



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



Compare Spokane's racial equity journey to your own community's journey.



Describe why addressing racial equity matters to health.



Discover a tool or resource you will apply in your community.

JOIN US FOR MORE DISCUSSION – TODAY!

- ▶ **When:** Immediately following the webinar
- ▶ **What:** Interactive learning experience, opportunity to share ideas and ask questions
- ▶ **How:** Videoconference and/or phone via Zoom
- ▶ **Why:** Deepen the webinar learning, allow further exploration



Webinar Discussion Group





Menominee Nation 2015

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.



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

GOVERNMENT ALLIANCE ON RACE & EQUITY

Washington

- HWMP
- Lakewood
- Lynnwood
- King County
- King County Housing Authority
- Olympia
- Port of Seattle
- Puget Sound Regional Council
- Seattle
- Seattle Housing Authority
- Spokane Regional Health District
- Tacoma
- Tukwila
- Vancouver
- WA DCYF

Oregon

- Eugene
- Lane County Equity
- Metro
- Multnomah County
- Multnomah County Drainage District
- OR Governor's Office of DE&I
- OR Housing & Community Services
- OR Youth Authority
- Portland
- Port of Portland

California

- Alameda County
- BAAQMD
- BARC
- BART
- Berkeley
- CA Air Resources Board
- CA Dept of Public Health
- CA DSS
- CA EPA
- Cosumnes CSD
- Culver City
- Elk Grove
- Hayward
- LAHSA
- LA Metro
- Long Beach
- Marin County
- Merced County
- Metropolitan Transportation Commission

- Monterey County
- Napa County
- Nevada County
- Oakland
- Richmond
- Sacramento
- Salinas
- San Diego Sustainability Department
- San Francisco County
- San Francisco BCDC
- San Jose
- San Mateo County
- Santa Clara County (3 depts)
- Santa Monica
- Shasta County

Minnesota

- Hennepin County
- HC Judicial Courts
- League of MN Cities
- Mankato
- Metropolitan Council
- Minneapolis
- Minneapolis Park & Rec Board
- Northfield
- Minnetonka

Wisconsin

- Appleton
- Dane County
- Madison
- Middleton
- Milwaukee County
- City of Milwaukee Health Dept.

Michigan

- Grand Rapids
- Macomb County
- MDCR MI
- Ottawa County
- Washtenaw County

Massachusetts

- Boston
- Brookline
- Cambridge Dept of Equity & Inclusion

Connecticut

- Commission on Equity and Opportunity

New York

- New York City
- NY State Dept of Health

North Dakota

- Ramsey County
- Richfield
- Rochester
- Saint Anthony
- St. Paul
- Washington County

Iowa

- Cedar Rapids
- Des Moines
- Dubuque
- Iowa City
- West Des Moines

Illinois

- Chicago Public Health
- Cook County
- Peoria

Indiana

- Indianapolis

Maryland

- Baltimore Bureau of Budget & Res.
- Montgomery County
- Takoma Park

Pennsylvania

- Allegheny County
- Lancaster
- Philadelphia
- Pittsburgh
- URA Pittsburgh

Colorado

- Boulder County
- Boulder
- Denver
- Fort Collins

Kansas

- Lawrence

Missouri

- Kansas City

Tennessee

- Chattanooga
- Knoxville

Virginia

- Alexandria
- Arlington
- Stafford County
- Richmond
- Virginia Dept of Health

District of Columbia

- Council of the District of Columbia

North Carolina

- Asheville
- Carrboro
- Chapel Hill
- Charlotte
- City of Durham
- Durham County
- Greensboro
- Mecklenburg County
- Orange County Health Department
- Orange County
- Raleigh

