

BEAUMONT ROYAL OAK  
EMERGENCY DEPARTMENT

# DEI Newsletter

Welcome to the first issue of the DEI Newsletter. The goal of this newsletter is to highlight our diverse community while also enhancing our ability to respond to topics of diversity and equity within the healthcare field. We hope to include relevant cultural competencies, timely journal articles and patient cases, among other topics, while fostering a sense of community within our department. Please see below for the vision and mission statements of the EM Diversity, Equity, and Inclusion Committee.

If you have ideas for topics, stories to share, or feedback please let us know

Members:

Dr. Lauren Adams  
Dr. Dalia Owda  
Dr. Dema Fawaz  
Sarah Armitage Henry PA-C  
Radwa Koujane PA-C  
Dr. Simi Jandu  
Dr. Sarah Di Bartolomeo  
Dr. Heaveen Ahdi

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## Vision Statement

To make members of our diverse community feel heard and respected

## Mission Statement

Beaumont's Department of Emergency Medicine is committed to building an environment where all feel welcome.

Our goal is to promote a sense of belonging where we respect voices and contributions from all races, genders, religions, and marginalized communities. We aim to create a learning environment which is enriched by varied perspectives and experiences.

# Article of the Month

## **Negative Patient Descriptors: Documenting Racial Bias in the Electronic Health Record Health Equity, Sun M et al. 2022**

This article discusses how stigmatizing language in the electronic health record may further exacerbate racial and healthcare disparities. They found that Black patients had a 2.54x adjusted odds of having one or more negative descriptors documents in their chart, when compared to white counterparts. Patients with Medicare or Medicaid also had higher adjusted odds of having negative descriptors when compared to those with private health insurance.

The 15 descriptors analyzed: aggressive, agitated, combative, cooperative, angry, unpleasant, hysterical, exaggerate, adherent, compliant, confront, challenging, defensive, refuse, resist. The consequence of this language is that it implies implicit bias, especially for the next clinician who reads the chart. We may use words like aggressive and defiant too freely in the ED, and this documentation may influence the next provider who sees the patient.

### **Key take home points**

- Be cognizant about using negative descriptors in patient charts**
- Be aware of implicit bias, as it can ultimately compromise patient care and outcomes**
- Ask yourself, “if the patient were to read this, how would they feel?” and “if I was a patient and someone wrote this about me, how would I feel?”**

Many of our patients and co-workers celebrate the Muslim holy month of Ramadan. Below are some considerations for patients fasting during Ramadan

