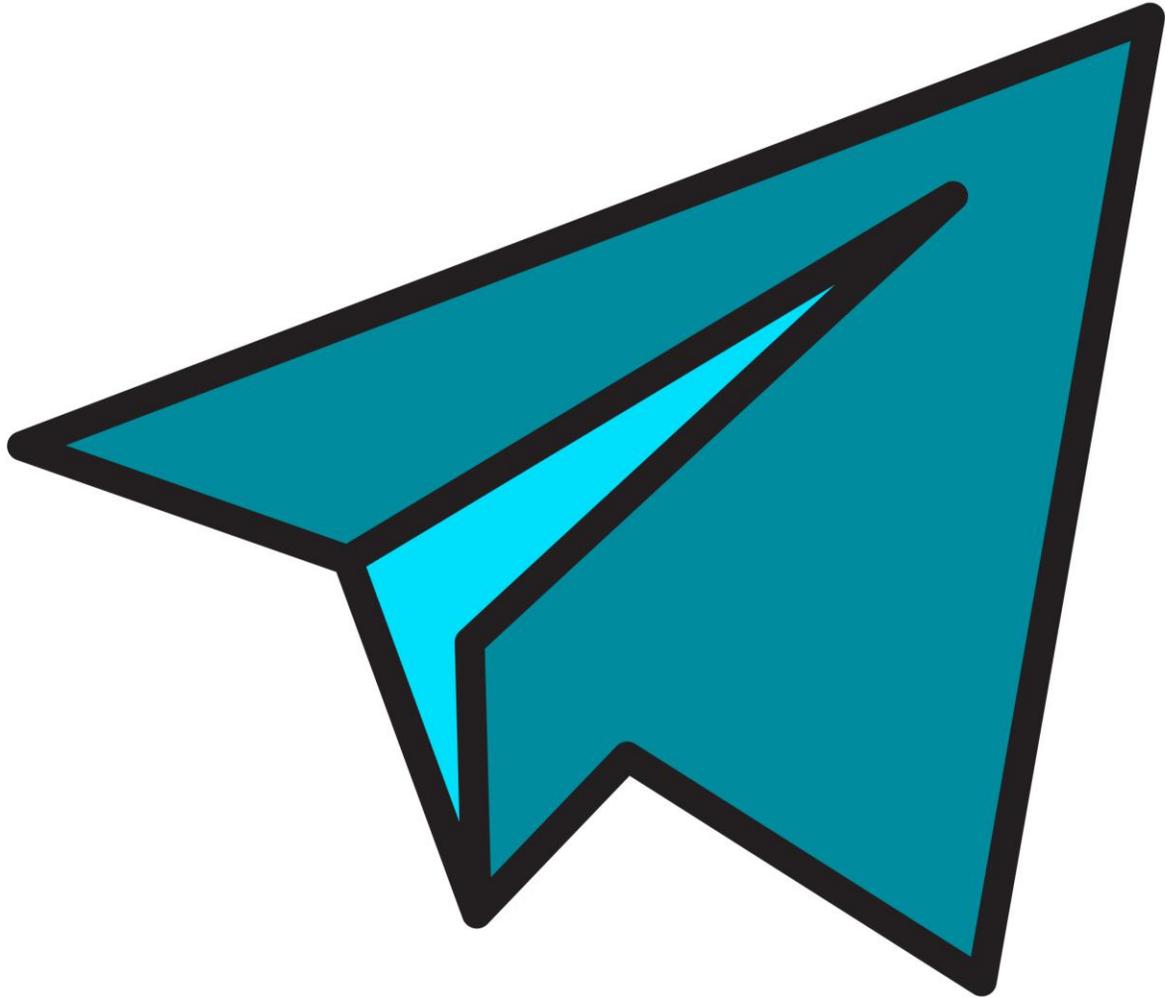


# Be Best

Understanding the Goal of Health  
Equity & The Cost of Bias

Evan Thornburg (she/her), Health Equity Special Advisor





# Overview

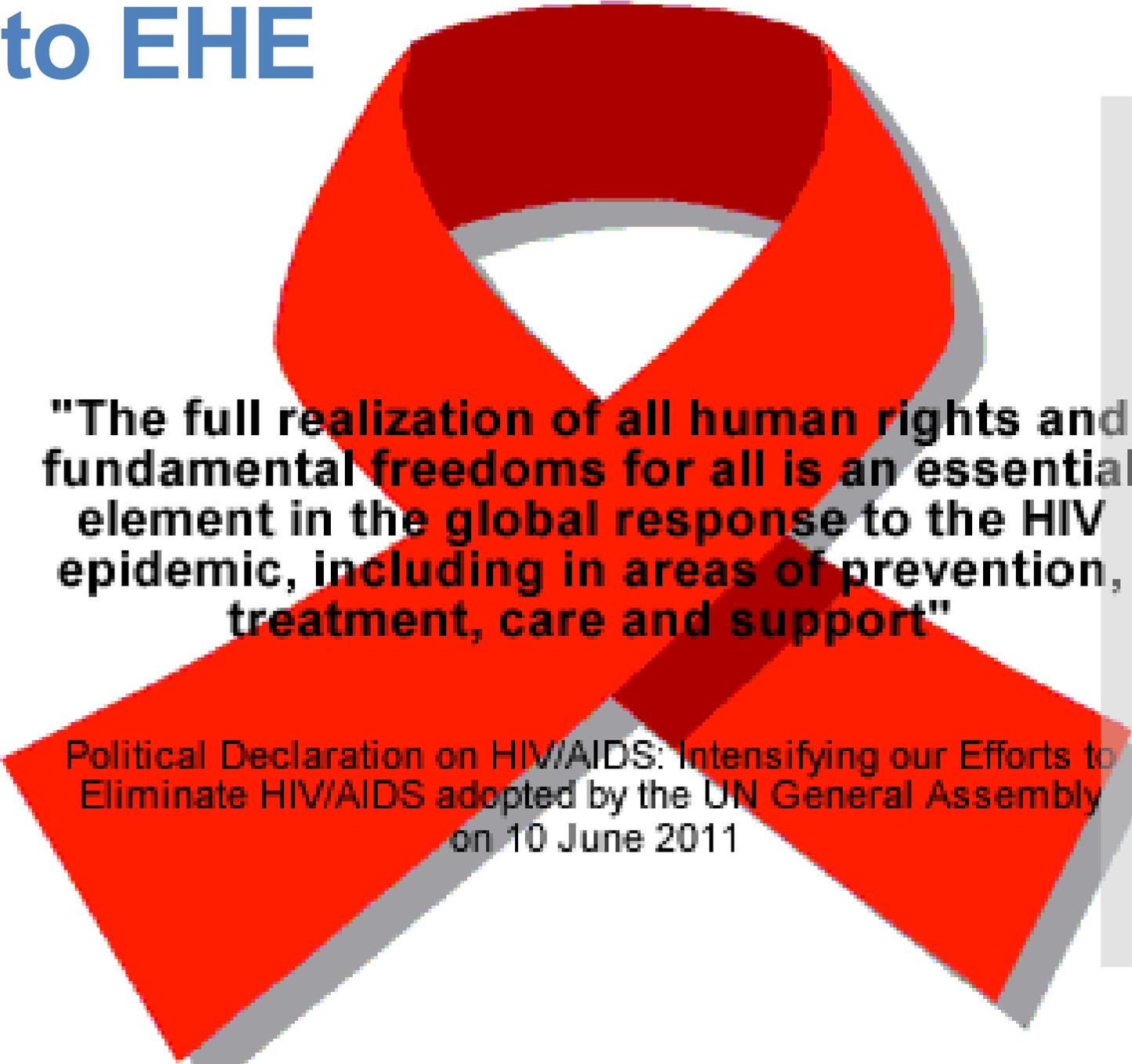
- Defining Key Terms & Concepts
- Understanding Equity over Equality
- Bias
- Social Determinants and Health Inequities
- Resources
- Q&A

# How This Relates to EHE

The Greatest  
Connectors to Risk

The Inequality of  
Vulnerability

Addressing Causation  
and Engaging  
Prevention



**"The full realization of all human rights and fundamental freedoms for all is an essential element in the global response to the HIV epidemic, including in areas of prevention, treatment, care and support"**

Political Declaration on HIV/AIDS: Intensifying our Efforts to Eliminate HIV/AIDS adopted by the UN General Assembly on 10 June 2011

# Community Agreements

No Judgement!