South Carolina

- Spartanburg

Florida

- Gainesville
- Palm Beach CSD

Texas

- Austin
- Dallas
- Dallas ISD
- San Antonio
- Waco



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

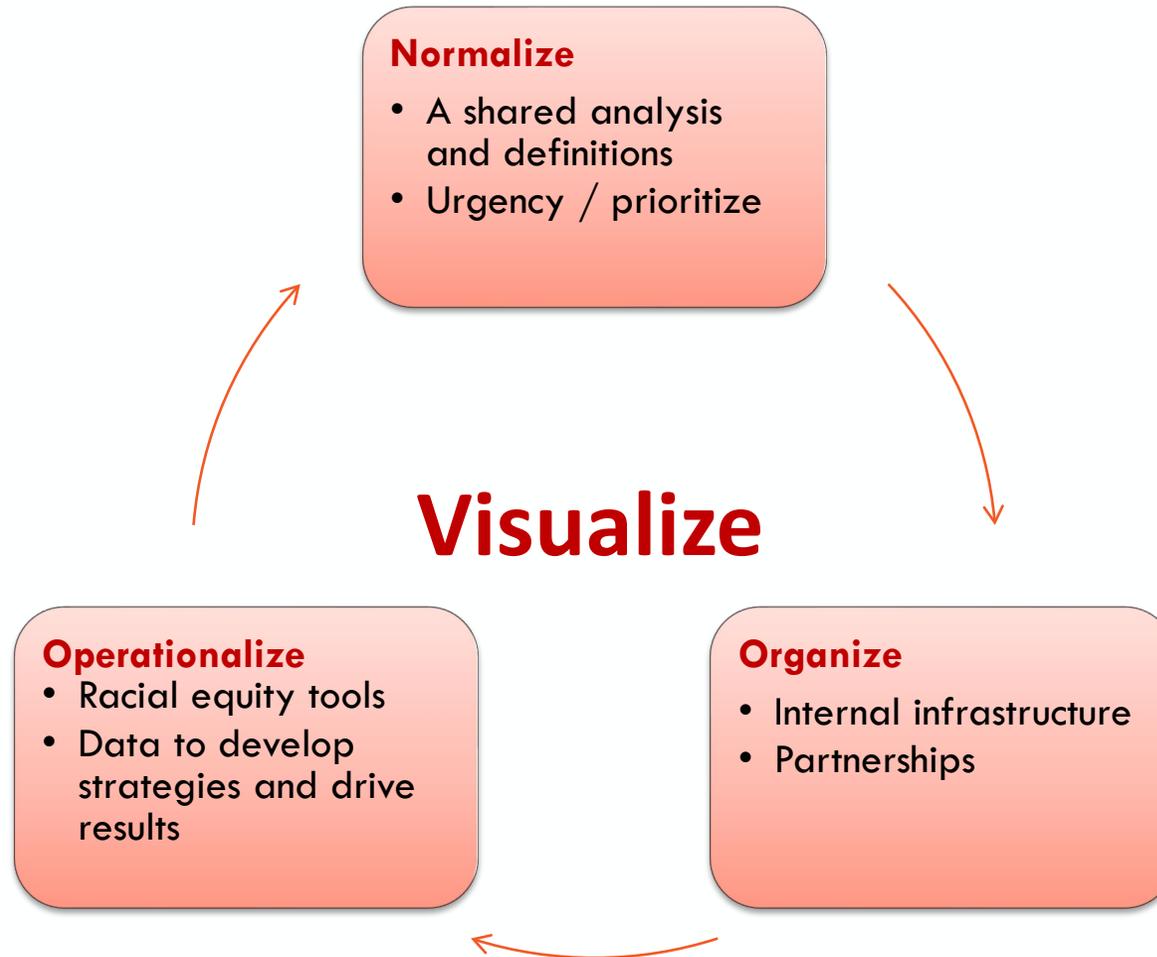
County Health
Rankings & Roadmaps
Building a Culture of Health, County by County

