

Racial Equity in Health



Matt Guy, MPA
Dante J. James, Esq.

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.

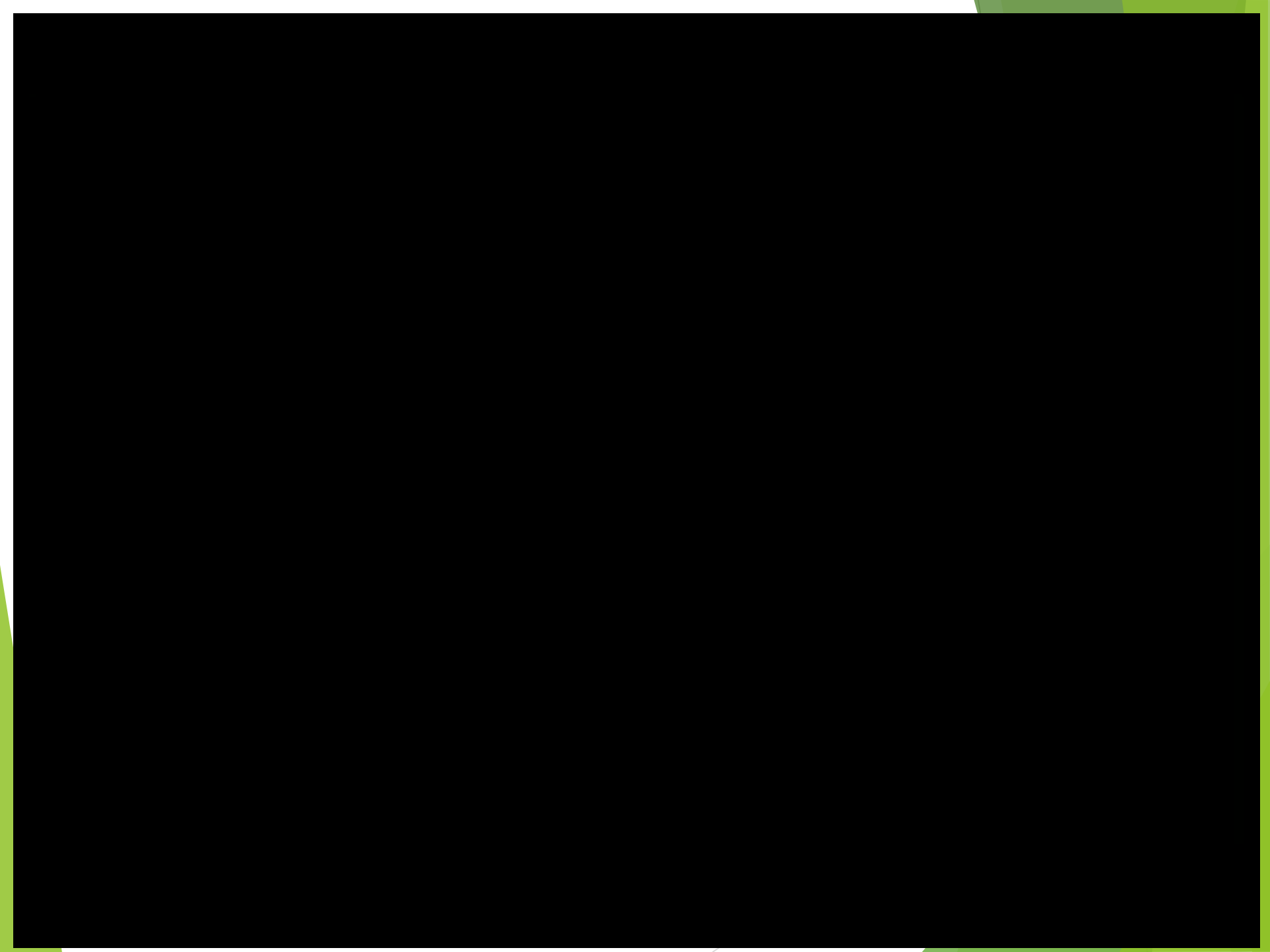
What is Equity?

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?



