



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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Network of the National Library of Medicine Region 2, Virtual Presentation, May 10, 2022

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

- **Debra Trogdon-Livingston for the invitation and support in making today happen**
- **The amazing Region 2 librarians at Meharry Medical College**
  - Sandra Parham
  - Vanessa Smith
  - Clare Kimbro
- **Favorite co-author and Region 1 librarian at Virginia Commonwealth University**
  - 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**

What does “inclusivity” mean to you?

## A Quote by Susanne Ricee

**"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

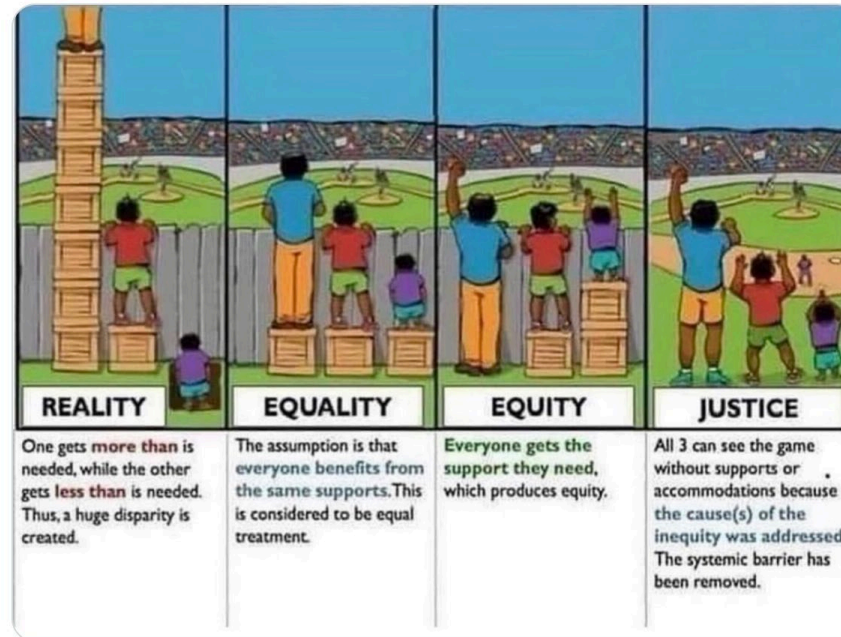


# Inclusivity in the context of social justice



Eshaddai 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.**

## A Quote by Ibram Kendi

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

**- Ibram Kendi, PhD**

# Use of the Word 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**

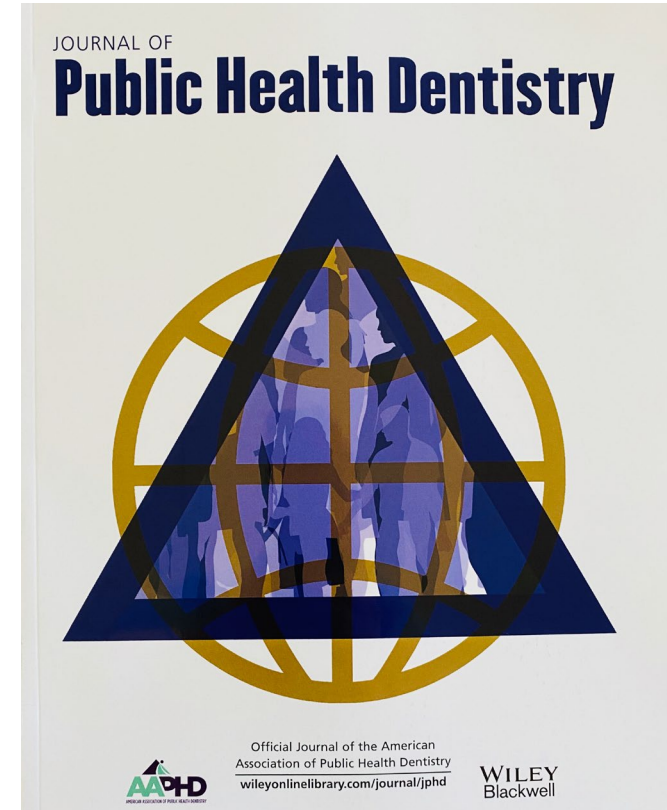
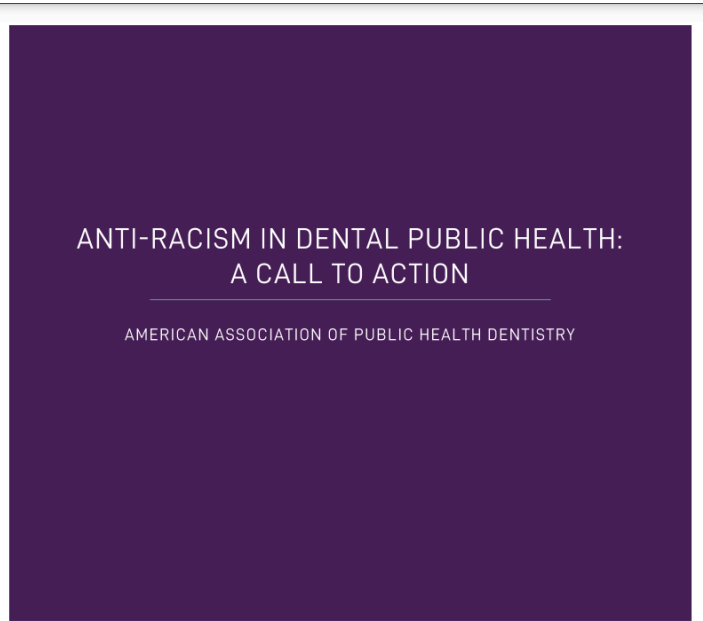
# Oppression