Leave What's  
Said; Take  
What's Learned

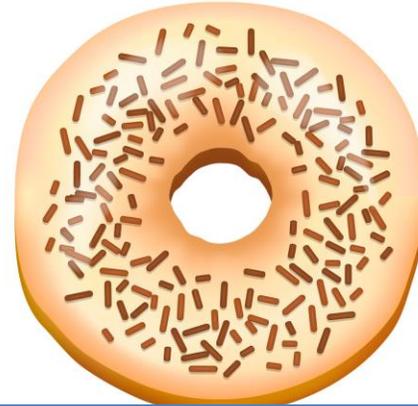
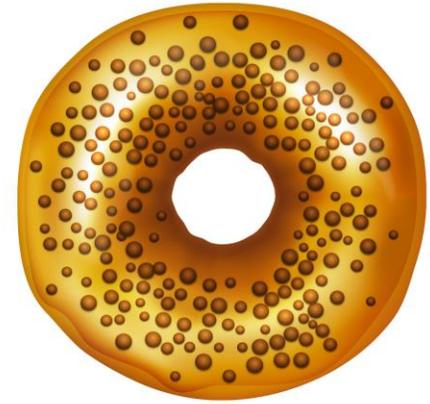
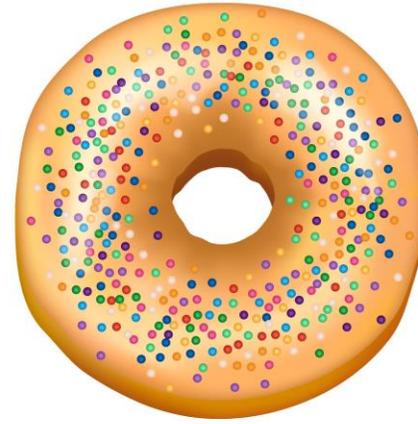
Feelings & Facts

Ownership

Ask, Share,  
Laugh!



**The composition  
of a group –  
specifically  
whether different  
demographics are  
represented in a  
group.**



**Diversity**

# Inclusion

Inclusion is defined as a person or group of people's ability to contribute to and fully participate in a space.

Inclusion is also the acknowledgement, celebration, and welcoming of individuals' sense of uniqueness and belongingness.

*Nugent/Pollack/Travis PhD, The Day-to-Day Experiences of Workplace Inclusion and Exclusion, 2016*



## Colorblindness

the approach to organizational diversity that intertwines American cultural ideals of individualism, equality, meritocracy

## Tokenism

the accidental or intentional act of making an individual with a marginalized identity the exclusive representative in a space

# Dated Diversity Concepts



# Intersectionality



**the concept that people with a multitude of marginalized identities are having a specific and unique experience directly related to the overlapping of these identities, and that no one identity is being experienced or engaged with in exclusion to the others.**

*Crenshaw, "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics", 1989*



# Equity

**The centering of creating opportunities and changes to a space or system so that marginalization doesn't unjustly predict one's success, and ultimately improves outcomes for all.**

*National League of Cities, [Advancing Racial Equity in your City Municipal Action Guide](#), 2017.*

