



The first 2015 Othering & Belonging Conference was held on April 24-26, 2015, and organized by the *Haas Institute for a Fair and Inclusive Society* at UC Berkeley.
<http://www.otheringandbelonging.org/>

California Conference of Local Health Officers

Growing a National Movement to Advance Equity:

The Opportunity and Leverage of Public Health

Oct 15, 2015

Muntu Davis,
Health Officer, Alameda County

Julie Nelson
Director, Government Alliance on Race and Equity



Objectives

- Increase understanding of the role of government in advancing health equity
- Gain a common understanding of key terms
- Expand the commitment of public health departments to advance health equity

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Government Alliance on Race and Equity

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

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Realize Our Values

- All men are created equal
- With liberty and justice for all
- Government of the people, by the people, for the people, shall not perish from the earth

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History of government and race

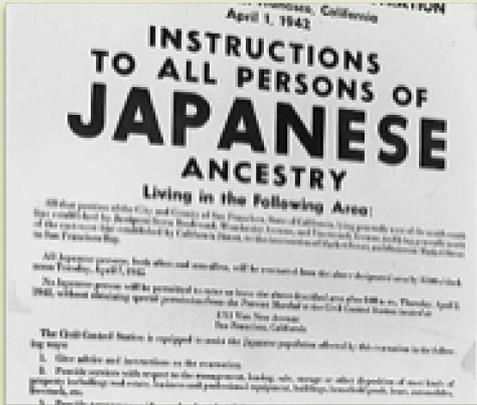
Initially explicit



Became implicit



Government for racial equity



Government explicitly creates and maintains racial inequity

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

Proactive policies, practices and procedures that advance racial equity

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Current Context of Race



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Laying it on the Line

1. People who participate in public meetings are the ones who care most about the issues.
2. People should be hired or promoted based solely on merit.
3. I believe we can end racial inequity.

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Equity?

Equality?

What's the difference?



Racial Inequity in the U.S.



ctancy
based on zip code in King County.

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Health equity

- All community members reach their full health potential.

Racial equity

- Race cannot be used to predict success. To achieve racial equity, we must target strategies to eliminate racial inequities and advancing success across all groups.

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Achieving equity means...

- “Closing the gaps”, while also improving outcomes for all.
- To do so, have to:
 - Target strategies to close the gaps.
 - Focus on changing policies/practices, institutions and structures to improve conditions, in addition to providing services.

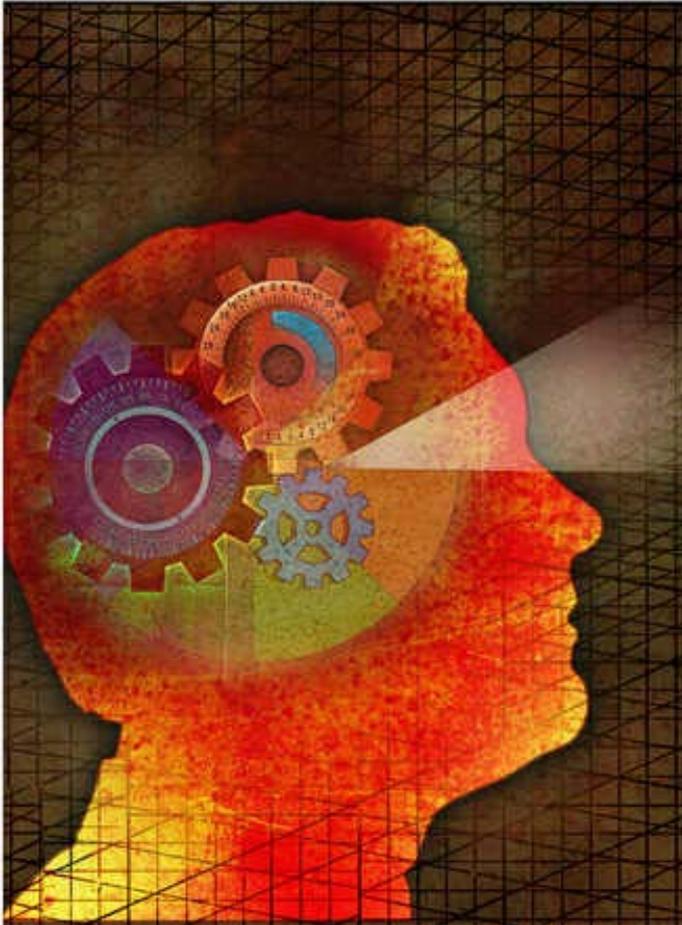
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To achieve equity, bias must be confronted.



