Corey Andrew Powell ([00:02](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hello everyone. I'm Corey Andrew Powell, and I'm so excited to bring you another inspiring episode of Motivational Mondays. Today we are honored to have a truly remarkable guest joining us. That's Dr. Khama Ennis, md, MPH. And we're gonna ask her like what all those wonderful letters are after her name, of course, that Dr. Ennis is not only an accomplished physician, but also the visionary, creator and founder of Faces of Medicine, which is a groundbreaking narrative health equity project focused on the journeys of black female physicians. Dr. Ennis, welcome to Motivational Mondays.

Dr. Khama Ennis ([00:32](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Thank you so much for having me. It is a pleasure to be here.

Corey Andrew Powell ([00:35](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Thank you. It's our pleasure as well. And, um, so MD we know means medical doctor, uh, I would imagine. Um, what are, what are, what is the MPH for, uh, what does that stand for?

Dr. Khama Ennis ([00:46](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So, the MPH stand, it's a master's degree in public health

Corey Andrew Powell ([00:50](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Master's degree in okay.

Dr. Khama Ennis ([00:50](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Okay. Yes. And so I earned that degree. Um, I actually, while I was in medical school way back when in the nineties.

Corey Andrew Powell ([00:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([00:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Uh, it was to, to, from my perspective, it was getting very myopic, very narrow in focus, appropriately focused on disease and illness. But I felt like we were missing the forest for the trees to some extent. And I wanted to get a broader perspective and sort of remember the, the context in which illness occurs in which wellness flourishes. And so I went and, uh, went to get a degree in public health between my third and fourth year of medical school.

Corey Andrew Powell ([01:25](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Wow, that's amazing. And I just wanna say, for me personally, anyone who enters the medical profession, uh, teaching, uh, that's another one for me that I think is just so admirable. And even law enforcement, I mean, you know, making those decisions, you know, the military things that are really so, um, giving of self. I am so, so, uh, an admirer of people who do that. So first of all, thank you for choosing that profession 'cause that really benefits society as a whole. So that's really important. So thank you for that.

Dr. Khama Ennis ([01:53](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Oh, thank you. It was, there was no choice for, I mean, it was, it wasn't that there wasn't a choice, it was that, I think somewhere in second or third grade, I was like, wait, if I go into medicine, if I become a doctor outta nowhere, it's not like there were doctors in my family. I had no idea what I was getting into. My family was just like, okay, go, go to that <laugh>.

Corey Andrew Powell ([02:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right. Right.

Dr. Khama Ennis ([02:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

It was like, if I'm a doctor, all I have to do is help. I don't have to think about whether it's a good person or a bad person, whether what they're, what they've done in the rest of their lives. All I have to think about is that my job is to help them here and now.

Corey Andrew Powell ([02:21](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([02:22](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so that made it simple for me in that way. And then I realized the course to get there was a, I was going to be a long, but I was all in.

Corey Andrew Powell ([02:30](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

We know. It's interesting you bring that up because what you just said basically speaks to equity. I mean, it's the idea of helping someone in need without considerations of their skin, gender, ethnicity, all those things. And that becomes the foundation, obviously, for this wonderful project you're doing. So can you share the inspiration behind creating faces of Medicine and what motivated you to start the, this health, this specific narrative health equity project?

Dr. Khama Ennis ([02:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So, faces of Medicine, uh, is an idea that came to me a couple of years ago. And it was in the middle of a career transition for myself. I was, I, I loved emergency medicine. I'd practiced it for nearly 20 years, and also knew that it was time for me to make a move for lots of different reasons. But at the time, I was one of only two black doctors at the hospital. And knowing the health equity impacts when there isn't diversity in healthcare teams, even though I love and trust the people at my hospital, I know that the presence of people who are underrepresented makes a difference for our patients, for all patients. And it was really, it made it a, a struggle for me to, to take care of myself and transition like I needed to. Um, and then what I realized was like, I, what I need to do is figure out a way to replace myself. And then as you peel back all of the layers of the onion, you know, black women are only 2.8% of physicians in this country.

Corey Andrew Powell ([03:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([03:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

The same is essentially true of black men. That's not enough. Like, it's about a third of our representation in the population at large. And so trying to find people to replace myself, you can't hire people that don't exist.

Corey Andrew Powell ([04:00](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. Wow.

Dr. Khama Ennis ([04:00](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so wanting to figure out a way to increase that, that pipeline, that funnel of people coming into medicine that represent broader communities.

Corey Andrew Powell ([04:07](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([04:08](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so the idea of using storytelling as a vehicle is what really came to mind, because you can Google, anybody, anybody can do a web search and figure out where somebody went to school. But knowing the journey, I think makes a big difference in terms of like, being able to identify with somebody who looks like you, who struggled like you, who still felt like it was worth it to get to the other side, and still wants to be on that other side and practice medicine.