A Robert Wood Johnson Foundation program

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



Addressing Racial Equity

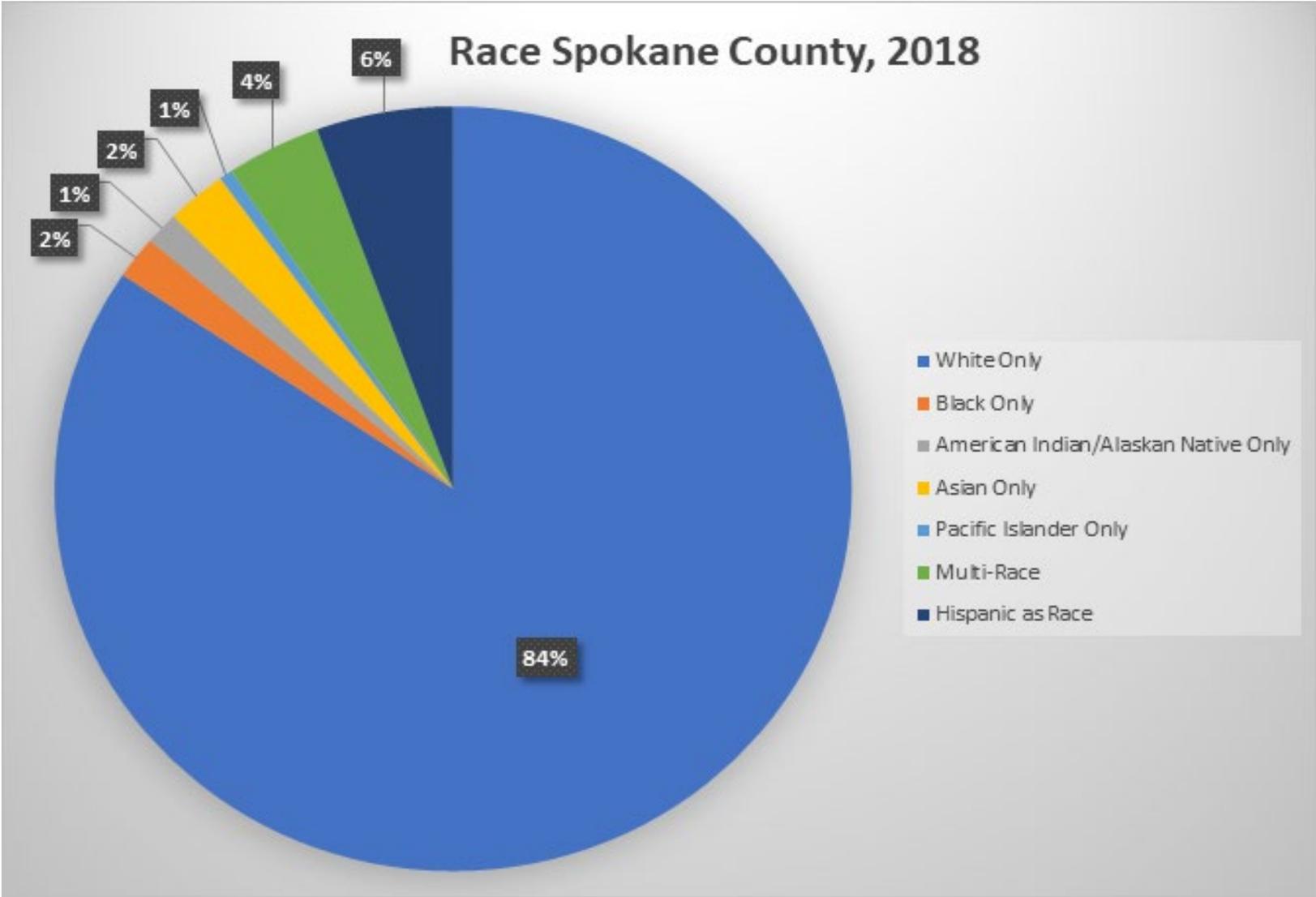


Rowena Pineda and Heleen Dewey
Spokane Regional Health District



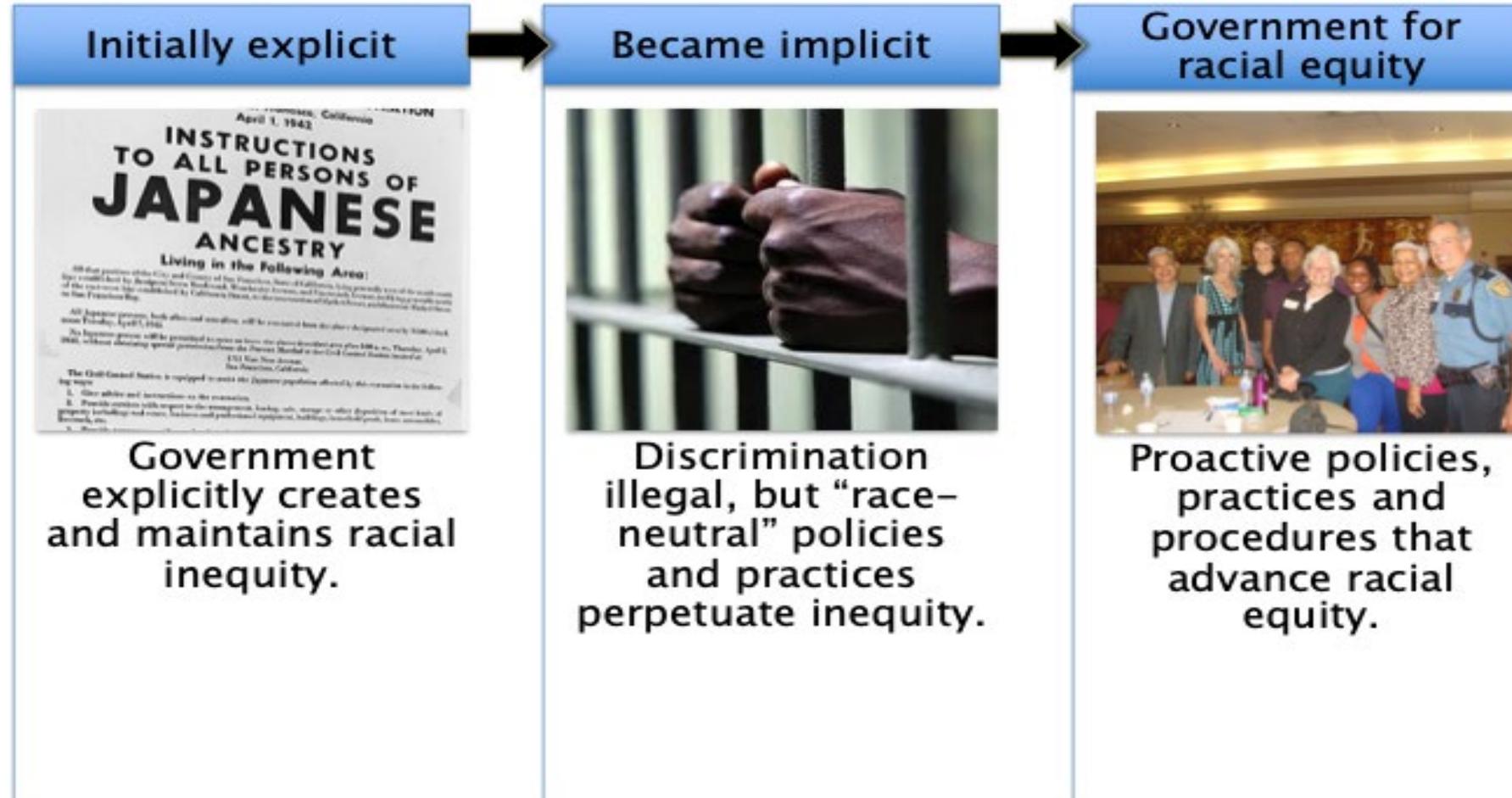
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Data Source: Washington State Office of Financial Management, Forecasting Division, single year intercensal estimates 2001-2018, Community Health Assessment Tool (CHAT), March 2019.