The evaluation of one group and its members relative to another.

Bias can be explicit (direct / conscious) or implicit (indirect / sub-conscious).

We all carry bias.

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In business and government, explicit bias is against the law.

Explicit Bias

- Expressed directly
- Aware of bias
- Operates consciously
- Example: Sign in window of an apartment building, "We don't rent to _____."

Implicit Bias

- Expressed indirectly
- Unaware of bias
- Operates sub-consciously
- Example: A property manager doing more criminal background checks on Latinos than Whites.

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To achieve equity, implicit bias must be identified.

When conductors were placed behind a screen, the percentage of female new hires for orchestral jobs increased 25% – 46%.



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To achieve equity, implicit bias must be identified.

Job search...

Identical resumes, apart
from names.

Caucasian-sounding names
received 50% more
callbacks than African-
American sounding names.



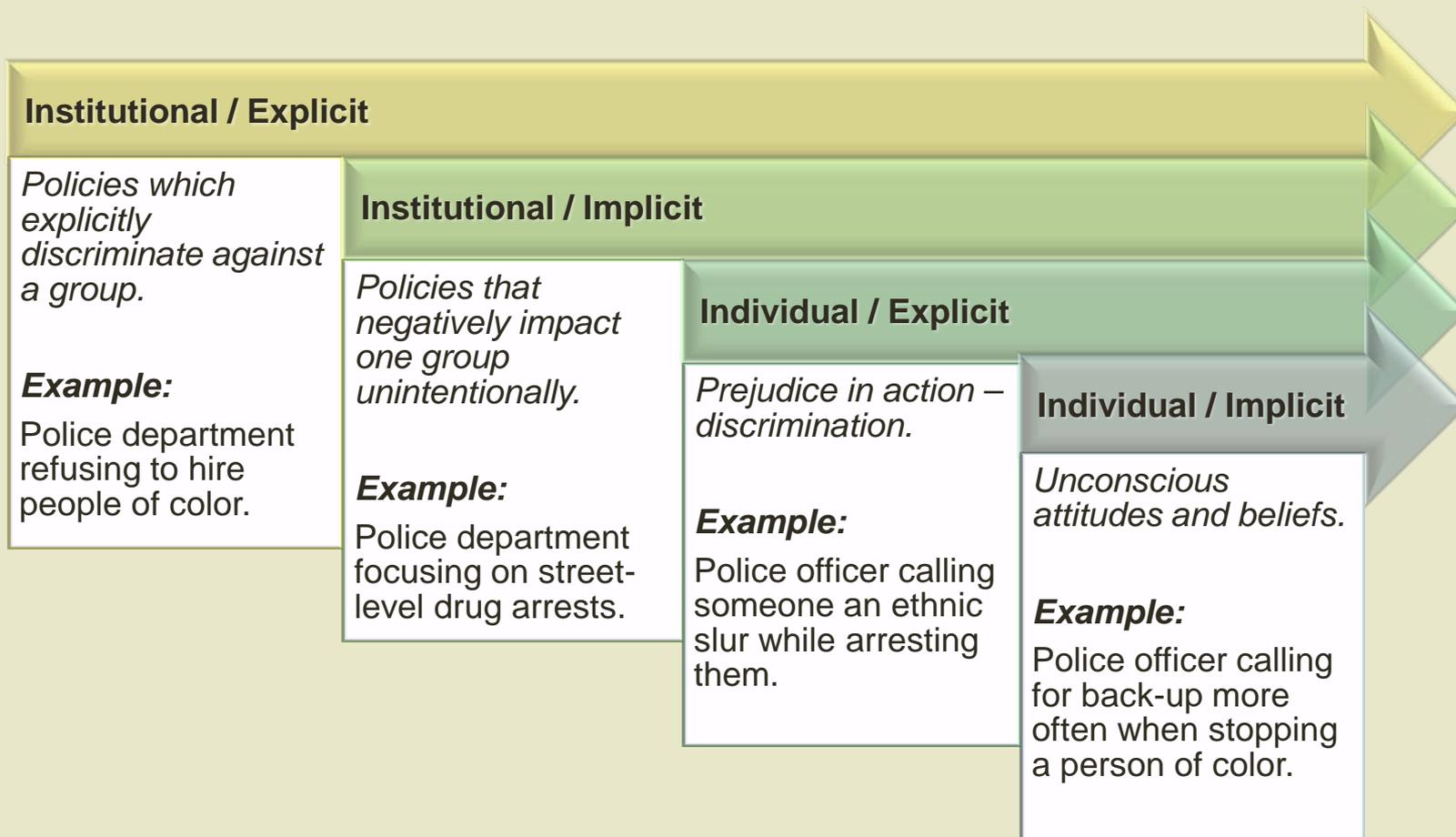
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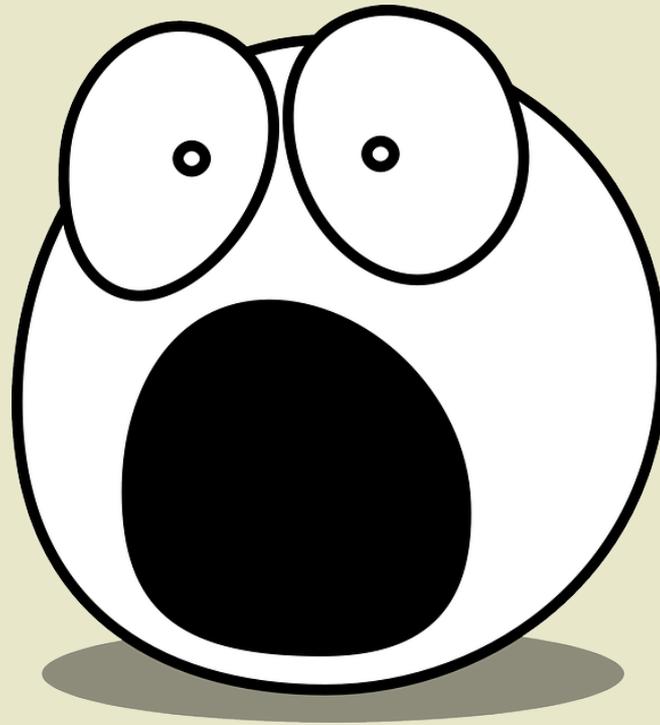
Biases show up in different ways...



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Understanding “racism” when it comes up in discussions about achieving equity...