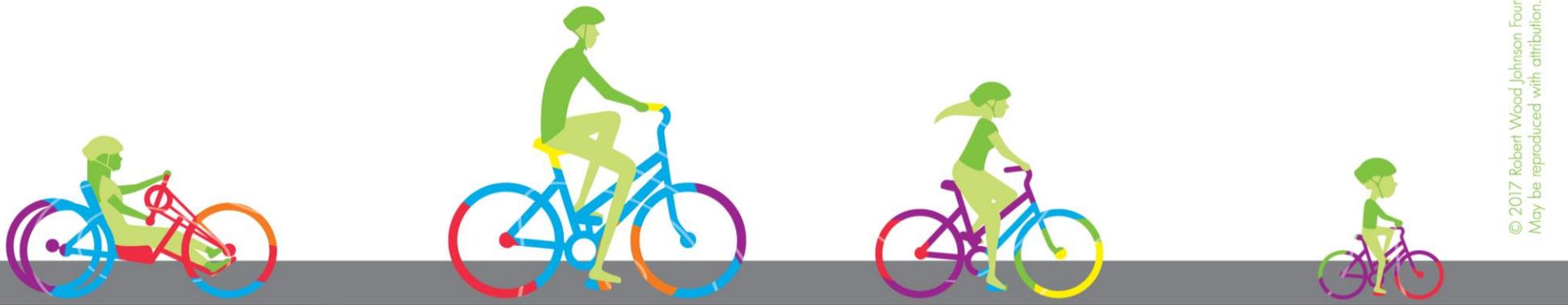
# Equality

Same  $\neq$  Fair



# Equity

Equity  $\rightarrow$  Equality



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# Equality vs Equity

# Health Inequity

Differences in health between population groups related to unfair, unjust, and avoidable socioeconomic or environmental conditions, public policy, or other socially determined circumstances.

*BARHII, Local Health Department Organizational Self-Assessment for Addressing Health Inequities*

# Health Equity

the absence of systematic disparities in health and its determinants between groups of people at different levels of social advantage. To attain health equity means to close the gap in health between populations that have different levels of wealth, power, and/or social prestige. For example, low-income persons and racial/ethnic minorities generally have poorer health relative to people who have more economic resources or who are members of more powerful and privileged racial groups. Health equity falls under the umbrella of social justice, which refers to equitable allocation of resources in society. Eliminating health disparities and health inequities between racial and ethnic populations moves us toward our goal of health equity and social justice, and a significant focus of this effort is to address social determinants of health that influence our priority public health outcomes.

*Michigan Dept of Public Health*



# Defining Bias

## Explicit Bias

The overt and conscious belief that an individual or group based on their identit(ies) is unequal, undeserving, doesn't belong, or is less than.

## Implicit Bias

The insidious and unconscious belief that an individual or group based on their identit(ies) is unequal, undeserving, doesn't belong, or is less than.

## Affinity Bias

The preference for those that look like or identify similarly to you.

## Confirmation Bias

The process of searching for and cherry-picking proof in information that supports what we believe exclusively.