Corey Andrew Powell ([04:34](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([04:35](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Um, yeah, that was, that was the core of it.

Corey Andrew Powell ([04:37](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You know, it reminds me of when I have had conversations on the show with, um, black doctors who are in the mental health space, and they will say, they will tell me a lot about a very similar dynamic in which, you know, historically, I would say systemically, people of color do not, or I would say had not really been so open to the idea of, um, of going to therapy, you know, to talk about their problems. And now my grandmother was like, I'm not telling all white, you know, I think she said, I'm not telling all white man my problems <laugh>. And you know, she's like old Virginia, old southern black woman from Virginia and it seems so foreign to her. But now when you put the element in where there's a black female therapist, for example, who understands a lot of her struggles, it changes the dynamic and makes it more possible for someone to open up if they see themselves represented.

Dr. Khama Ennis ([05:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Absolutely.

Corey Andrew Powell ([05:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Is that a similar dynamic to what you're saying?

Dr. Khama Ennis ([05:31](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Absolutely. And I mean, and there are data that show that health disparities decrease when there's diverse diversity in the healthcare team. There's a study that came out a couple of years ago looking at infant mortality in the state of Florida.

Corey Andrew Powell ([05:45](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([05:46](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Now, black infant mortality is two to three times that of white infant mortality in this country. So a black baby born today is two or three times more likely to die than the white baby born in the room next door.

Corey Andrew Powell ([05:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([05:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And there's nothing biological about that. There's no physical <laugh>, you know, difference or, uh, inability to thrive. But there are differences that, that occur over the course of one's life. And so these study, these researchers looked at that, uh, infant mortality and looked at when the pediatrician was black, and that disparity in infant mortality was reduced by 50%, which doesn't mean, this doesn't mean that non-white or that non-black, sorry, uh, pediatricians didn't wanna take care of those patients. It just means that there are, there are intangibles, whether it is the time the clinician dedicates or the trust that a patient has in their provider, and the extent to which they'll follow along with recommendations and guidance.

Corey Andrew Powell ([06:45](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Dr. Khama Ennis ([06:46](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

There's a lot of factors that go in, but bottom line, there's a difference.

Corey Andrew Powell ([06:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([06:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

It's a real impact. It is a life and death impact.

Corey Andrew Powell ([06:52](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. Because my next question was going to be like, you know, why that occurs? And it's interesting because on one hand we wanna sort of vilify those doctors if that's happening so well, why aren't they just giving them the same care that they're giving the white mother that? But as you mentioned, there's a lot of sort of like, I don't wanna call them elusive, but there's just things you can't see, right. Systemic programming as you sort of alluded to. Um, but at the same time, it does seem like that is terribly negligent if doctors are supposed to be trained to just care for a person in need, as you indicated was your whole mission when you entered the profession. So where is that balance between completely negligent almost Yes. <laugh>, you know, like almost worthy of being vilified because you're looking at someone's less than and the, the, the understanding and maybe the giving them a pass because, well, maybe it's, they're a product of systemic racism and maybe they need help to understand that too. Like, where do we, where's the balance between those two things?

Dr. Khama Ennis ([07:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Well, I'm gonna say there is no pass <laugh>. Right. Like, if you're not

Corey Andrew Powell ([07:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Providing, okay, thank you. I wanna make sure we're clear on that. First <laugh>, no. Right.

Dr. Khama Ennis ([08:03](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

We should all provide the best care possible to every patient that we have, regardless of background, demographics, any of the above. And I think that the challenge is that some people don't even know what they're doing. They don't realize that they're providing inadequate care. They don't realize that they are just as much a product of the racism in the society as anybody else, clinician or not. And they think that they, they may think and they don't realize that there are some ways in which racism is baked into medical education and training. Right. Like it is being undone. But there are, you know, there have historically been assumptions about black people that were just untrue.

Corey Andrew Powell ([08:42](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([08:43](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

One, one example that I'll give is when we look at kidney function, which, you know, we know that kidney disease is very prevalent in black communities. When we look at kidney disease and the lab test, just the blood test that we do to look at that, there is a test that used to have a correction factor that basically would make it, okay, would say that a black person with this kidney function, with this level of kidney damage, actually it's okay 'cause it's normal for black people to have that level as opposed to this white person over here. And what that does is delays the care, it delays, uh, more assessive, more aggressive treatments, and then that black person ends up faring worse because all of this treatment was pushed, pushed down the line.