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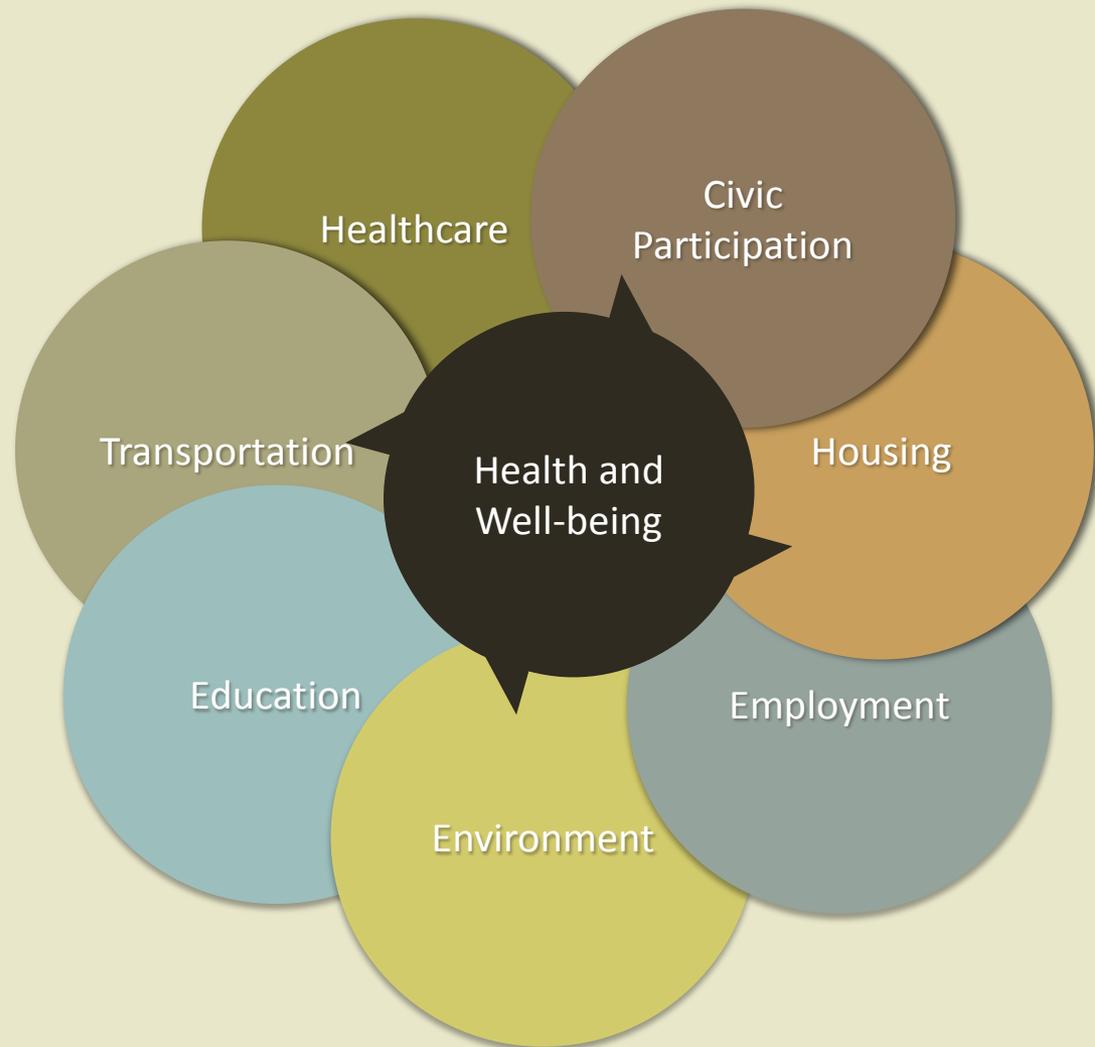
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Intent to discriminate is irrelevant...

Systems just do what they do, often invisibly, and reinforce both disparities and inequities.



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Understanding “racism” when it comes up in discussions about achieving equity...

Individual racism

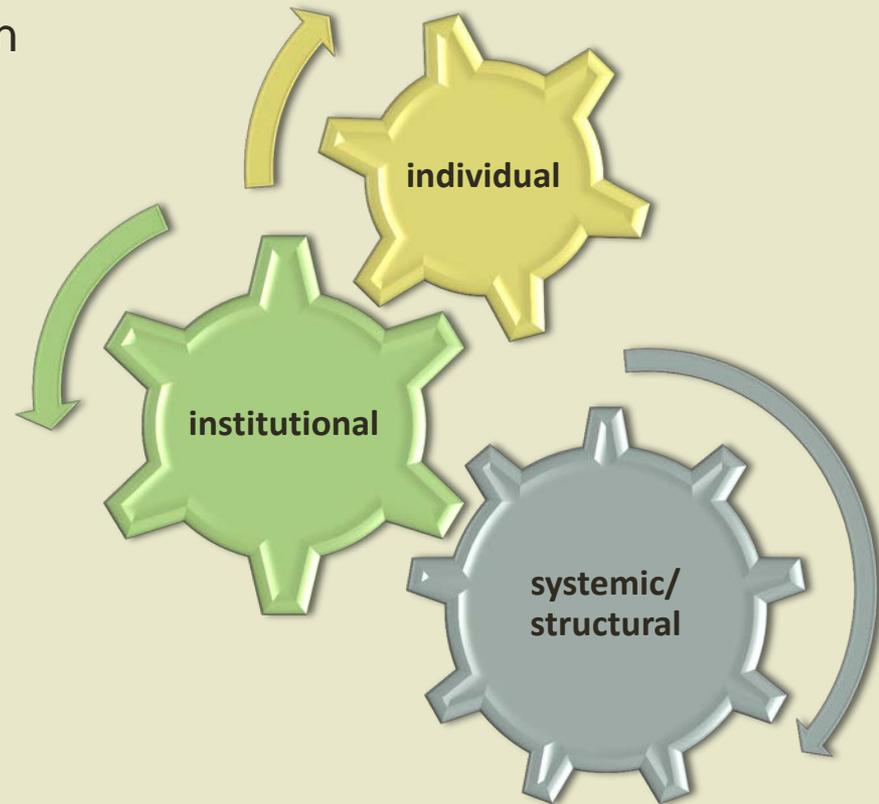
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism

An institution’s policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural/Systemic racism

The ways our public and private institutions interact, combining to create a System, that produces barriers that perpetuate racial disparities.

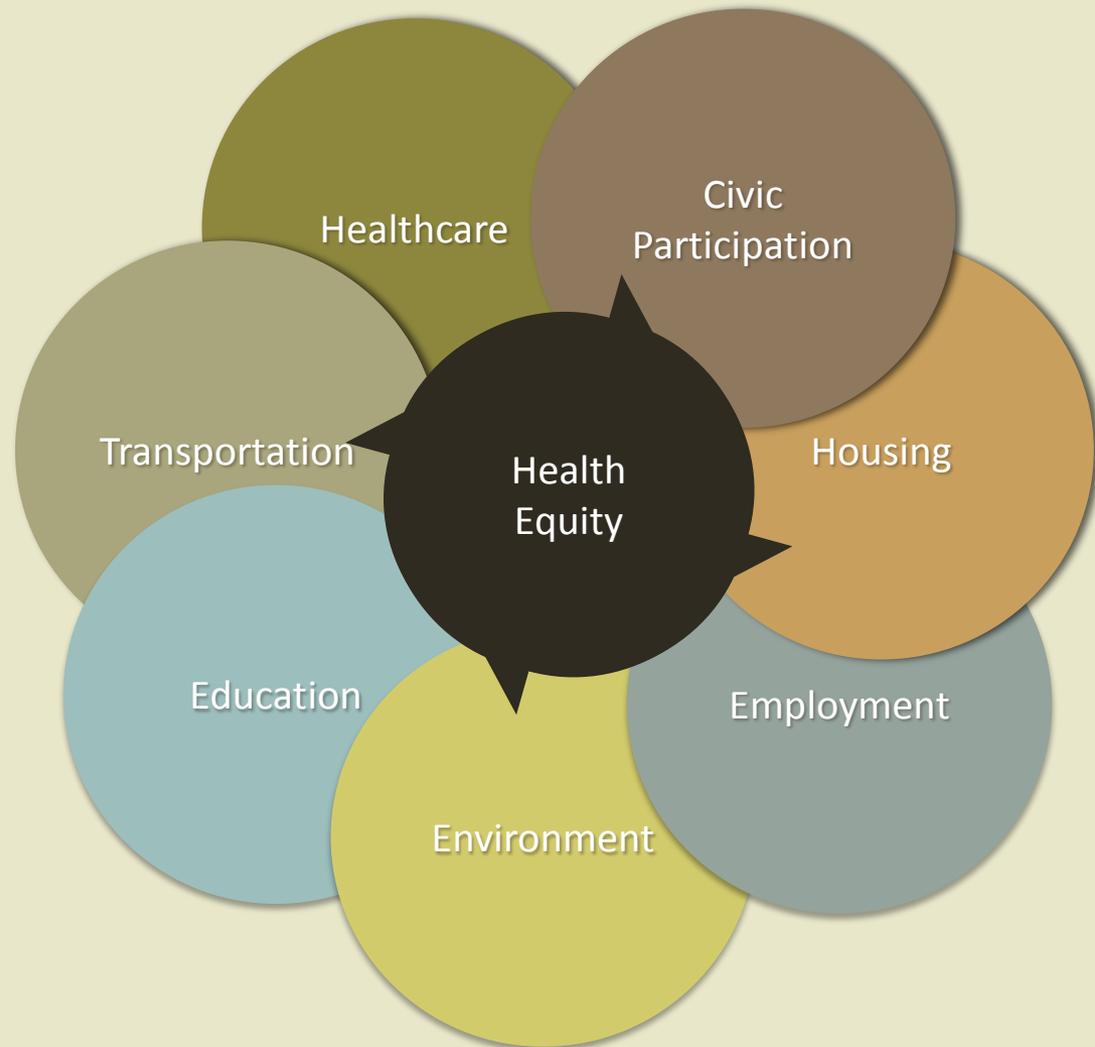


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Public Health can show health outcomes in relationship to...

... social determinants of health and/or neighborhood conditions impacting health status.



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Approaches to Improving Health

Transactional

- Individual-based efforts
- Help individuals negotiate existing structures
- Solutions “transact” with institutions to get a short-term gain for communities
- Leave the existing structure in place

Transformative

- Policy or practice efforts that cross multiple institutions
- Shift efforts towards proactive solutions
- Solutions alter the ways institutions and existing structures operate
- Shift cultural values and political will to create health equity

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Approaches to Improving Health

Transact

- Invite Women and Minority Business Enterprises (WMBE) contractors to apply for contracts.
- Translate documents for limited English speaking public.
- Educate about and identify household triggers for asthma.
- Help tenants know their rights and request repairs from their landlord.

Transform

- Change policies to drive to the result - Encourage prime contractors to subcontract with WMBE firms.
- Meet with and develop relationships with immigrant and refugee communities.
- Work with the City to
 - pass a Tenant Protection Ordinance (TPO) and
 - design and implement a “Proactive Rental Inspection” program.

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What do you need to advance equity?

1. Tools for looking at equity in policy and budget.
2. Inside-outside strategies
3. Strategies for more inclusive engagement
4. Strategies for communicating about equity, in particular, about race and equity.

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1. Equity Tools

- Used in budget, policy and program decisions
- Proactively seek to eliminate inequities and advance equity