# Bias



## **Bias**

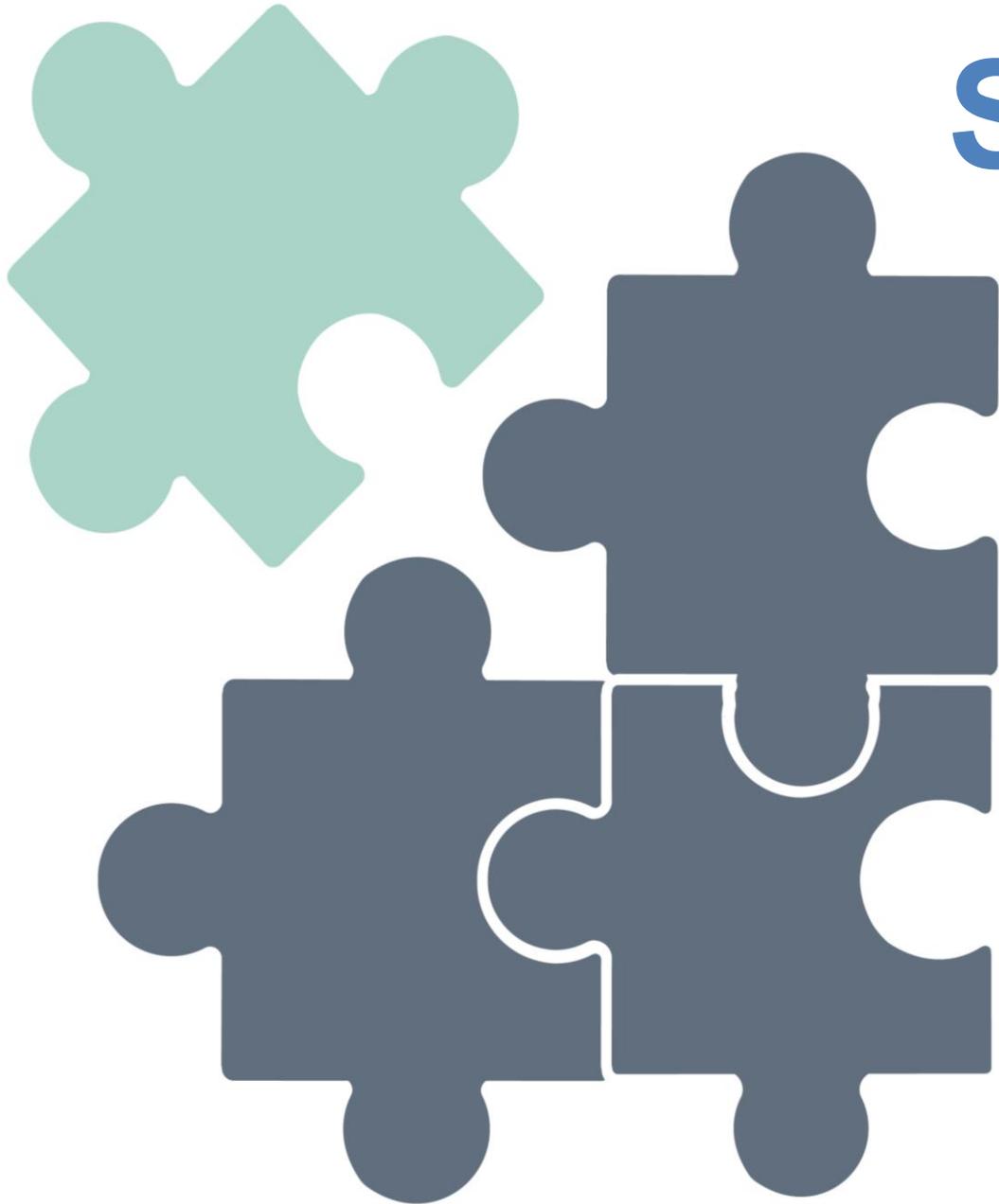
*The Belief/Idea*

## **Prejudice**

*Positive or negative attitude, judgement, or feelings that are based in that bias/belief*

## **Discrimination**

*The actions or behaviors that one takes based on that belief and those feelings*



# Social Determinants

**Conditions in the social and physical environment in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life risks and outcomes. The social environment refers to social, economic, and cultural norms, patterns, beliefs, processes, policies, and institutions that influence the life of an individual or community. The physical environment refers to both the natural and human-made environments and how they affect health.**

significant differences in the overall rate of disease incidence, prevalence, morbidity, mortality, or survival rates in a racial or ethnic minority population as compared to the health status of the general population.<sup>8</sup> Health disparities refer to measured health differences between two populations, regardless of the underlying reasons for the differences.

# Health disparities



# Social Determinants of Health

- Access to healthy food
- Oppression vs Privileged
- Having a home
- Access to consistent and prevention based healthcare
- Being gainfully employed
- Having an interpersonal support network
- Ability to build wealth
- Access to education
- Living somewhere that is and/or you feel is safe
- Environment/Geography

# A Snapshot



- **Black women are 4x as likely to die from birth and post birth complications compared to white women, regardless of socioeconomic bracket**
- **Elders/Seniors are 630x as likely to die of COVID-19 upon contracting it; they are 13x more likely to be hospitalized**
- **Indigenous/Native/First Nation individuals are 5x as likely to be hospitalized for COVID-19; Black individuals are 2x as likely to die**
- **People with hearing loss are 2x as likely to be unemployed, regardless of education**
- **The largest wage gaps exist for employees with cognitive impairments**
- **34% of people with disabilities report not seeking health care because of cost; 34% also report household incomes less than \$15,000/year**
- **Cost of accommodations are listed as a key reason for dismissing a person with a disability**
- **23% of documented immigrants are uninsured; 45% of undocumented immigrants are uninsured**