HISTORY OF GOVERNMENT AND RACE





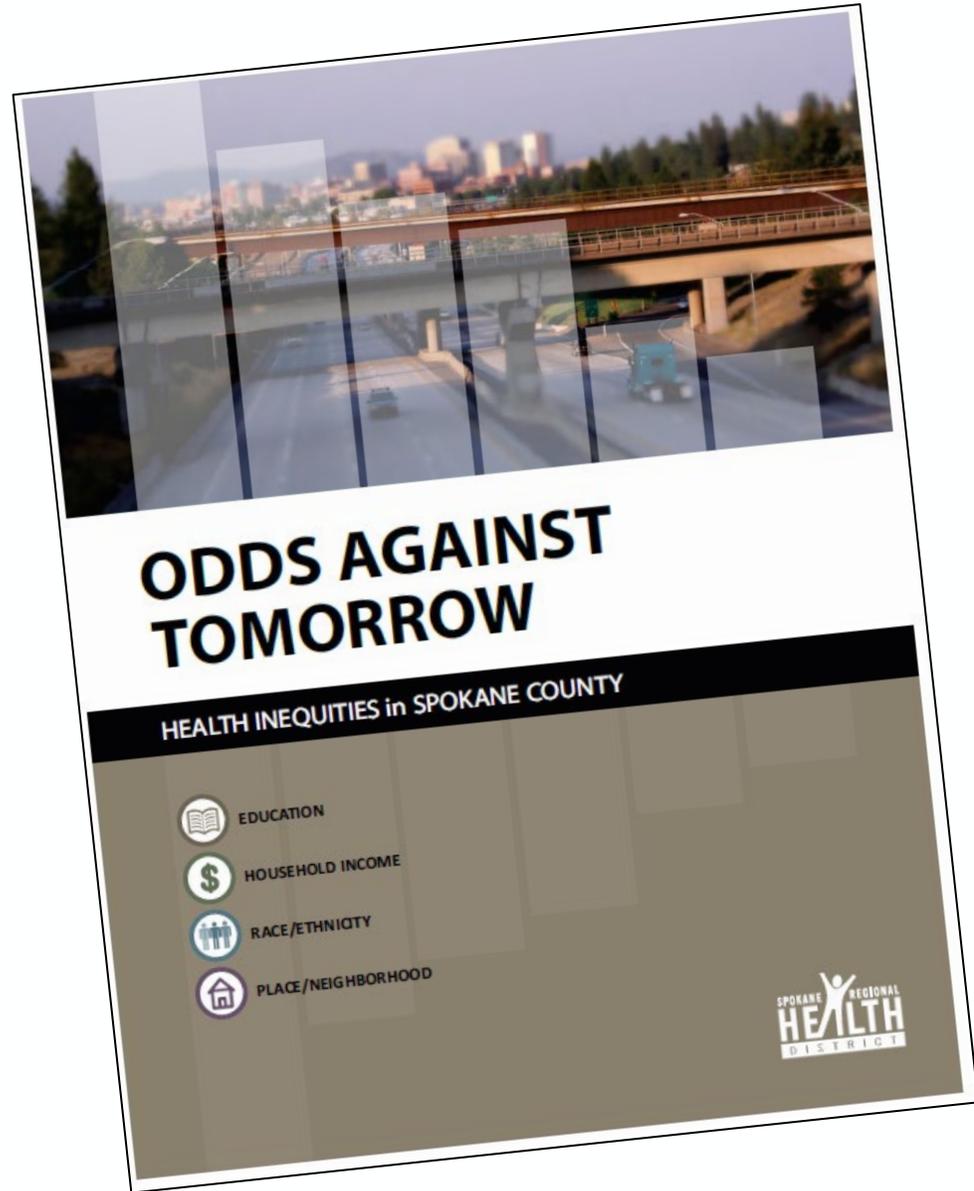
Theo Adams, East Central Neighborhood Resident

Oral History Interview & Images from the Spokane Regional Health District's Neighborhoods Matter Program

Source: Spokane Regional Health District's Neighborhoods Matter Program, & Frank Oesterheld, "Theo Adams, Resident Since 1949," Spokane Historical, accessed November 6, 2019, <https://spokanehistorical.org/items/show/471>



Our Journey...



LIFE EXPECTANCY BY SPOKANE COUNTY NEIGHBORHOOD

Life Expectancy	1990-1999	Rank	2000-2009	Life Expectancy
77.55	State		State	79.19
77.35	Spokane		Spokane	78.41
82.39	South Palouse	1	Southgate	84.03
81.29	Comstock	2	Rockwood	82.79
81.19	Southgate	3	5 Mile	82.32
81.11	North Indian Trail	4	Comstock	82.20
80.82	Cheney/Medical Lake	5	Balboa/S. Indian Trail	81.13
73.57	Hillyard	36	Emerson Garfield	74.32
73.32	Browne's Addition	37	Chief Garry Park	73.78
73.24	Emerson Garfield	38	Hillyard	73.62
72.39	East Central	39	East Central	72.92
65.38	Riverside	40	Riverside	66.17

18
year
difference

Data Source: Community Health Assessment Tool (CHAT), Office of Financial Management, Washington State Department of Health



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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.

SRHD HEALTH EQUITY GUIDE

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

Human Impact Partner's healthequityguide.org

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.



