Racial Equity in Health

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Why is Addressing Race Government’s Role?

A Brief History of Racism and Immigration
We Can Undo Racism

“If racism was constructed, it can be undone if people understand when it was constructed, why it was constructed, how it functions, and how it is maintained.”

—People’s Institute for Survival and Beyond
What is Equity?
Equity is realized when identity—such as race, gender, ethnicity, age, disability, or sexual orientation—has no detrimental effect on the distribution of resources, opportunities, and outcomes for group members in a society.
What is Equity?

Equity is achieved when one’s identity cannot predict the outcome.
Now: A Math Awareness Test
Bias is the tendency to favor or disfavor-the evaluation of one group or its members in relation to another.

We ALL carry bias. Acting on bias can be discriminatory and create negative outcomes for particular groups.
Organizations move in the direction of the questions they ask

SO

What questions are you asking?
Ok, How to address our personal biases?

Have the “Second Thought”
How Do We Mitigate for Institutional Bias?

**Develop**
- Blinded evaluation processes

**Build in**
- Feedback, evaluation, and accountability mechanisms

**Collect Data**
- Meaningful data can bring to light trends and patterns in disparate treatment of individuals and throughout an organization
How to Begin Asking the Right Questions

- What are the assumptions underlying this policy, practice, procedure?
- How could this policy, procedure or practice burden or benefit communities of color?
- How do we involve those most impacted in the decision process?
- What are some strategies for reducing negative impacts?
Implicit Bias in Community Health
Social Determinants of Health

Health Outcomes
- Length of Life (50%)
- Quality of Life (50%)

Health Factors
- Health Behaviors (30%)
  - Tobacco Use
  - Diet & Exercise
  - Alcohol & Drug Use
  - Sexual Activity
- Clinical Care (20%)
  - Access to Care
  - Quality of Care
- Social & Economic Factors (40%)
- Physical Environment (10%)
  - Education
  - Employment
  - Income
  - Family & Social Support
  - Community Safety
  - Air & Water Quality
  - Housing & Transit
A TALE OF TWO NEIGHBORHOODS

EAST BENNETT VALLEY
LIFE EXPECTANCY: 82.0 YEARS

- 1.2% living in poverty
- **extensive** parks and green space
- 58.6% at least bachelor’s degree
- $68,967 median personal earnings
- 61% management occupations
- 92% housing occupied by owner

ROSELAND CREEK
LIFE EXPECTANCY: 77.1 YEARS

- 16.5% living in poverty
- **limited** parks and green space
- 8.6% at least bachelor’s degree
- $21,699 median personal earnings
- 11.3% management occupations
- 42.1% housing occupied by owner
Santa Rosa

Roseland
95407
LIFE EXPECTANCY
76

Bennett Valley
95405
LIFE EXPECTANCY
86
Food Deserts

➤ You live in a food desert if:
  ➤ You are more than 1 mile from a full service grocery story (urban/suburban geography) \textit{and}
  ➤ You don’t have reliable transportation to a full service grocery store
➤ More common in the South and Midwest
➤ Low income areas
➤ Pay up to 37% more for the same products
Bike Lanes In All The Wrong Places
Implicit Bias In Health Care

- In 2015 the University of Virginia completed a study of medical students and their perceptions of race in providing health care:
- The study queried 222 white medical students and residents at the university and elsewhere.
- It determined that there is disparity in pain management based on race.
- Researchers found that 72 percent of the white people in the sample endorsed at least one false belief about how black people experience pain. For example, they thought black people have thicker skin than their white counterparts.
For Discussion

Turn to the person next to you and:

What may have you been doing in your city to unintentionally support or spread institutional bias through policies or actions?
Psychology of Change

- Church pews and assigned seating

There are many reasons people resist change:

- Fear of losing control
- Excess uncertainty
- Unease with surprise
- Wanting to maintain the status quo
- These can also be called the “Sheldon Cooper” syndrome

Psychology of Change

- Activate the community’s own *agency*. Give community power by:
  - Unleash intrinsic motivation
  - Co-design people driven change
  - Co-produce in authentic relationship
  - Distribute power
  - Adapt in action

Institute for Healthcare Improvement
Institutional Bias Mitigation

- Understand the history of racism in the country, community and organization, and consider one’s own personal experience with institutional racism
- Organizational culture and communications as it relates to institutional racism
- Human resource practices at all levels of the organization
- Business practices of every department/section/business unit in the organization
- Operations for all aspects of services provided
The Intentionality of an Equitable Organization:

Organizations move in the direction of the questions they ask!

- Raise the collective awareness about institutional racism, unconscious bias, and their effects

- Evaluates the everyday decisions made and how they can be “unbiased”

- Courageously, unapologetically and deliberately works to create and maintain a culture shift of awareness and harm reduction
ORDINANCE NO._______ N.S.


The Council of the City of Richmond do ordain as follows:

Section I. Amendment of Article IX. Article IX of the Municipal Code of the City of Richmond is hereby amended by adding a Chapter 9.14 to read as follows:
Organizational Options

Figure 1 Framework for Health Care Organizations to Improve Equity

1. Make health equity a strategic priority
   - Demonstrate leadership ownership, behaviors, accountability, vision for equity
   - Secure sustainable funding
   - Integrate equity into strategic plans
   - Increase awareness of health equity issues throughout the organization

2. Develop structure and processes to support health equity work
   - Human Resources
   - Financial Resources
   - Data Infrastructure

3. Deploy specific strategies to address the multiple determinants of health where health care organizations can have a direct impact
   - Health care services
   - Socioeconomic status
   - Physical environment
   - Healthy behaviors

4. Eliminate institutional racism and other forms of discrimination within the organization

5. Develop partnerships with community organizations
   - Leverage community assets to work together to tackle community issues related to improving health and equity

Food Desert Solutions

- Building community gardens
- Establishing local farmers markets
- Improving public transportation from food deserts to established markets
- Tweaking local laws and tax codes to entice supermarkets and other healthy food retailers to set up shop
- New zoning regulations to allow co-op neighborhood grocery stores
Road Games

• Get out of your own environment
• Don’t always make the community come to you
• Go to the community
• Experience their “turf”
• Be humble, but put in the work
A bit of advice...

“You have one mouth and two ears, use them proportionally”

Decisions are made by the those who show up.

Assume that you will need to lose a bit of control for much, much more power.
Contact Us

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