



HEALTH EQUITY AS THE CORNERSTONE FOR COMMUNITY CARE & WELL-BEING

Today's Agenda:

Health Equity Training

COPY

TODAY'S PRESENTATION

Introductions:

Alicia Neznec, Bureau of Consumer Assistance & Training

Panelists:

Taylor Tucker (he/him/his), Director of Social Enterprise Training

LaToya Tyson (she/her/ella), Specialist of Social Enterprise Training

TRAINING TEAM CREED

We believe in the active dismantling of oppressive colonial systems and that there needs to be a systematic response to address inequity and racism as it pertains to health outcomes for all Connecticut residents. We will create purposeful learning opportunities that push people to conceptualize and implement tangible solutions that are equitable, anti-racist, and sustainable.



NAMANDJE WALI
(SHE/HER)

MANAGER OF SOCIAL
ENTERPRISE TRAINING



TAYLOR TUCKER
(HE/HIM)

DIRECTOR OF SOCIAL
ENTERPRISE TRAINING



LATOYA TYSON
(SHE/HER/ELLA)

SPECIALIST OF SOCIAL
ENTERPRISE TRAINING

Vision

**For every Connecticut resident
to attain optimal health
regardless of race, ethnicity, or
socioeconomic status.**



Mission

**To advance health equity through
anti-racist policies and practices.**



WELCOME & INTRODUCTIONS



- Name and current pronouns (if you care to share them)
- If you could write a book, what genre would you write it in?
Mystery? Thriller? Romance?
Historical fiction? Non-fiction?
- Any apprehensions?



Community Agreements



- Listen for understanding
- Expect and accept the lack of closure
- Be willing to be uncomfortable
- No blaming, no shaming
- Use "both-and" over "either-or" when possible
- Be committed to not making assumptions
- Participation (be here now)
- Take the lessons-leave the people
- "Ouch" &/or "Oops" (impact vs intent)
- Encourage 1st draft language



Learning Zone Tool





Learning Objectives

- Describe how and why cultural humility became a critical framework for equity, health, health inequities, health disparities, and health equity.
- Describe the connection between health equity and social determinants of health.
- Develop an understanding of how Social Determinants of Health (SDOH) impact both individuals and communities/systems.





Culture is...

- Shared systems of values and beliefs
- “World lens”
- Learned patterns of behavior
- Ever-changing, socially framed
- Expressed in views, attitudes, and behaviors
- Sometimes referred to in categories
- Often individually defined

Cultural Groups Reflection

- Ethnic, Religious
- Age, physical ability
- Gender and Sexual Orientation
- Professional/Educational
- Geographic
- Formed by social circumstance
- Unhoused or Homeless
- Previously and currently incarcerated
- Veterans
- Special Interests
- Socioeconomic

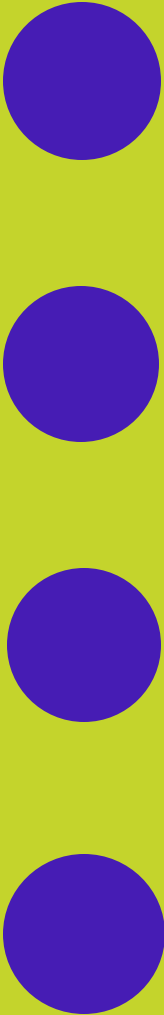
What is Humility & Why Use it?

- Marked by modesty in behavior, attitude, or spirit; showing patience, gentleness, and moderation about one's own abilities and values
- Not arrogant or prideful, which in the context of the original article meant curbing the physician's drive towards being all right and all-knowing in all areas of all things!



Children's Hospital Oakland's Multicultural Curriculum Project 1994-1997

Cultural Humility: Principles



A lifelong process of critical self-reflection and self-critique

Redressing the power imbalances in the patient-provider dynamic

Developing mutually beneficial partnerships with communities on behalf of individuals and defined populations

Advocating and maintaining institutional accountability that parallels the three principles above

Cultural Competence and Cultural Humility

What's the difference?

Cultural Competence

- Mastery/expert
- Endpoint
- Rigid
- Technical
- Hierarchy
- Linear
- Status quo

Cultural Humility

- Learner/student
- Fluid
- Flexible, dynamic
- Personal, authentic
- Partnership
- Evolving
- Path to Equity

Critical Self-Reflection and Life-Long Learning



- Know your own identity and what you are bringing to an interaction
- Continuously examine and critique internal biases related to core human social constructs of race, skin color, gender, language, culture, etc.