# Language

- **Dated/Mispronounced Language**
  - Transgendered
  - Non-binaries
  - Handicapped
  - Illegal immigrant
  - Homosexuals
- **Slurs and Xenophobic Terms**
- **Disrespectful Behavior**
  - Using the wrong pronouns or name (he vs. she vs. they, etc.)
  - Using a singular culture to describe a race (“Mexican” as a replacement for Hispanic/Latinx or “Chinese” for everyone who looks East Asian)
- **People First terms**
  - Person using a wheelchair
  - People Living with HIV
  - People with Disabilities
  - Person who is undocumented
- **Capitalizing Communities**
  - Black people
  - Deaf community
  - Disability activists
- **Respectful/Thoughtful Behavior**
  - Asking someone for their pronouns
  - Introducing yourself with your pronouns
  - Using the identity terms that community asks outsiders to use (Native/First Nation/Indigenous instead of Indian, even though some First Nation individuals may still use Indian intra-communally)

# AACO's Policy: Key Points

- **AACO Health Equity Values**
  - Principles we are committed to
  - Areas of advocacy
  - Collaboration and relationships
  - Provisions and resources that best reflect and support a myriad of identities and individuals
  - Addressing bias
  - Setting an example and leadership
- **Guidelines and Standards**
  - Specifics pertaining to execution of programs and initiatives
  - Competency goals
  - Diversity and inclusion
  - Investment in the development and growth of diverse internal talent
  - Benchmarks, assessments, and evaluations
  - Data

# What You Can Do

*professional*

- **Policies, Programs, Paperwork, Procedures, Pay Equity**
- **Proactive Prevention instead of Reactive Response**
- **Professional Development and Training**
- **Rights, Responsibilities, Resources, and Relationships**
- **Communication and Conversation**

*Personal*

- **Learn More, Judge Less**
- **Step Up, Step Back, Step in Front**
- **Watch your Language**
- **Hard on the Issue, Soft on the Person**
- **Listen Believe Respect Support**

# Resources

- **CDC's National Center for Chronic Disease Prevention and Health Promotion -** <https://www.cdc.gov/chronicdisease/healthequity/index.htm>
- **American Public Health Association -** <https://www.apha.org/topics-and-issues/health-equity>
- **Black Doctors Consortium -** <https://blackdoctorsconsortium.com/>
- **Promoting Health Equity Resource Guide -** <https://www.cdc.gov/nccdphp/dch/programs/healthycommunitiesprogram/tools/pdf/SDOH-workbook.pdf>
- **The National Academies of Sciences, Engineering, and Medicine's Pathways to Health Equity -** [https://www.ncbi.nlm.nih.gov/books/NBK425848/pdf/Bookshelf\\_NBK425848.pdf](https://www.ncbi.nlm.nih.gov/books/NBK425848/pdf/Bookshelf_NBK425848.pdf)
- **Kaiser Family Foundation -** <https://www.kff.org/>

**Kimberle Crenshaw TEDTalk:**

[www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality/up-next?language=en](http://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality/up-next?language=en)

**Anti-Oppression Resource and Training Alliance (AORTA):**

[www.aorta.coop](http://www.aorta.coop)

**Government Alliance on Race & Equity:** [www.racialequityalliance.org](http://www.racialequityalliance.org)

**Lean In:** [www.leanin.org](http://www.leanin.org)

**Catalyst:** [www.catalyst.org](http://www.catalyst.org)

**Williams Institute:** <https://williamsinstitute.law.ucla.edu/>



# Resources

## Follow (IG & Twitter)

**The Root** @the.root

**Mia Mingus** @mia.mingus

**Alice Wong** @disability\_visibility

**Disability Pride Philadelphia** @disabilitypridephila

**lgbt\_history** @lgbt\_history

**Transgender Law Center** @translawcenter

**National Women's Law Center**

@nationalwomenslawcenter

**Women's Media Center** @womenmediacenter

**Brown History** @brownhistory

**AJ+** @ajplus

**ATTN:** @attn.com

**Thoughts,  
Questions,  
Concerns?**



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