ADVANCING EQUITY:
A RACIAL EQUITY JOURNEY

A County Health Rankings & Roadmaps and Government Alliance on Race & Equity webinar

Nov. 12, 2019
County Health Rankings & Roadmaps is a collaboration between the Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute.
LEARNING OUTCOMES FOR TODAY

1. Compare Spokane’s racial equity journey to your own community’s journey.
2. Describe why addressing racial equity matters to health.
3. Discover a tool or resource you will apply in your community.
JOIN US FOR MORE DISCUSSION – TODAY!

- **When:** Immediately following the webinar
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WHY WE DO WHAT WE DO

Improve Health Outcomes & Increase Health Equity
HEALTH EQUITY IS KEY

Health equity means that everyone has a fair and just opportunity to be healthy.

This requires removing obstacles to health such as poverty and discrimination while creating access to good jobs with fair pay, quality education and housing, safe environments, and quality health care.

Manchester, NH 2016
GOVERNMENT ALLIANCE ON RACE & EQUITY

A national network of governments working to achieve racial equity and advance opportunities for all.

✓ Core network – 67 104 178 members and growing!
✓ Two dozen state agencies
✓ Expanded network - 30 states / 150+ cities
✓ Provide tools to put theory into action
WHY WE LEAD WITH RACE

• Racial inequities deep and pervasive
• Racial anxiety on the rise – race is often an elephant in the room
• Learning an institutional and structural approach can be used with other areas of marginalization
• Specificity matters
NATIONAL BEST PRACTICE

Normalize
• A shared analysis and definitions
• Urgency / prioritize

Operationalize
• Racial equity tools
• Data to develop strategies and drive results

Organize
• Internal infrastructure
• Partnerships

Visualize
Addressing Racial Equity

Rowena Pineda and Heleen Dewey
Spokane Regional Health District
Race Spokane County, 2018

- White Only: 84%
- Black Only: 6%
- American Indian/Alaskan Native Only: 4%
- Asian Only: 2%
- Pacific Islander Only: 1%
- Multi-Race: 2%
- Hispanic as Race: 1%

HISTORY OF GOVERNMENT AND RACE

Initially explicit

Government explicitly creates and maintains racial inequity.

Became implicit

Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.

Government for racial equity

Proactive policies, practices and procedures that advance racial equity.
Theo Adams, East Central Neighborhood Resident
Oral History Interview & Images from the Spokane Regional Health District’s Neighborhoods Matter Program

Our Journey...
## LIFE EXPECTANCY BY SPOKANE COUNTY NEIGHBORHOOD

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Data Source: Community Health Assessment Tool (CHAT), Office of Financial Management, Washington State Department of Health
How is Spokane Regional Health District addressing health equity?

The health district launched its Center for Equity to be the catalyst for ongoing and future health equity efforts driven by the agency. Center for Equity staff will spearhead internal and external health equity efforts using the following iterative process:

### Normalize
Build a shared understanding of equity within our agency and with partners in the community.

### Operationalize
Integrate equity into our decision-making processes and develop and implement measurable actions.

### Organize
Build staff and organizational capacity through training for new skills and competencies, as well as build internal capacity to advance health equity. We need to develop relationships with communities and other governmental entities to impact change.

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**SRHD Health Equity Guide**

<table>
<thead>
<tr>
<th>Build Internal Infrastructure</th>
<th>Work Across Government</th>
<th>Foster Community Partnerships</th>
<th>Champion Transformative Change</th>
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<tbody>
<tr>
<td>Mobilize Data, Research &amp; Evaluation</td>
<td>Build Government Alliance</td>
<td>Share Power with Communities</td>
<td>Confront the Root Causes</td>
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<td>Build Organizational Capacity</td>
<td>Develop a Shared Analysis</td>
<td>Build Community Alliances</td>
<td>Develop Leadership &amp; Support Innovation</td>
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<td>Change Internal Practices &amp; Processes</td>
<td>Broaden Regulatory Scope</td>
<td>Engage in Movements</td>
<td>Change the Conversation</td>
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<td>Prioritize Upstream Policy Change</td>
<td>Allocate Resources</td>
<td>Build a Health &amp; Equity Movement</td>
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**Definitions**

Health Disparity: Differences in the incidence, prevalence, mortality, and burden of diseases and other adverse health conditions that exist among specific population groups.

Social Determinants of Health: Factors (i.e., determinants) in our social and economic environment that research has found to negatively (or positively) affect health.
UNDERSTANDING HOW RACISM OPERATES

**Individual Racism**
Pre-judgment, bias, or discrimination based on race by an individual.

**Institutional Racism**
Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.

**Structural Racism**
A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.
FOCUSING ON RACIAL EQUITY

“We are either working on racial equity or we are doing harm.”
FOCUSING ON RACIAL EQUITY

Racial Equity

Race can no longer be used to predict life outcomes and outcomes for all groups are improved.

-- Government Alliance on Race & Equity
TIPS FOR YOUR JOURNEY

- Head and heart approach
- Patience
- Lean into discomfort
- Expect pushback
- Dig deeper on the data
- Know your racial history
KEY RESOURCES

- GARE’s Racial Equity Toolkit
- GARE’s Racial Equity Cohort
- Human Impact Partner’s Health Equity Guide
- Bay Area Regional Health Inequities Initiative’s Organizational Self-Assessment Toolkit
- Local Partners—nonprofits and local healthcare working on equity
- Guidance from GARE and connection to other governmental jurisdictions
MAKE THE MOST OF CHR&R RESOURCES

DATA

EVIDENCE

GUIDANCE

STORIES
CHR&R DATA HIGHLIGHTS

- Data snapshots for nearly every county in the country
- 30+ measures to help you understand what influences health in your community
- 13 measures broken down by race/ethnicity

countyhealthrankings.org
Action Learning Guides offer self-directed learning on specific topics

Blend guidance, tools, and activities for hands-on practice and reflection

countyhealthrankings.org/learning-guides
ACTION LEARNING GUIDES: ADVANCING EQUITY

Introduction to Equity

Partnering With Residents

Understand and Identify Root Causes

countyhealthrankings.org/learning-guides
WE WANT TO HEAR FROM YOU!

Click the link to answer a few questions about today’s webinar
QUESTIONS?
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