Corey Andrew Powell ([09:31](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([09:32](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And that is being undone system by system. But if it, if you look at, if you look at a blood test result, one of the most basic blood tests that we do on, you know, if a person's getting blood work, they're getting this test. And if you look at this and it says, you know, correction factor for African Americans, if you, your clinicians are using it, you are going to fare worse.

Corey Andrew Powell ([09:52](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([09:52](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You are going to do worse. And that is baked into an algorithm.

Corey Andrew Powell ([09:55](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([09:55](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So whether a person wants to do well or not, if they're not aware of that and don't, you know, make the effort, the intentional effort to fix that, they're gonna be providing worse care. So.

Corey Andrew Powell ([10:06](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([10:06](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And I think people who don't think, who think that they are completely without bias, you know, to my, from my perspective, they're then denying their own humanity. We all have bias. Our job is to acknowledge and overcome it.

Corey Andrew Powell ([10:20](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. Yeah. You make me also wonder in that regard, because I do even as a, as a patient of, in the past, I've heard certain things like, oh, well, black people have more of X, Y, z. So, and, and for me, one specific one is when it come, it came to like, um, to vision care. Right. Eye care. And, um, when I was a teenager, they said, oh, you have a really large optic nerve, and they're looking in behind the eyeball. And, um, and I, I'm like, should I be worried about that? They're like, well, no. 'cause black people typically have a larger optic eyeball. And I'm like, oh, okay. Well if that, like, is that a real thing or is that just something that, you know, we're pulling out of the air and how does that, does that mean that I should not worry about this because a million other black people, like it's such a gray area when you.

Dr. Khama Ennis ([11:02](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([11:03](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Do those sort of blanket things. So are you saying that, um, is there any validity, validity though to those sorts of assessments where you can rely on them? I mean, is that really a thing or not?

Dr. Khama Ennis ([11:17](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So there, there are racial and ethnic differences in, in the prevalence of different conditions.

Corey Andrew Powell ([11:24](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>,

Dr. Khama Ennis ([11:25](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

That's a hundred percent true. The question is why, you know, is it, is it access to nutrition, access to physical, safe, physical activity? Is it the many years long impact of redlining in communities?

Corey Andrew Powell ([11:40](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([11:40](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Is it, you know, is it, you know, ancestral, ancestral harm? There's a lot that goes on. That is part of what l what what ends up with disparate outcomes. And our job is to attack every aspect that we can.

Corey Andrew Powell ([11:57](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([11:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Um, so yes, there are statistical differences, but the question is why, why do black, why am I as a black woman more likely to die as a black woman with all those letters after my name?

Corey Andrew Powell ([12:08](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([12:08](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Um, more likely to die in childbirth than a white woman who's never graduated from college or from from high school even.

Corey Andrew Powell ([12:14](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([12:15](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

That's not about my biology.

Corey Andrew Powell ([12:17](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. And it's interesting too about that because it really ties into what we're seeing now where there are these efforts and successful efforts to not, um, tell the whole, not tell the whole story, uh, of race and ethnicity and all those cultural applications we could, you know, say that are relevant based on, uh, a particular group's existence here in this country. And, um, you mentioned redlining, for example, and people don't really understand that. And how a lot of, uh, black families were pushed into like, industrialized areas, or they turned their neighborhoods into industrialized areas where the more desirable areas and communities were built up for the, the more desirable people of society, if you will, who were white people. And so there were people exposed to all kinds of, well, uh, was it like, uh, pollution and power plants and this, uh, caused maybe potentially high levels of cancerous activity.

Dr. Khama Ennis ([13:14](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Corey Andrew Powell ([13:14](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

In the bodies and all those things. So you're right. I mean, if we, if we educate society and tell them the truth about, Hey, we're not blaming you for your ancestors crazy, you know, <laugh>, you know, we're just want you to understand it. Like, so you understand how we got here. And I love that what you're saying when it comes to health is that same dynamic, right. Of just truth in history.

Dr. Khama Ennis ([13:36](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

It's truth, it's truth, and it's stress. You know, stress is real. It's not like, you know, stress is not something that exists only in a person's head. There is a real impact. Cortisol levels increase. Cortisol is a stress hormone that increases blood pressure, that has long-term health effects. So if you live in a community that as a result of redlining is unsafe, and your stress level is persistently higher, yes, you are more likely to have high blood pressure. Does that mean that you have high blood pressure because you're a black person?

Corey Andrew Powell ([14:05](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Dr. Khama Ennis ([14:05](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Or because you live in an under-resourced community, or are exposed to constant messages and stories of your own, your own reflection being harmed where, as opposed to stories of, you know, successes or avenues out of difficult situations.

Corey Andrew Powell ([14:24](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([14:24](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Um, that can lead to less stress and better health.