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

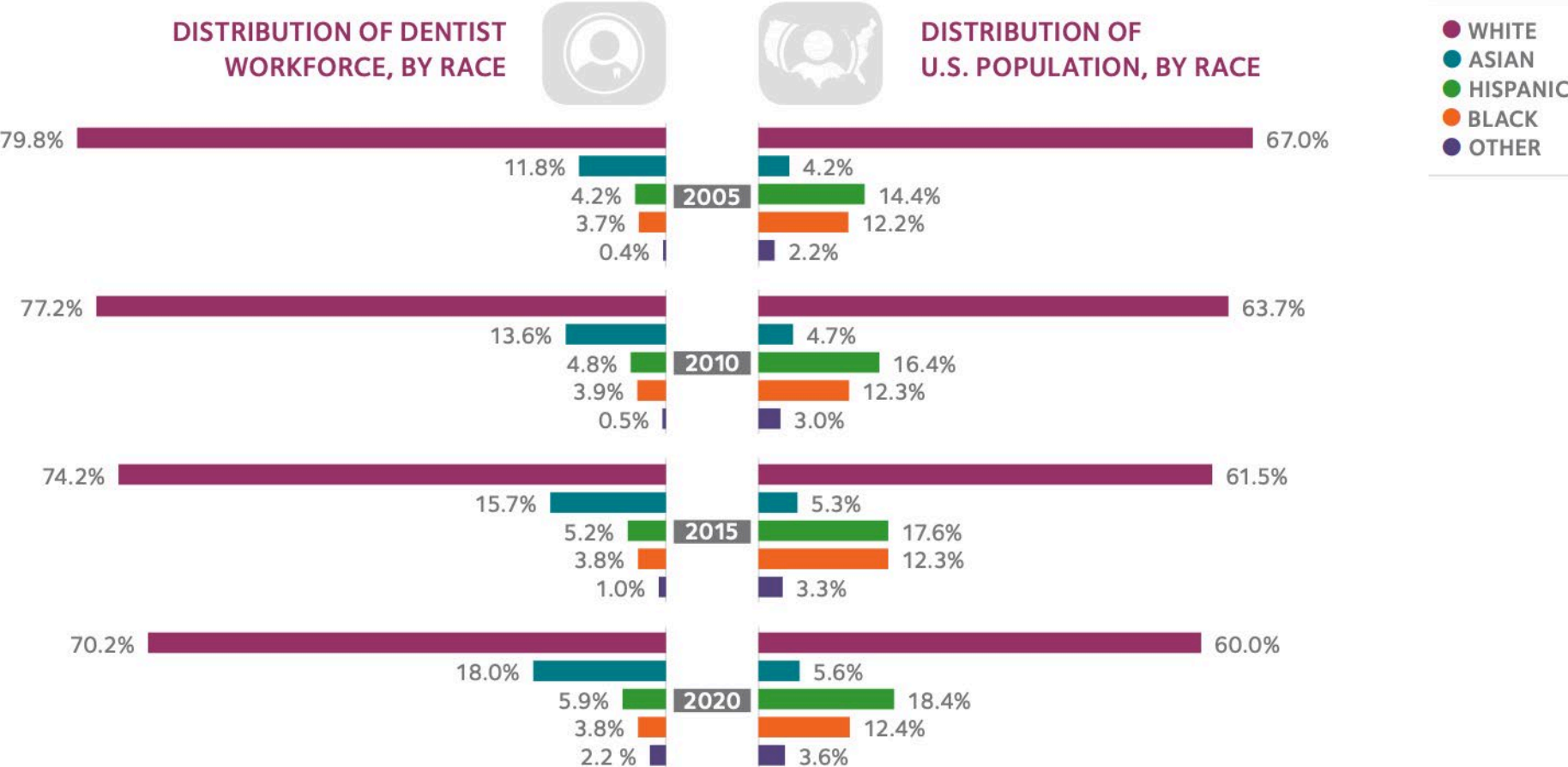
# Readings



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



# 201,117 practicing dentists in 2020



# 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**

# **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

# **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**



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

# Reading List

**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**



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# 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**
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