Associations Activity

- Asian Student
- Transgender Woman Athlete
- Black Boy
- Home Health Aid
- CEO
- Criminal
- “Illegal” Immigrant

In Community Care: Community Members are the Experts

- Avoid the checklist of “cultural and community traits”
- Practice respectful, curious inquiry
- Encourage rather than obstruct the telling of the story
- Anticipate multiple cultural identities



Discussion vs Dialogue

Discussion

- To fix
- To advocate a single perspective
- To present a position as "right."
- To sell, persuade, enlist
- To succumb to one strong opinion
- To prove one's own vision
- To decide to act first



Dialogue

- To learn
- To hear and understand different perspectives
- To offer, reflect and inquire
- To explore collective thinking and meaning
- To allow for common ground
- To discover/create shared visions
- To seek coherence between thought and action



Definitions & Reframing of Health



Health Word Bank Activity



Which categories fall under the definition of health?

doctor appointments

voting

family connection

green spaces

therapy

safe environment

clean water

healthy food purchasing options

education

health insurance

sleep

culturally responsive care

fun with friends

absence of disease

exercise



WHAT DEFINITIONS OF HEALTH HAVE YOU HEARD BEFORE?

Health is all-encompassing
everything related to a person's
well-being.

Health is an active process
of becoming aware of and
making choices toward a
more successful existence.

Health is determined by
the interaction between
individuals and their
environment, including
physical, social, and
economic factors.

Health is primarily the
absence of disease and
the proper functioning of
the body's systems.

Health is primarily the
well-being of the mind,
encompassing emotional
and mental states.

Health Defined:



“Health is a state of complete emotional, mental, and physical well-being.”-World Health Organization, 1948

Beyond the individual: “Health is created when individuals, families, and communities are afforded the income, education, and power to control their lives, and their needs and rights are supported by the systems, environments, and policies that are enabling and conducive to better health.”-Shilton et al.

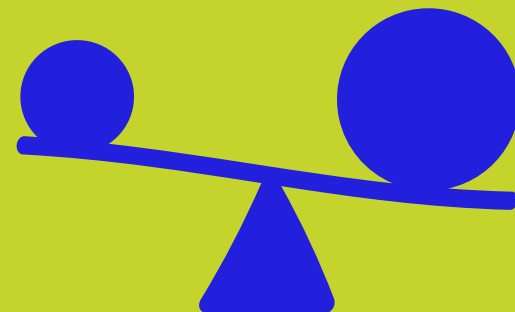


Inequities vs Disparities

Health Inequities:

“Unjust and avoidable systemic differences in the health status and access to health resources of different population groups.” -