Corey Andrew Powell ([14:27](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm. Yeah. And very similar, again, I bring up the mental health thing because one thing I learned about on this show, which I was so fascinated by, and also shocked that I had never heard it, I, um, had an amazing young woman on the show, and she talked about, and the term just blew my mind. Ancestral trauma.

Dr. Khama Ennis ([14:44](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Absolutely.

Corey Andrew Powell ([14:45](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And, you know, I mean, here I was like, at this stage in my life, and I had never even heard of that, never even considered that was a, a thing. And when she said it was like a light <laugh>, you know, like the heavens opened up and the ancestors were singing at me <laugh>, like <laugh>, I totally, I mean, I was like, whoa. Because we are, we are also carrying forth a lot that we can't see, as we just mentioned. That is from the systemic conditions that we've been subject to. And here we are now kind of stuck holding the bill <laugh>, if you will. You know, and it's really tangible, those, those things. Hmm. Powerful stuff. That's powerful stuff. And I, I wanna ask, you know, when it comes to Faces of Medicine, which is your wonderful documentary that you've, that you've done, is, is it all completed now or is it just, um, the trailer and a few episodes? I know I saw the trailer, which is why I was like, I have to have you on the show. So where are we now with that project?

Dr. Khama Ennis ([15:36](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So the, the, the project as a whole will be a four part documentary series and a podcast as well. And we have completed the first of those episodes and have had a couple of screenings that have been really well received, including one last night we got a standing ovation. I'm happy about that.

Corey Andrew Powell ([15:51](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Oh Wonderful. Wonderful.

Dr. Khama Ennis ([15:53](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Um, so the, you know, what we told in the first episode was a story of four physicians who are practicing right now. And the very first black woman to earn an MD in this country, which I didn't know about until a few years ago, happened in 1864. 1864. The Civil War was not over yet. Right, right. And she was in med school. Right. <laugh>, like, this is not a story that I think is part of, you know, the larger cultural awareness. And her name was Rebecca Lee Crumpler. Um, and she Right. Wait,

Corey Andrew Powell ([16:25](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Wait, wait, wait, wait. I gotta stop right there. Wait. So she's a black woman,

Dr. Khama Ennis ([16:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Black woman, born slave

Corey Andrew Powell ([16:30](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Parents four. Right. I mean, because that's like, I mean, that's literally like the year after slavery ends. Yeah. Well, or before if you lived in Texas in 84. Yeah. You know, they kept it exactly dark a little bit, but I mean, so <laugh>, so a like a year after, after the divorce, she's in medical school.

Dr. Khama Ennis ([16:44](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([16:45](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Wow. No,

Dr. Khama Ennis ([16:46](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

She graduated. She graduated, she

Corey Andrew Powell ([16:48](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Graduated

Dr. Khama Ennis ([16:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

In 64.

Corey Andrew Powell ([16:50](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Wow. That's ama I'd never heard her story at all, so I'm so glad that, um, you're talking about that. That's amazing. Yeah. Hmm.

Dr. Khama Ennis ([16:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So I wanna share her story. And, uh, we've planned three additional episodes. This is a completely donor funded project because, you know, for better or for worse, these are not stories that if it's not a part of your story, you're compelled to tell. But everybody who's received them has been sort of blown away, which is very rewarding and exciting. And I'm incredibly indebted to the women who share their stories as part of this, because what I really wanna do is humanize us as healers, you know, make it more, much more tangible, destroy to some extent the hierarchy that exists when people have those letters. Because we're all just people.

Corey Andrew Powell ([17:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([17:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

we're all people, most of us borrowed money to go through school. <laugh>, some of us are still paying it back. Right?

Corey Andrew Powell ([17:33](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. Right.

Dr. Khama Ennis ([17:34](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Like it's, and we've all had different challenges that we've had to, to get through to be in this professional position. And I wanna dis, I wanna sort of dismantle the myth that like, oh, if I've had homelessness, I can, I, if I've been homeless ever, I can't be a doctor. That's not my story. Yes, it is, sis. It is. And you know, if I didn't pass the mcat, if I didn't get a good score the first time around, then I, there's no way it's over for me. That is absolutely not true. And here's the one, here's the person who's gonna show you that it's not, and oh my goodness, what she's doing now. So being able to share all those stories. So we are working, starting to work on the second episode.

Corey Andrew Powell ([18:11](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([18:12](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And we'll work on the last two when it's all, when that one's, um, complete. So,

Corey Andrew Powell ([18:18](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. That's amazing. Do you find that you're getting more young people or young, um, black women, I, I think specifically are maybe considering medicine where they might not have, or is this inspiring young women you think in some way to maybe go into this field? Or is that perhaps a hope of the project

Dr. Khama Ennis ([18:37](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

That is. Uh, so the, I mean, I've got sort of three levels of hope for the project. Well, one is absolutely that. I want people to see themselves reflected, watch this hand come through the window and just come right in. Just come into this space because it's yours.