MOST DESIRABLE FACE

GOOD
SMILE

10:00 AM

10:00 AM



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

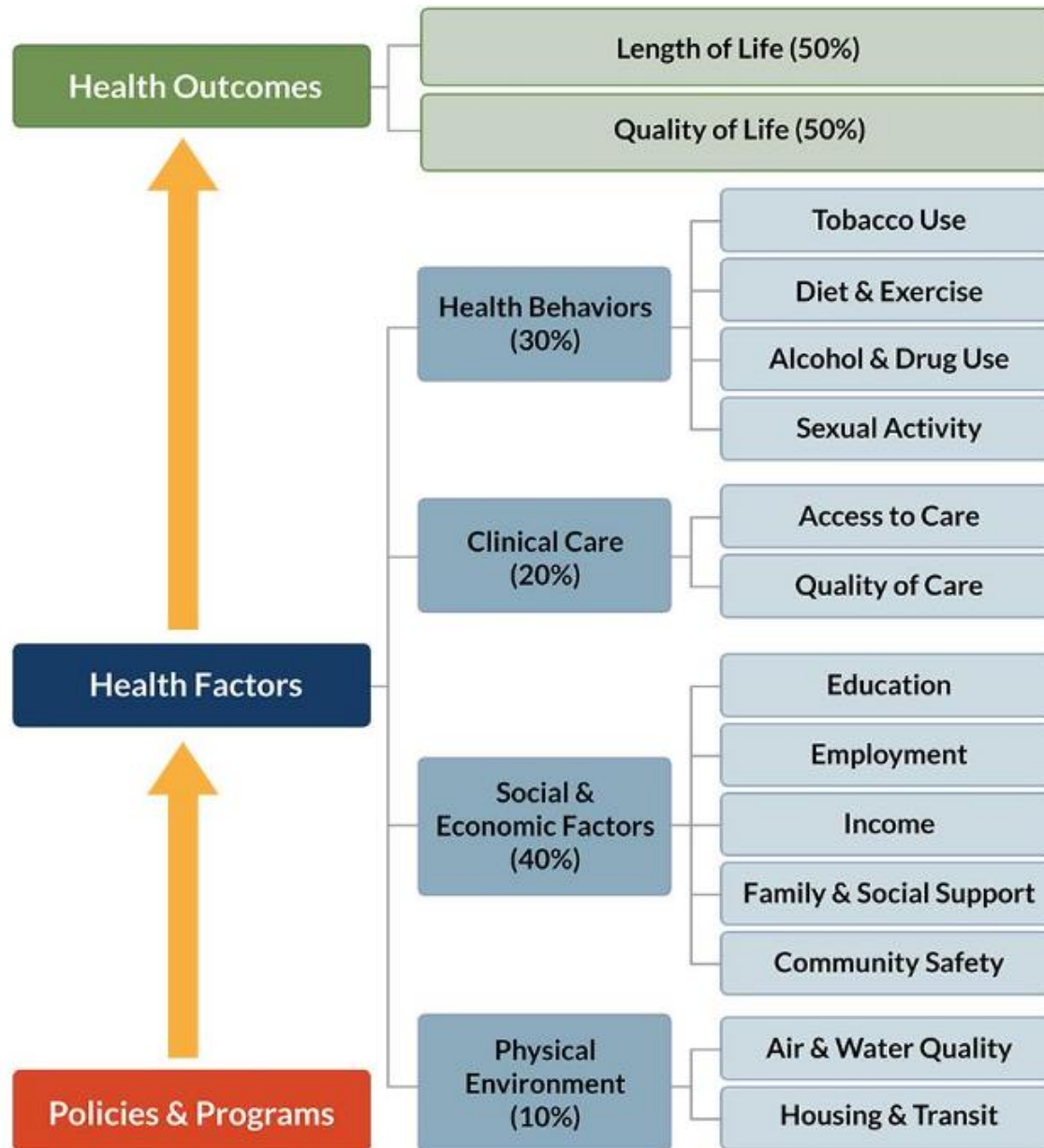
How to Begin Asking the Right Questions

- ▶ 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

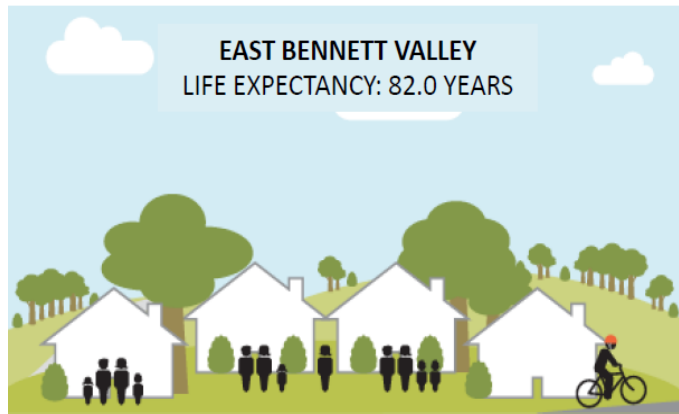


Social Determinants of Health

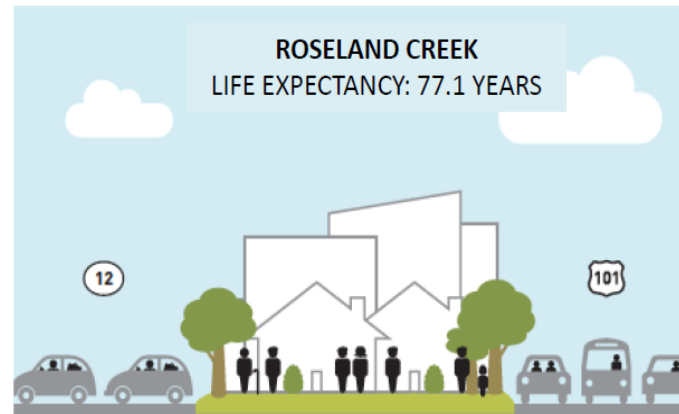


Santa Rosa

A TALE OF TWO NEIGHBORHOODS



- **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



- **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 store (urban/suburban geography) *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



From IHI Psychology of Change Framework to Advance and Sustain Improvement. Hilton K., Anderson A. White Paper. Institute for Healthcare Improvement; 2018 (available at www.ihp.org)

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

From IHI Psychology of Change Framework to Advance and Sustain Improvement. Hilton K., Anderson A. White Paper. Institute for Healthcare Improvement; 2018 (available at www.ihl.org)

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

Health In All Policies

ORDINANCE NO. _____ N.S.