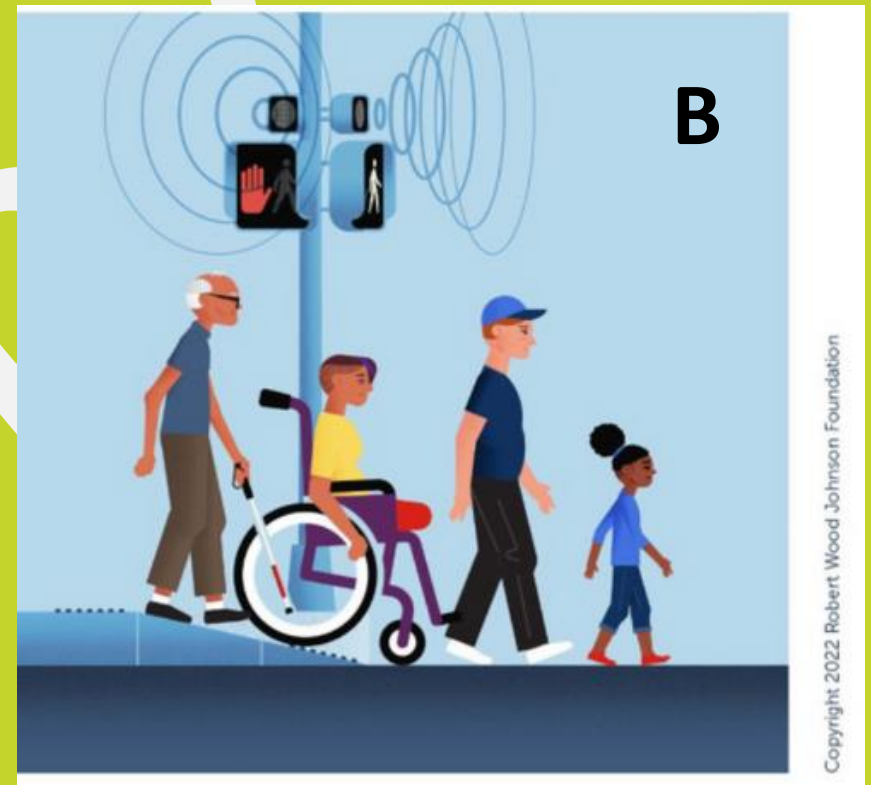
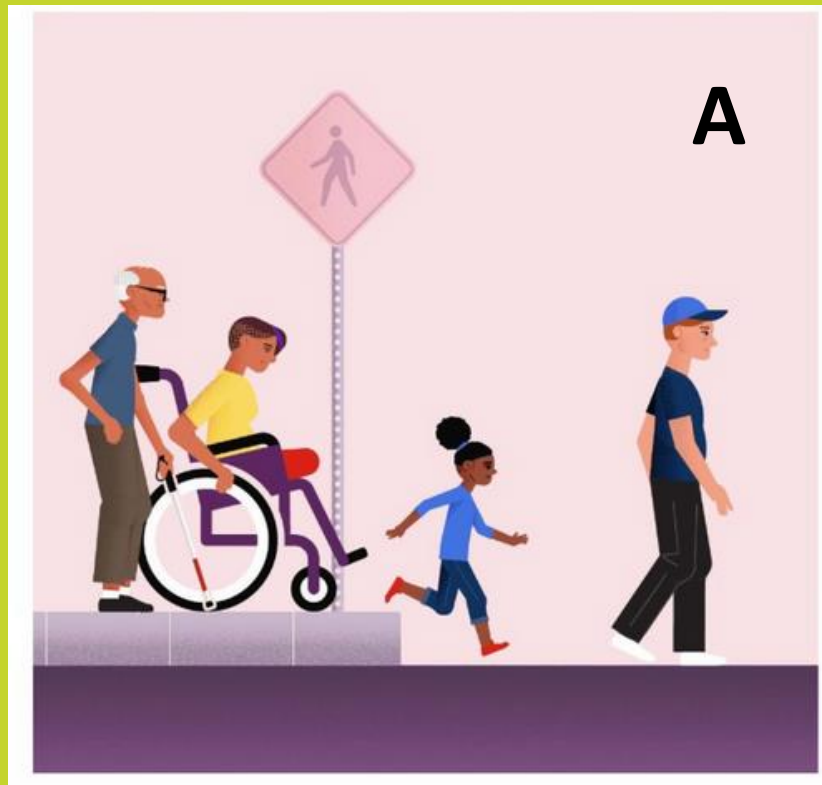
World Health Organization



Health Disparities:

“Health disparities are inequitable and are directly related to the historical and current unequal distribution of social, political, economic, and environmental resources.” -CDC

Equality or Equity



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Write down **EVERYTHING** you notice
in the picture.

Equality: “Everyone gets the same regardless of if it’s needed or right for them.” (RWJF)



Equity: “Everyone gets what they need-- understanding the barriers, circumstances, and conditions.” (RWJF)



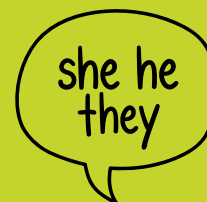
What is Health Equity?

Health equity means that everyone has a fair and just opportunity to attain their optimal health regardless of race, ethnicity, disability, gender identity, sexual orientation, socioeconomic status, geography or any other social barriers/ factors. (SHVS)

Health equity means everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.”
(Robert Wood Johnson Foundation)

Examples of Health Equity Practices

- Mobile health screenings can be used to help those who may not have access to transportation.
- Language access/proper use of pronouns
- Providing better education, testing, and treatment access to communities particularly impacted by certain conditions or diseases.
- Providing health seminars and courses that are specific to the needs of certain ethnic communities and racial groups.



Social Drivers of Health (SDOH)

- Economic Stability
- Neighborhood and Built Environment
- Education
- Social and Community Context
- Health and Healthcare