Corey Andrew Powell ([18:50](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([18:51](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

It belongs to them just as much as it does to anybody else. And I've already had a couple of responses from young people who saw it and were like, oh my gosh, I didn't, I didn't think it was possible, but now I'm thinking about maybe going down this pathway, or I thought about it, but then I thought it wasn't possible. But now I see that I can, so yeah, I'm gonna dig in and try harder.

Corey Andrew Powell ([19:09](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. That's amazing

Dr. Khama Ennis ([19:09](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so that's been amazing.

Corey Andrew Powell ([19:11](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. That's great. Because, you know, that's the whole thing as the cliche, you know, you can't be it if you can't see it. And so many, oftentimes for people in marginalized communities, they don't have the same opportunities to see, uh, people in certain careers thrive. I always say, for example, financial literacy is one of those things for a lot of urban communities where we didn't have that same level of role models with that financial competency. And then that's tied to systemic situations, and there's just a cycle. So things like what you're doing helps break that cycle for, for future generations. And one thing I remember, and I know I, I'm not sure if it was you, but I think the, some of the women you were, you had in the, the trailer that I saw, um, I, I may be confusing the trailer at the first episode, but I watched where you had the other doctors, you were speaking to these women, and I think that a reoccurring theme at one point was how they were mistaken for like, not being the doctor by like,

Dr. Khama Ennis ([20:02](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Oh yeah.

Corey Andrew Powell ([20:02](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

The patient, you know, they, they assume you're like the receptionist. They're like, so when's the doctor coming in? And you're like, girl, you're looking at her. You know, so.

Dr. Khama Ennis ([20:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

I've been here <laugh>.

Corey Andrew Powell ([20:11](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right. So does that, so does that happen to you often, or is that just not often, but I mean, is that really a thing that you guys have pretty much had to contend with very often in your

Dr. Khama Ennis ([20:19](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Careers? It's a universal experience. I mean, it's not necessarily every day, it's not necessarily every patient. And in general, I do not assume, I assume best intentions, but this is part of what we need. We need to reset what we expect to see when somebody says, you know, the doctor will see you now.

Corey Andrew Powell ([20:37](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([20:37](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

We need to, to just sort of open up what that could look like. Because I mean, I have had that happen. White coat stethoscope, I've been in and out of the room, and then I heard somebody yelling at the nurse about when they were gonna see the doctor <laugh>.

Corey Andrew Powell ([20:51](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Like,

Dr. Khama Ennis ([20:52](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

I have, I, I came in, I saw you, I examined you, I gave you a diagnosis. And what are you talking about <laugh>? Yeah.

Corey Andrew Powell ([20:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

She's still waiting for Marcus Welby to come in.

Dr. Khama Ennis ([21:01](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Exactly. Like, no, it's, it's, it was me. It has been me this whole time. And so, um, I wanna show people themselves in these stores. I wanna show people who are practicing medicine that we're not alone.

Corey Andrew Powell ([21:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([21:11](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Uh, because most of us, you know, many of us, I should say are, you know, one of only one or one of a few at any given hospital system or in any given practice. And so that can be a, a heavy burden to carry.

Corey Andrew Powell ([21:22](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([21:22](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And I wanna just humanize us for everybody. I want people to see what the reality is on this side of, uh, the curtain.

Corey Andrew Powell ([21:29](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You know, when it comes to that though, it's so funny. I, I don't even know if, well, I would say it's not a black white thing, and it's not. In many ways I think society has programmed all of us, because I'm even guilty of that. You know, here lately I'm helping to take care of my mother. And over the past couple years, you know, I've had to deal with a family passing away or, or whatever, or getting ill. And so a lot of time spent at Capital Health <laugh>, you know, and, um, which I think is a great, you know, place. And they've done some wonderful work and help with my family when we've had some illnesses and stuff. But, uh, recent trip with my mom, you know, this fabulous young black woman comes in and I had been waiting for the doctor, and when she came in I was like, kind of like not thinking it was her. And yeah. <laugh>. And, and I think I said something kind of really, you know, like, when's the doctor coming in? And she kind of had to check me on that. And I was like, wow. You, yeah. I was celebratory though 'cause I was so excited to see, I mean, she was probably like late twenties, you know, at that level, um, of really being like this, doing a key diagnosis for my mother's condition. And so after the shock of it in a way, I was like, yeah, girl. Like, that's amazing <laugh>. You know what I mean? But yeah. I'm programmed the same way. And that could be, that could be misogyny, that could be sexism, you know, there's so many layers to it.

