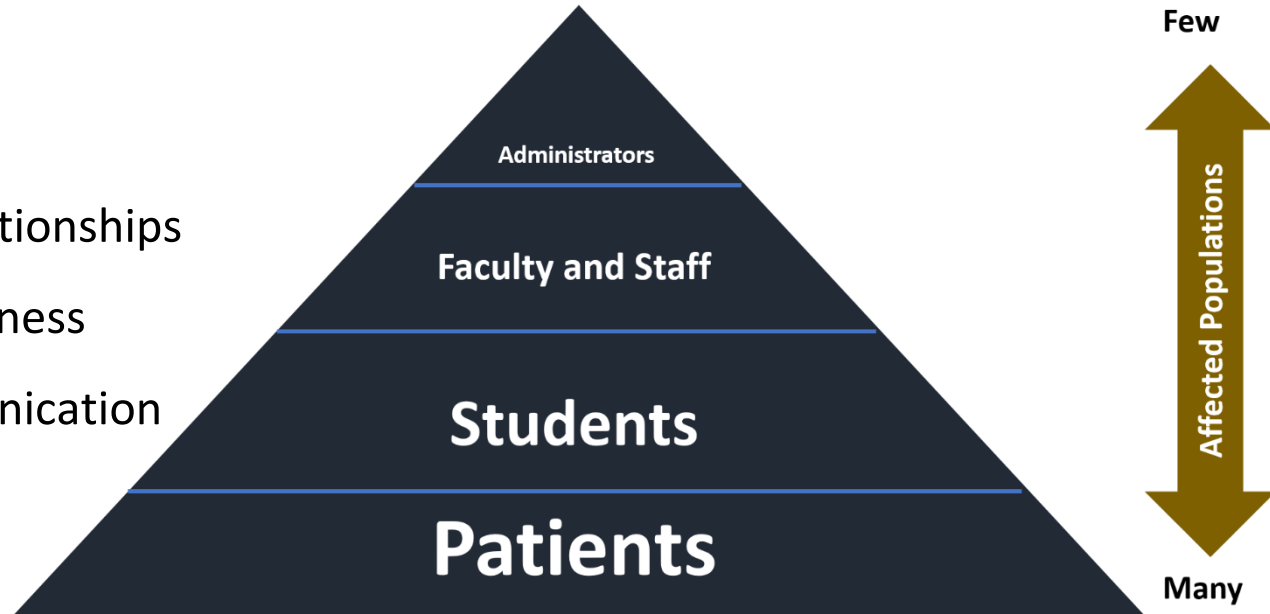
Oral Health Equity: Benchmarking success for Black men



- What level of commitment does dental education have to achieving this?
- Is the commitment evident in our teaching, scholarship, and clinical practice?
- What needs to happen for dental education to fully commit?

Oral Health Equity: Addressing the Invisible Context of Black Men in Negotiations

- Who's at the table
- Power dynamics and relationships
- Social knowledge/ awareness
- Social norms and communication
- Negotiating rules
- Physical environment



(Maxey et al., 2015)

What can we learn from our colleagues in medicine and research?

Barriers	Facilitators
Medical mistrust	Trusted partnerships
Lack of access to care	Community-centric care models
Eurocentric care models	Culturally tailored care models
Lack of AA men as health care providers	Representative clinical staff
Monolithic and narrow definition of health	Holistic view of health
Systemic racism	Acknowledgement of implicit and explicit biases
Health care coverage	Affordable Care Act
Socioeconomic factors	Care coordination including social worker support
Hypermasculinity	Rites of passage and healthy manhood development

(Murray et al., 2019)

How do we really move the needle forward?

Individual



Interpersonal



Institutional



Community



Research



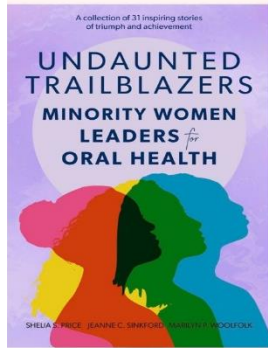
Policy



Coming Soon (2024)

“Undaunted Trailblazers II Men of Color Shaping Oral Health” Mays, Rouse & Ester

By: [Shelia S. Price](#) | [Jeanne C. Sinkford](#) | [Marilyn P. Woolfolk](#)



Undaunted Trailblazers: Minority Women Leaders for Oral Health is a compelling read for men and women and a useful leadership training resource to be shared with educators, mentors, human resources personnel, and healthcare executives among others.

Packed with authenticity and realism, this book relates, in their own voices, the untold stories and experiences of thirty-one contemporary minority women leaders who have succeeded in a male-dominated profession and advanced oral health for the well-being of generations. This is not a coffee table book.

It is a gift from the heart and souls of minority women leaders who found a way through perseverance when there was no way for them.

WHERE TO FIND THE BOOK

AMAZON

For Kindle and Paperback

BARNES AND NOBLE

For Nook, Paperback and Hardcover
search: "Undaunted Trailblazers"



Over 25 MOC Dentists Contributing Tribute to Giants in Health Care

Where do we go from here?



During the Men of Color in Health Care Summit, August 18, 2022

The FASHP Group made up of CEO and academic health profession associations have agreed to issue a joint statement and press release that we expect to see within the next several weeks.

The lack of Men of Color (Black, Native American and Latino) is indeed a Crisis and needs to be addressed by an Interprofessional Collaborative group to define, make priorities, raise funds to effectively correct this problem!!!

For this we are sincerely grateful..... Stay Tuned!



What this means for us all? Opportunity



THANK-YOU! QUESTIONS?

“We are bound in an inescapable web of mutuality tied together by a common thread of destiny. What affects one directly affects us all indirectly!”

“There is a law of reciprocity, I can never be what I ought to be until you are all that you ought to be!”

Dr. Martin Luther King, Jr.

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