Center for Equity
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 TDD 509.324.1464 | srhd.org



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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

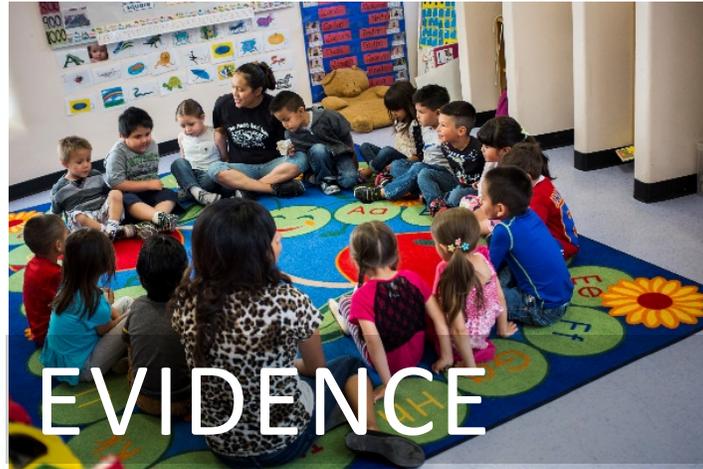
Know your
racial history

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

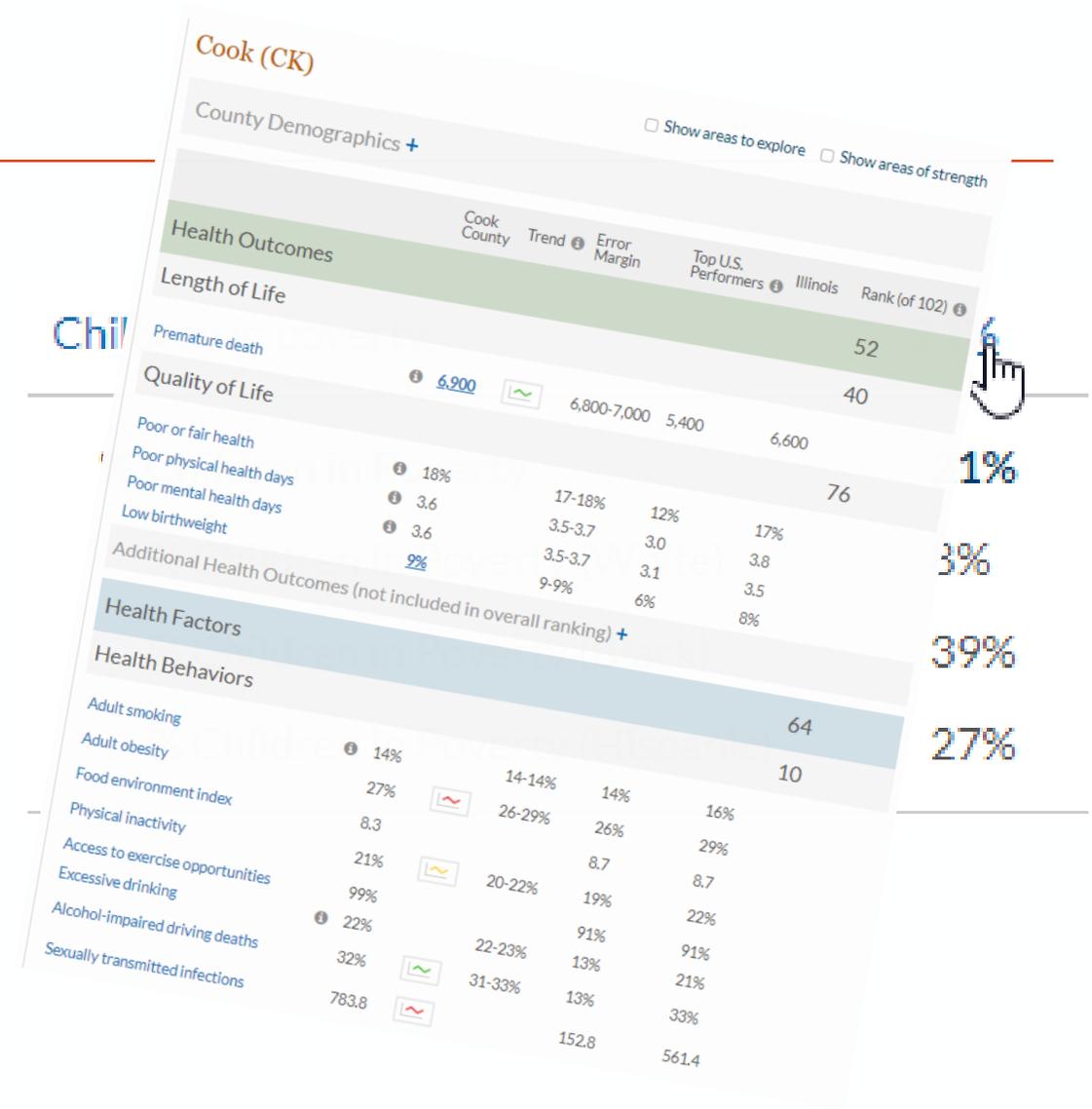


CHR&R DATA HIGHLIGHTS

- ▶ 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



CHR&R GUIDANCE HIGHLIGHT

