Dr. Harry Gibbs

Dr. Harry Gibbs first described himself as a man with a diverse family, who loves to sail, ride his harley, taught martial arts, and is a 6 foot seven man who can't play basketball “worth a damn”. He received an invitation to attend Juilliard, however with the push of his parents he changed his path to become a chief diversity officer.

“My job is to be sure that the 2,300 employees all play nice in the sandbox.”

Some organizations do not like to have such guidance, so then this is when the government decides to step in.

Dr. Harry Gibbs speaks to us about the importance of regulation and how much this country actually cares about the treatment of their workers. The road to affirmative action compliance was led by the Wagner Act in 1935. Dr. Gibbs tells us that the Wagner Act came about in order to get better working conditions. It was the first time that the federal government realized it is important to give the people who work for them better conditions.

“If we are using tax payers money, we need to use their money to give them better work.”

Background:

Gibbs is an associate professor of Medicine and Cardiovascular Disease and is the chief diversity officer at The University of Texas M.D. Anderson Cancer Center. He’s also adjunct professor in the School of Health Sciences in Houston, Texas. In his role as chief diversity officer, he serves as the director of institutional programs and initiatives related to diversity issues. Gibbs has designed, developed, and produced workshops and seminars, both internal and multi-center, focused on minority faculty and staff development. His work includes diversity initiatives for organizational advancement, mentoring, and cross-cultural communications. He is the chair of M.D. Anderson’s Diversity Council and a member of the American Leadership Council on Diversity in Healthcare, part of the Institute for Diversity in Health Management.
Truman Era:

Isaac Woodard fought and saved a number of lives. Once discharged from the army, he was pulled off a bus on his way home and got both his eyes gouged out by two cops. President Truman truly did not like the fact that a citizen who fought for his country was treated as such. Eisenhower in his era approved and continued to espouse the idea that if you work for the government you must be treated fairly.

Kennedy Era:

Kennedy was the first one to say that “we need to be treated fairly. Wages must be equal for both men and women.”

LBJ Era:

The Civil Rights Act of 1964 had a huge plug into continuing equal rights for all government employees.

Dr. Harry Gibbs continues to speak of other legal authorities such as the OFCCP, who gave moderations to make sure everyone had an equal opportunity to work. He continues to speak of more equality foundations such as the Affirmative Action Plan, which is an annual check that looks at every aspect of the business; Who is hired? How many men verses women work? What does the diversity look like? There is a formula within the AAP process that Dr. Gibbs describes to us, for it shows that through a factor analysis they research the Disparate impact versus the Disparate treatment. If through this research shows any negative data, there is a further paper audit, and then a site audit if they would like further investigation and they do not have to tell you why. For example,

“At Andy Anderson you must be tested for nicotine, and if you have nicotine in your system you can not work there. However the problem is that there are groups of people who smoke more than others, such as veterans. It is just a fall out of this policy.”

“Now suppose they find something wrong, there can be a conciliatory agreement. If you are lucky, you can fix it. If you are not lucky, they can cancel any federal money you get- and they can actually throw you in jail.”

The past 30 years institutions are now becoming more aware and attentive to these sources. However they are predominantly

Quotes:

“Any gypsies in the room? We had a patient who was a gypsy and they believed that they had to die on the Earth. So we had to bring a bucket of dirt and let them lie on it to die. We have to be sure that everyone who is working has an equal opportunity to succeed.”

“We have to pay attention to the different things to do the best in a specific job. I don’t know if you realize, but only one third of the world goes to the bathroom using an actual toilet. We have to find a way to accommodate everyone and the diversity through cultures.”

Questions:

As medicine is becoming more business, does that affect how you take care of patients?

Yeah, it kinda does. On one hand we use to not tell patients anything, however now they are part of the process. Now there are guidelines, there are practices and procedures. It was really invented by insurance practices. It has led to a standardized practice. One of the challenges it has led to is the Obamacare; on one hand it is giving people health care, but on the other that leads to many new people, new cultures for hospitals and practices. Much more attention is being focused on the cost of how things are done.
watching over more health services. There is less variance from administration to administration. In addition, the sharing of information has improved within the federal system. Speaking to different departments who have varied powers and rights to become involved. The system has improved in order to improve the regulatory system of institutions.

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Dr. Harry Gibbs works to make sure that everyone has the equal opportunity to succeed in their careers.