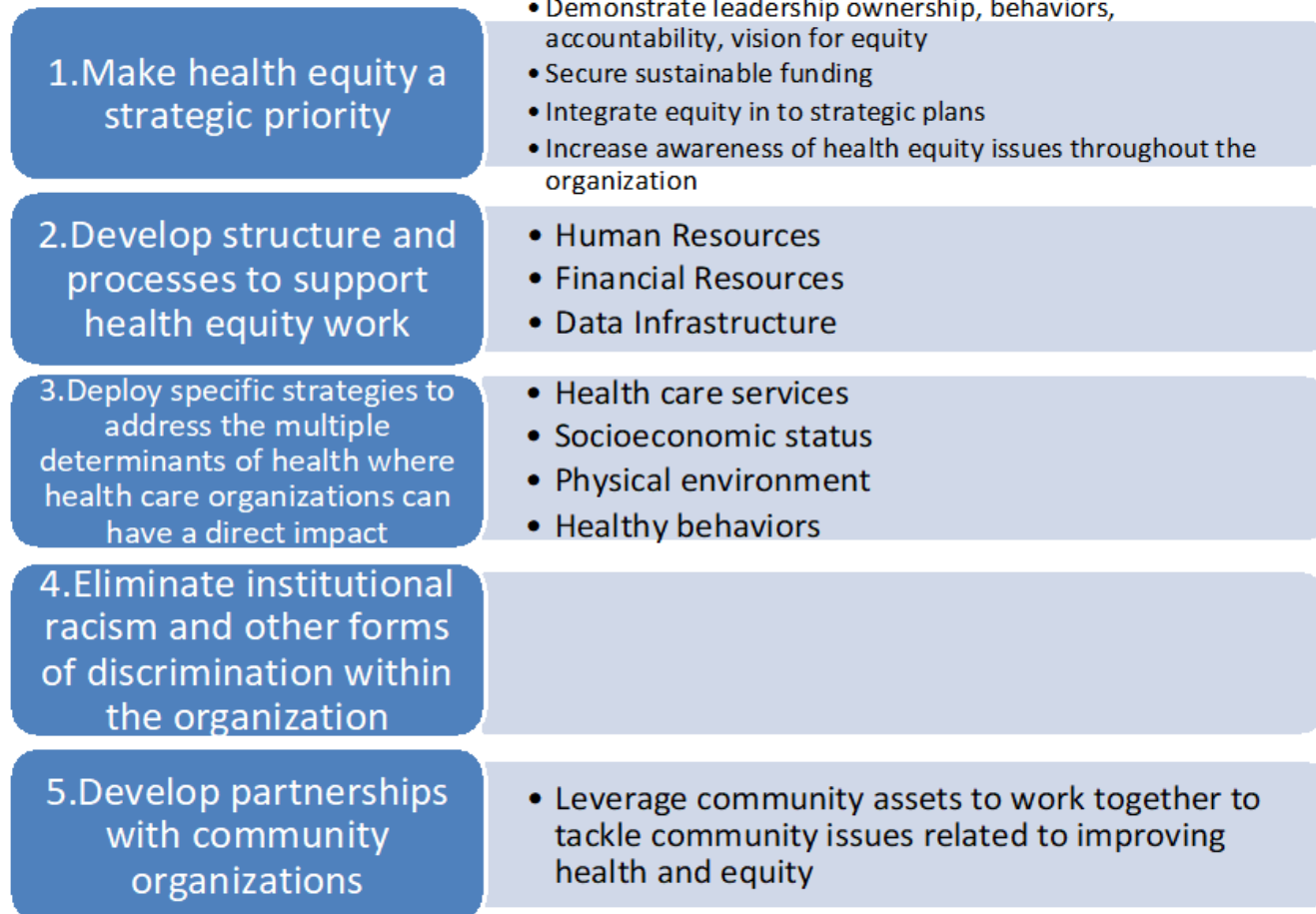
AN ORDINANCE OF THE COUNCIL OF THE CITY OF RICHMOND AMENDING ARTICLE IX OF THE MUNICIPAL CODE OF THE CITY OF RICHMOND. THIS ORDINANCE ESTABLISHES HEALTH IN ALL POLICIES AS A STRATEGY FOR IMPROVING HEALTH AND HEALTH EQUITY FOR THE CITY.

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



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

Dante James, Esq.

The Gemini Group

Dante@thegeminigroupllc.com

303.880.9723

www.TheGeminiGroupllc.com



Matt Guy

Accelerated Transformation Associates

atapueblo@gmail.com

719.248.7010

@pueblowestguy