- ▶ 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



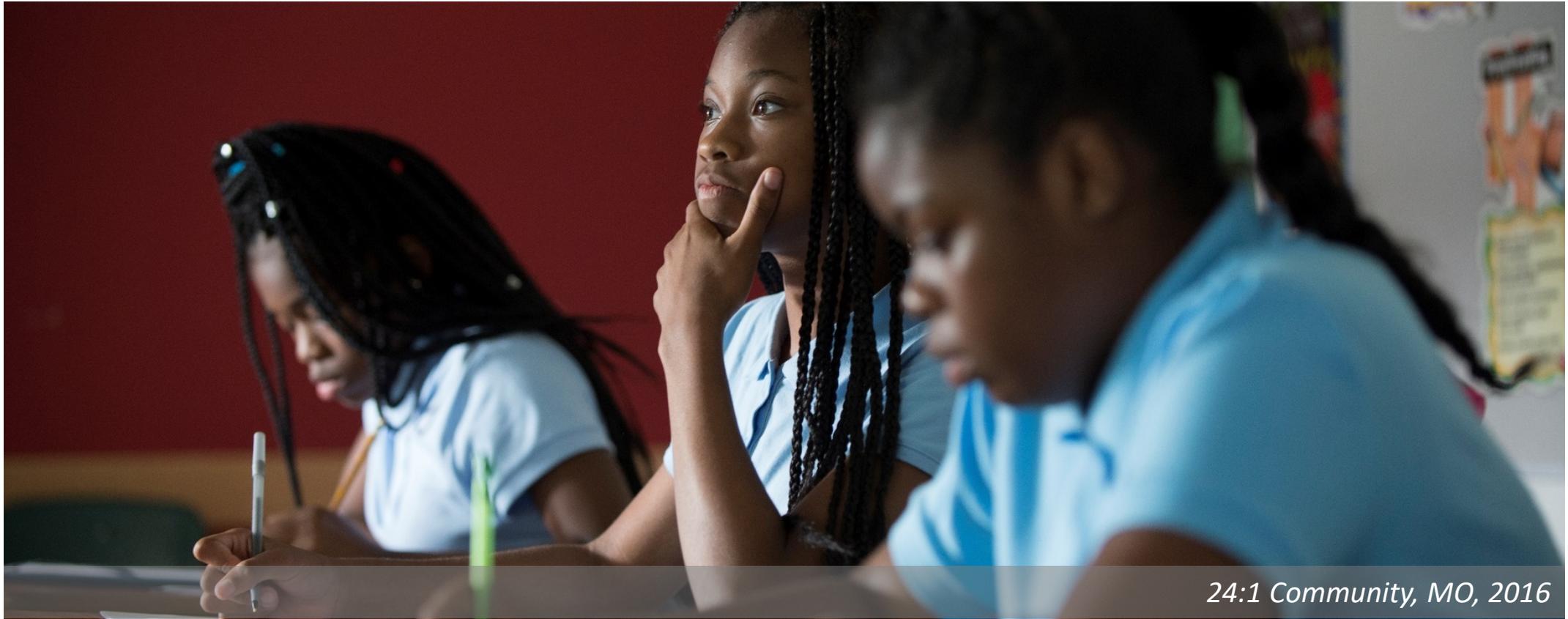
Partnering With Residents



Understand and Identify Root Causes



countyhealthrankings.org/learning-guides



24:1 Community, MO, 2016

WE WANT TO HEAR FROM YOU!

Click the link to answer a few questions about today's webinar



Kansas City, MO

QUESTIONS?

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Brownsville, TX

THANK YOU!



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