Dr. Khama Ennis ([22:41](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([22:42](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

That I'm not sure it's,

Dr. Khama Ennis ([22:44](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. I mean, I think that's why we need to just sort of like start putting different images out there that, you know, are not six foot two with, you know, blue eyes and brown hair. There's like,

Corey Andrew Powell ([22:54](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right, right.

Dr. Khama Ennis ([22:54](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Just put all these different images out. Yeah. Because we're here, we're here and we're here to take care of everybody, and we want to take care of everybody, and we want it to be as simple as possible, because you're not there to sort of wrap your head around <laugh>, you know?

Corey Andrew Powell ([23:08](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([23:09](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Around, uh, who your doctor's gonna be. You're, you're there to get to receive care. Yeah. And so when we can sort of like, reset that so that you can just hear more what the person says as opposed to like putting them in a, in a different category of staff. And just to be clear that like you already know, every category of staff is critically important. The nurses are critically important, the techs are critically important. The secretaries, oh my goodness. If I didn't have good secretaries when I was in the emergency department, like it was gonna be a bad day.

Corey Andrew Powell ([23:39](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([23:40](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so, I mean, we all, every part of the team is necessary and critically important, but everybody at the team comes in and says what they do. And so we just gotta be able to receive that.

Corey Andrew Powell ([23:50](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. Yeah. And now for me, like when I'm sick and I'm not, you know, and I need help, I don't care who comes in that room, <laugh> like, can you make this pain go away? Like, I don't care if you.

Dr. Khama Ennis ([24:00](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Exactly.

Corey Andrew Powell ([24:00](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right. You could be hermaphrodite, like, I don't care what's going on, <laugh>. Like, you know, you can have the head of a woman and a man in one body, and I'm like, can you make my pain go away? You know what I mean?

Dr. Khama Ennis ([24:09](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Exactly.

Corey Andrew Powell ([24:09](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Like, I'm serious. Like I'm not trying to, um, but no, it's, it's interesting how, you know, we all are programmed and you know, and like you mentioned the biases that we have, you said that earlier on and it just, it kind of moves throughout all of our lives. And so we have to sort of check ourselves. So I love that. Yeah. You know, and, and sort of, we, we are part of the problem in many ways too. Now, you mentioned you were an emergency medicine doctor as well for a while.

Dr. Khama Ennis ([24:32](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([24:33](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And, um, I wonder how does that, how does that inspire you and or how did it inspire you? Is what you saw in that instance and those instances to work on behalf of more equity? Because those are like really like life or death on the spot situation. So how did that inform the work that you're doing now with this documentary?

Dr. Khama Ennis ([24:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So, what I loved, one of the things I loved, I loved a lot about emergency medicine was that, you know, it's all comers. It is the, it is an, a newborn to somebody who's 103 years old. It is people who are wealthy. It's people who are under-resourced. It is people who, it is everybody 'cause there's, there's, when nobody chooses when they're coming to the emergency department, you know, schedule that visit.

Corey Andrew Powell ([25:18](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([25:19](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so I love that I would just be able to see people from all walks of society that they would just show up and I'd be able to, to provide in that way.

Corey Andrew Powell ([25:27](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([25:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And to me, like you mentioned, like that is one of the, one of the truest manifestations of, of providing equitable care. And as I was leaving that space, I wanted to figure out a way to continue that work, to continue to find a way to continue to provide equitable care for patients. Whether it was directly through me or through changing the playing field so that we can have more, more providers that will improve outcomes for everybody. I mean, I still practice medicine right now. I practice in a, in a solo practice doing integrative medicine. So really more looking at the root causes of illnesses and trying to see how we can improve things from that very fundamental level with nutrition and activity and sleep. Oh my goodness. The importance of sleep. That's part of why I had to leave. 'cause my body was like, you don't get to mess with your ci your circadian rhythm anymore.

Corey Andrew Powell ([26:19](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([26:19](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You need to sleep at night.

Corey Andrew Powell ([26:20](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([26:21](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Every night <laugh>.

Corey Andrew Powell ([26:22](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative> and for a certain amount of time and get those hours in

Dr. Khama Ennis ([26:24](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

For a certain amount of time.

Corey Andrew Powell ([26:25](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([26:26](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

I had spent a couple of decades messing with my sleep and it was time to fix that. Yeah. And so, and I had to acknowledge that like, I'm human, I'm just as human as anybody else. And that was something that I had to shift. So things had to change.

Corey Andrew Powell ([26:38](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([26:38](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And, uh, I wanted to be able to continue finding ways to support communities that need the help the most. 'cause by and large, it doesn't matter what outcome measure you look at black folks fair the worst in this country.

