



WCCS
WORLD CONGRESS OF CHIROPRACTIC STUDENTS

Call to Action for the Elimination of Racism and Bias in Healthcare

The World Congress of Chiropractic Students' call on all healthcare organizations and institutions to lead the way in eliminating racism within healthcare professions and offer simple solutions for a more equitable, inclusive future

July 4, 2020 - The healthcare workforce is composed of students from various races, backgrounds, cultures, countries, religions, genders, and philosophies. Unity with respect for diversity has always been a core value of our organization composed of chiropractic students and new graduates from around the globe. As youth leaders in chiropractic and healthcare, we stand firmly behind the Black community in the efforts to eradicate racial prejudice. We are all responsible for improving the lives of our patients and our community members. Allowing racism and bias to continue in our organizations, institutions, clinics, and communities is unacceptable. This letter comes as an invitation and a call to action to take thoughtful action towards a more inclusive, and equitable future for our members, students, and those we serve.

Our Commitment:

There are ways for everyone to do better, including us. Our organization is committing to reducing racial inequalities by striving to:

- 1) have a diverse speaker group inclusive of but not limited to Black chiropractors and leaders,
- 2) involve chapters in diversity initiatives on their campuses to improve and enrich the student experience,
- 3) continue to recruit a diverse group of delegates, and
- 4) actively participate in global public health initiatives aimed at making quality healthcare more accessible for all.

The WCCS seeks to create a safe space for our members of all backgrounds to advance themselves, learn from peers, and become leaders in our profession. Going forward, we look to continually engage with our own delegation and leaders of the Black chiropractic community for more ways to promote equality within our organization and respective colleges. WCCS commits to ensuring our value of unity with respect for diversity is fully inclusive of the Black community for as long as our organization stands. We expect our members and alumni to voice

any concerns and solutions to the current and future Team of Officials, and Head Delegates should the leaders or members within our organization fall short in this commitment going forward.

Healthcare Organizations:

We call on fellow healthcare organizations to make similar commitments. The more leaders involved in making positive changes to reduce racial disparities, the more we can accomplish both within our organizations and respective professions. This is a time to exchange ideas and share best practices with one another to ensure a long-lasting improvement in organizational culture. We look forward to hearing from other healthcare organizations on additional ideas for reducing inequalities.

Educational Institutions and Governing Bodies:

We recognize that many educational institutions across various health disciplines put an emphasis on reducing inequalities amongst their students, faculty, and future patients, and applaud those who have successful programs. However, for many institutions there is room for improvement. Thus, your students and alumni are looking to you to take action towards a more inclusive future on your campuses. We are suggesting several solutions to improve programs and policies on the topics of diversity inclusion, racial bias, and healthcare disparities among minorities. The first action step is to ensure campus police and security officers receive mandatory training on non-violent crisis intervention to prevent the use of excessive force towards Black and minority students, and ensuring a strict zero-tolerance policy for these employees on racism and police violence. The second step we propose is to ensure all faculty are held to a zero-tolerance policy towards racism and receive training on implicit bias. This provides the opportunity to improve faculty-student interactions, as well as the creation and dissemination of educational curriculum that better prepares the future healthcare workforce to serve Black and minority patients.

The next action step is to implement ongoing educational programs for students and alumni, and the following are our three suggestions of methods that may be implemented to improve education on racial bias:

- 1) required seminars for students,
- 2) required educational courses counting toward student's graduation credits, and
- 3) required continuing education credits for alumni.

With ongoing, mandatory education provided on this topic, institutions can play a larger role in reducing racism amongst students and faculty within institutions, as well as reducing the racial disparities in clinical outcomes for our patients.

The final action step is to improve recruiting efforts and funding for Black chiropractic students and minorities to help increase a diverse student population and make a successful career in healthcare more accessible for these individuals.

With these solutions, we look towards a future where we achieve two goals, the first is that racism and bias no longer prevents students from obtaining quality education in healthcare. The second, is that racism and bias no longer cause disparities in clinical outcomes for Black and minority patients.

“As angry as we have the right to be, let us remember that we are in the struggle to kill the idea that one kind of man is superior to another kind of man”. - Steve Biko, South African anti-apartheid activist

“The WCCS is recognized for continually changing global consciousness. We achieve this through addressing education, legislation, healthcare reform and the understanding of chiropractic and its contribution to the optimal expression of human health and potential. The WCCS is positively influencing chiropractic globally by contributing to a united profession that honours diversity and acceptance. We achieve this through excellence and universal ambition, upholding the integrity of chiropractic students and the profession itself. The members of the WCCS are leaders of character who empower the human spirit both in others and in themselves. They hold true to their vision, act with intention, and continuously strive for self-advancement. The financial abundance of the WCCS is enabled through opportunities that are congruent with our vision. This freedom allows us to serve and further support causes that have the power to change the world”. - Ratified 2011, Rio de Janeiro, RJ, Brazil

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