Examples

Economic Stability



Neighborhood and Built Environment



Education



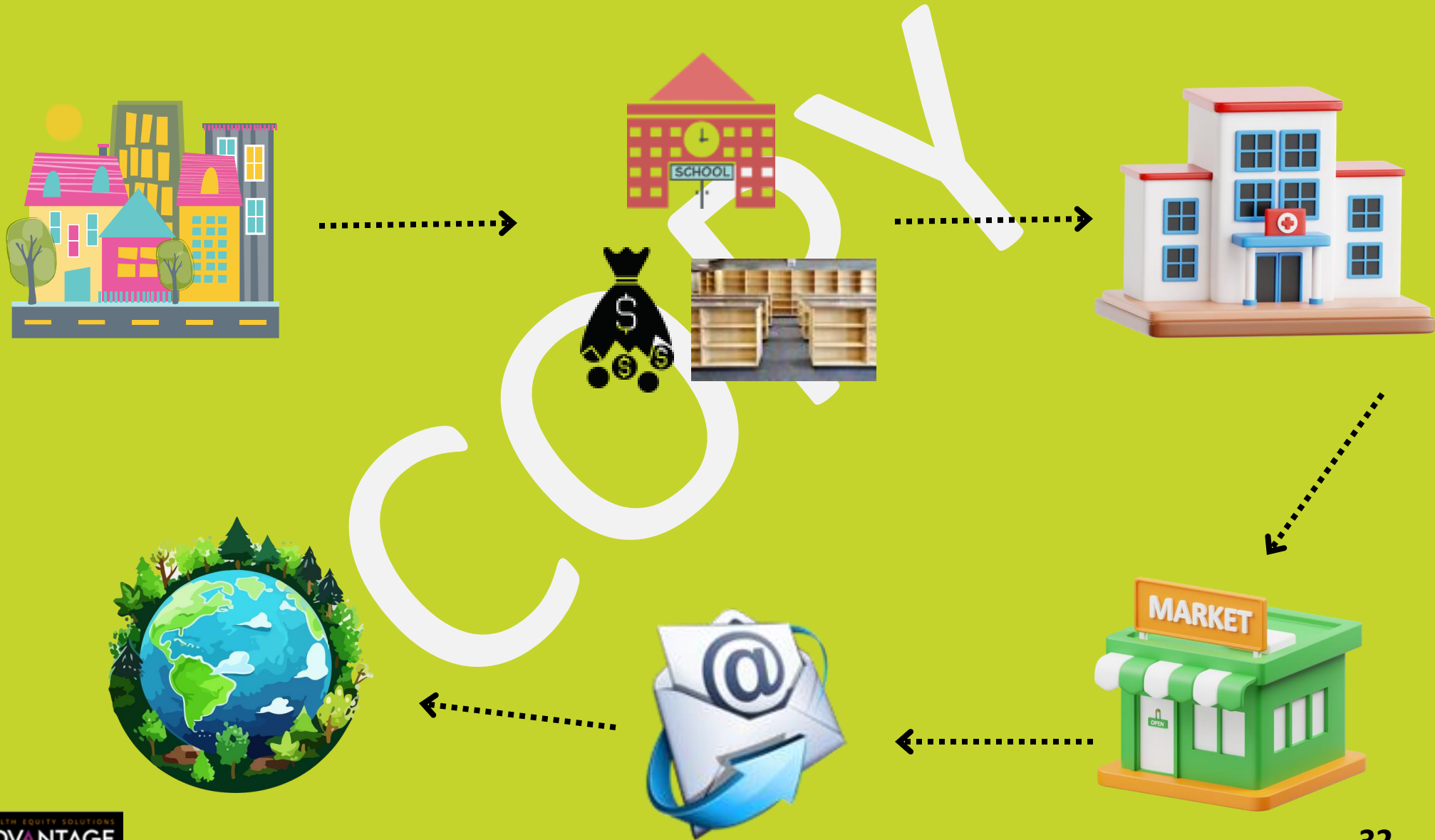
Social and Community Context



Health and Healthcare



Structural Racism & the Effects of the Social Drivers of Health (SDOH)