Corey Andrew Powell ([26:53](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. I mean, the data suggests that, yeah. This is not conjecture. Like we can back that up with actual data and information when it comes to the er though, I am wondering about something and I, and never, I didn't really research if it's a myth or not, but my partner always tells me like whenever I go out or whenever I'm, whatever I'm doing, like if we go on vacation especially, but I can't leave the room without him going, make sure you have your insurance card. Make sure you have your insurance card. Um, and I was like, what is wrong with you? He goes, no, because like, if something happens, you know, and you have to go to the er, you'll get better. They'll, they'll respond better if they think you have insurance. And I thought, is that a myth or is that really a thing? Like, is 'cause we're talking about equity in ER care, you know, is that a thing where like, you know, you could potentially not receive the.

Dr. Khama Ennis ([27:44](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

No.

Corey Andrew Powell ([27:45](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Is that okay? So yes. I wanna know if that like a, a myth or not.

Dr. Khama Ennis ([27:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

That, that if it, if that exists in a place, then that's a place that needs to be reported.

Corey Andrew Powell ([27:54](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([27:55](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Our job in the emergency department is to see anybody who shows up to provide the same level of care to anybody. Now we know that there are gonna be differences in people's ability to pay. I never knew the insurance status of a single patient I saw.

Corey Andrew Powell ([28:08](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>,

Dr. Khama Ennis ([28:09](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

I didn't look at it.

Corey Andrew Powell ([28:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([28:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

It was not part of my flow. My flow was what is your name? How old are you? What's, what's hurting you? Why are you here?

Corey Andrew Powell ([28:17](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([28:18](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You don't look at the insurance information. It's not part of the process for the, for the, uh, for the clinicians, for the physicians and providers. Um, you know, the secretaries need to get that information, but they can also fill it in later. It does not necessarily have to be there from the, from, from the jump. Like you can because, because again, people don't schedule their emergencies <laugh>. So you can show up.

Corey Andrew Powell ([28:40](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah, yeah.

Dr. Khama Ennis ([28:40](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

In whatever state you are in. And you can provide that a couple days later, once the dust has settled, that all hospitals have ways to sort of catch things up at the very end. 'cause a lot of folks don't have that information on hold. Especially a person is unconscious. They can't really tell you, you know.

Corey Andrew Powell ([28:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([28:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

What their place of employment is.

Corey Andrew Powell ([28:57](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right. Yeah, that's true.

Dr. Khama Ennis ([28:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So we're not gonna get that.

Corey Andrew Powell ([28:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah, I didn't think about that. Yeah. I mean, and I don't think it's ever really for, for the, the, thank God I haven't been to the ER a lot in my life, but the times I've gone, like, it wasn't like that was a priority really, uh, when I got checked in. But I mean, it, you are asked, obviously if you are conscious,

Dr. Khama Ennis ([29:13](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You are asked.

Corey Andrew Powell ([29:14](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

<laugh>, so, you know, but

Dr. Khama Ennis ([29:15](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

It's a, it's a federal law.

Corey Andrew Powell ([29:16](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([29:17](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Like it is a federal law based on poor outcomes that happened years ago when hospitals did say, no, you don't have insurance. Like when, when a woman died in a childbirth situation, uh, because she didn't have the insurance that a hospital accepted. So federal legislation was passed many years ago to, uh, to mandate that a screening exam at the very least, but full care if indicated, was provided to anybody who showed up in any emergency department in this country.

Corey Andrew Powell ([29:49](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm. Yeah. That's really, that's how it should be. And of course, you do hear often though, although you're not in the insurance side of things, comparatively to other countries. Apparently we do spend a lot more here, uh, when we have.

Dr. Khama Ennis ([30:02](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

That is an understatement. <laugh>.

Corey Andrew Powell ([30:04](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

I mean, yeah. I just, I read an article about a family who had, you know, a woman was here and she gave birth here, just sort of, you know, I would say accidentally <laugh>, she had, she, you know, she kind of gave birth a little earlier than anticipated. So she was here from the UK when she gave birth. And like, you know, she got like a bill for like a $100,000. She's like, did I give birth to like a gold bullon? Like what happened? Yeah. And she can't understand it. She's like, well, in the UK a normal birth with any with without complications is $3,000. So let's say.

New Speaker ([30:30](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

New Speaker ([30:30](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

So I think when you look at disparities like that, um, or inconsistencies like that, if you will, and different things that go into different countries, um, do you think that that gives people less faith in the system? Especially marginalized people where we're afraid people who are of color are like, I'm dying, I'm sick. I know something's wrong, but I could lose my house if I go call the if I go to the er.

New Speaker ([30:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Exactly, that's real.