What to Know About Health Disparities

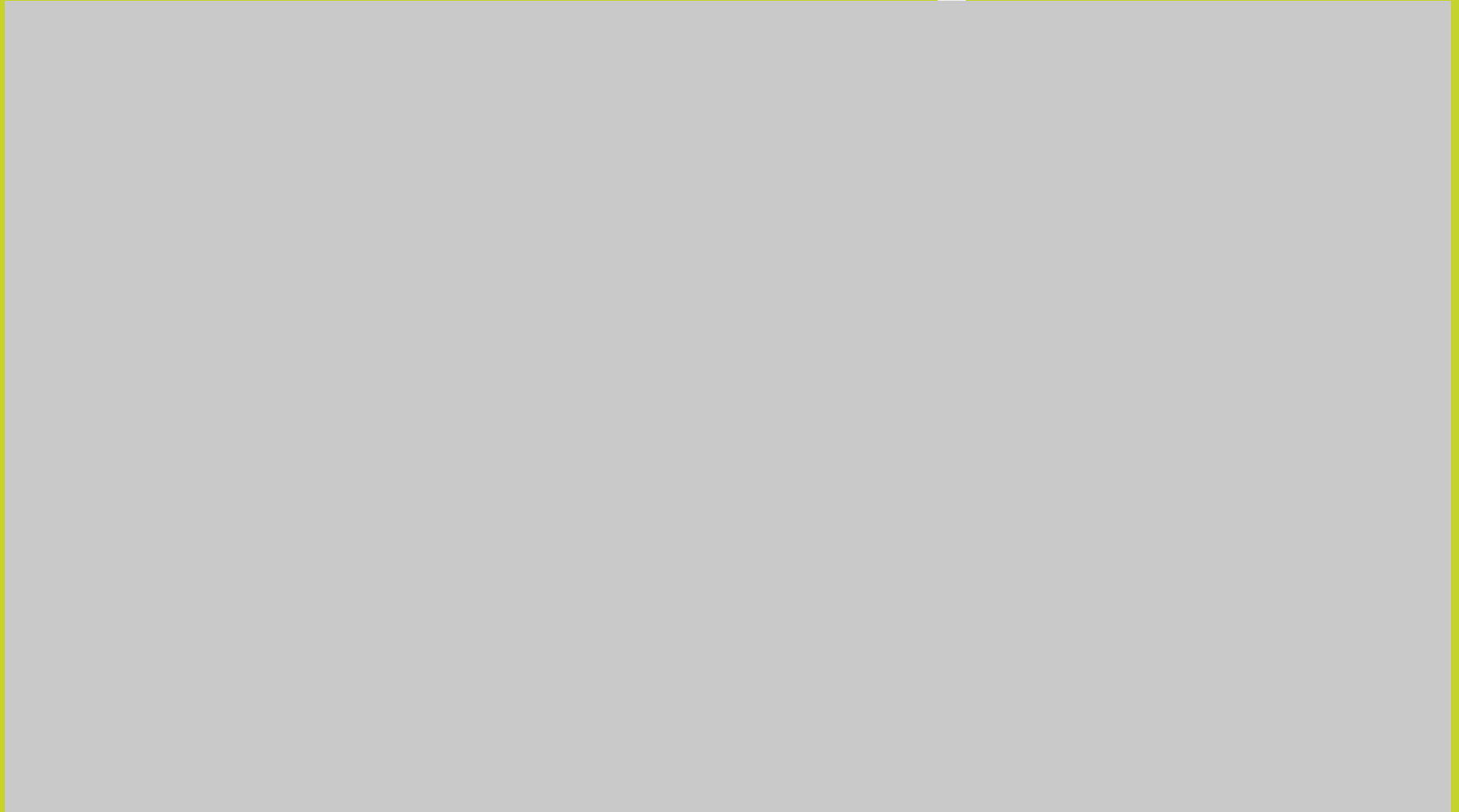
- Can last for generations

- Closing the gap requires addressing social determinants of health

- Differences in health linked to social or economic disadvantages

- Perpetuated by discrimination and income inequality

Social Drivers of Health



STAY IN TOUCH & GET INVOLVED WITH HES!



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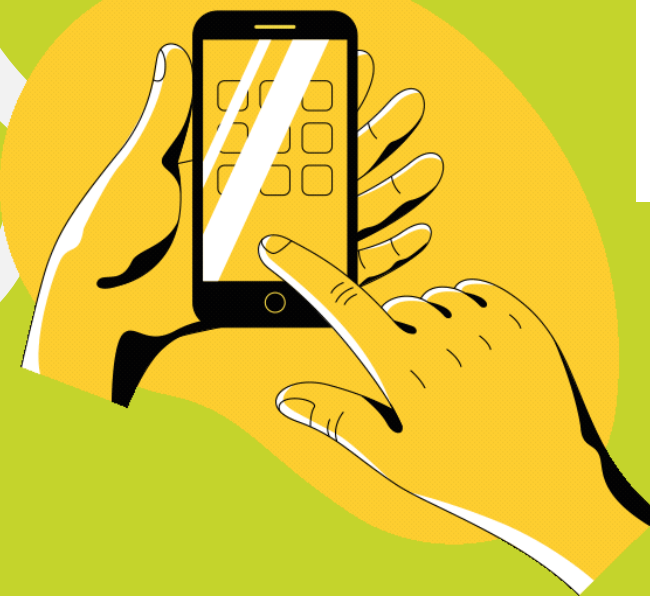


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