New Speaker ([30:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right. They're right. They're making a choice. So speaking a little bit to that, like how do we address, and in your opinion, I know you're not gonna have the answer, but what do you, what are some ways to address that, to instill more faith in healthcare when that's one of the dynamics?

Dr. Khama Ennis ([31:14](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. Our system is so broken. It really is. I mean, we spend nearly twice as much as the next closest developed country per capita on healthcare. Our life expectancy, our maternal mortality, our infant mortality, all of our data, our diab everything is worse than everybody else. I mean, like, our, our maternal mortality rate, I think is like 54th in the world.

Corey Andrew Powell ([31:39](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([31:40](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right. We are not doing well. We, if this is supposed to be about getting value for your money, we are not getting it.

Corey Andrew Powell ([31:46](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Hmm.

Dr. Khama Ennis ([31:46](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And when we look at people who delay care, if you don't, you know, especially if we're looking at disparities in health outcomes, you know, people of color are more likely to have jobs that don't come with insurance or come with marginal insurance.

Corey Andrew Powell ([31:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([31:59](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And so even if somebody comes to the emergency department and they get the care they need, they may have delayed that care for exactly what you were talking about because they didn't know what, how they were gonna pay the bill afterwards.

Corey Andrew Powell ([32:10](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <Affirmative>. Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([32:11](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

And, you know, I personally think we need a safety net. We need a system that does not where insurance and coverage for real life events that people cannot plan and do not, you know, they're not, it's not somebody's fault. <laugh>, they.

Corey Andrew Powell ([32:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Dr. Khama Ennis ([32:28](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Developed colon cancer. Right. why should that bankrupt a person? Why should receiving care for a health condition bankrupt person? It is, it boggles my mind that we have a system that's like that. So I think a single bearer solution is essential.

Corey Andrew Powell ([32:42](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Dr. Khama Ennis ([32:43](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

I think having people know that they can receive care without it being tethered to an employer is absolutely essential. And that life-saving medications that people need, don't bankrupt them.

Corey Andrew Powell ([32:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah.

Dr. Khama Ennis ([32:56](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

You know, medica. But the, the, the money that people spend just to survive and when folks don't have a lot of resources deciding whether to pay for that prescription versus eating or getting your groceries or gas to get to your job, and then you come around to your physician and they say that you're non-compliant with the treatment plan, but how can you be non-compliant when your, your, your choices, your choices are very immediate sometimes.

Corey Andrew Powell ([33:21](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. Yeah.

Dr. Khama Ennis ([33:22](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Right.

Corey Andrew Powell ([33:23](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. That's really, that is sad. And um, and I tell people, people who are patriotic about this country, often I just say, listen, be patriotic. But what will really be helpful is if we are truthful about the things that are wrong. And you mentioned, you know, these are things in medicine, but I also mentioned sometimes in technology and transportation and, you know, I laugh at like, you know, the fact that we have our high speed train here. Like Japan has a train that goes 300 miles per hour, like it's never had an accident. You know, our trains here hit 1 25, they fly off the track. Yeah. <laugh>, you know, and so there's a point where we have to say, Hey, I love the slogan, greatest country on earth. But unless we're really doing that and delivering that, we need to retire that slogan until we catch up to the hype of it. Yeah.

Dr. Khama Ennis ([34:11](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

A hundred percent. There's way too much. I mean, go capitalism, I'm down in some areas healthcare is not an area for capitalism. It does not make sense.

Corey Andrew Powell ([34:20](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Yeah. And who's gonna watch, uh, this podcast as well will be inspired as I have been. And I also wanna give full disclosure that, um, the way I found out about you, of course, is because we're somewhat family now too. You and I, because it was your cousin who was married to my cousin and they told me about you. They're like, you know, you should check out my cousin. She's a doctor doing this amazing thing. And, you know, everybody always pitches people for podcasts. You, you're okay, <laugh>, whatever. And then, then I saw the wonderful work you're doing and it really is remarkable. And, um, I just wanna say congratulations and thank you for all you're doing. So we appreciate you being here today on Motivational Mondays.

Dr. Khama Ennis ([34:58](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Thank you for having me. It has been an absolute pleasure. And if anybody wants to find out more, they can go to facesofmedicine.org. Thank you.

Corey Andrew Powell ([35:07](https://www.temi.com/editor/t/LqQsBflbnl_2t6Z_njkKGfU5xkZZEhuEo6so4tbooFeXj-Tm3I0sPGAqQyEZfx_dY7ePgEjQx3Zo9wj8a7YXu8bbB8k?loadFrom=DocumentDeeplink)):

Thank you for listening to Motivational Mondays, presented by the National Society of Leadership and Success, and available wherever you listen to your favorite podcasts. I'm Corey Andrew Powell, and I'll see you again here next week.