- Identify clear goals and objectives, measurable outcomes
- Develop mechanisms for successful implementation and analysis related to “closing the gaps”

KING COUNTY EQUITY IMPACT REVIEW TOOL

Health Equity Review Planning Tool



Washington State Department of Health
Division of Prevention and Community Health
Office of Healthy Communities
January 2014

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Equity Tools

- 1 • *Clarify the purpose and key outcomes*
- 2 • *Involve stakeholders and analyze data*
- 3 • *Determine benefit and/or burden*
- 4 • *Advance opportunity or minimize harm*
- 5 • *Raise awareness, be accountable*
- 6 • *Report back*

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What is Equitable Development?

- Improving an area without displacement
- Making it possible for existing communities to benefit from investments and change
- Making sure that one group does not bear the burden while another benefits

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2a. Inside game

- Where reason meets action
- Elected officials, paid lobbyists, party operatives, staff members at legislative and bureaucratic levels
- People who have enough power, standing, access or influence to impact the behavior of the decision makers



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2b. Outside game

- Where emotion meets action
- Activists, organizers and volunteers



East Bay Express, Photo by Steve Nadel, Activists dump "coal" in Oakland.

- Action not based on their immediate, rational self interest, but on what feels right- what moves their heart

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3. Strategies for Inclusive Engagement

- Build relationships with target population
- Create a welcoming atmosphere
- Increase accessibility
- Develop alternative methods for engagement
- Maintain a presence within the community
- Partner with diverse organizations and agencies



- Build agreement on conditions of well-being for the community (results) and measures of progress (indicators)

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4. Strategies for Communicating Equity

To be covered by your next presenters,
Simran and Kathi.

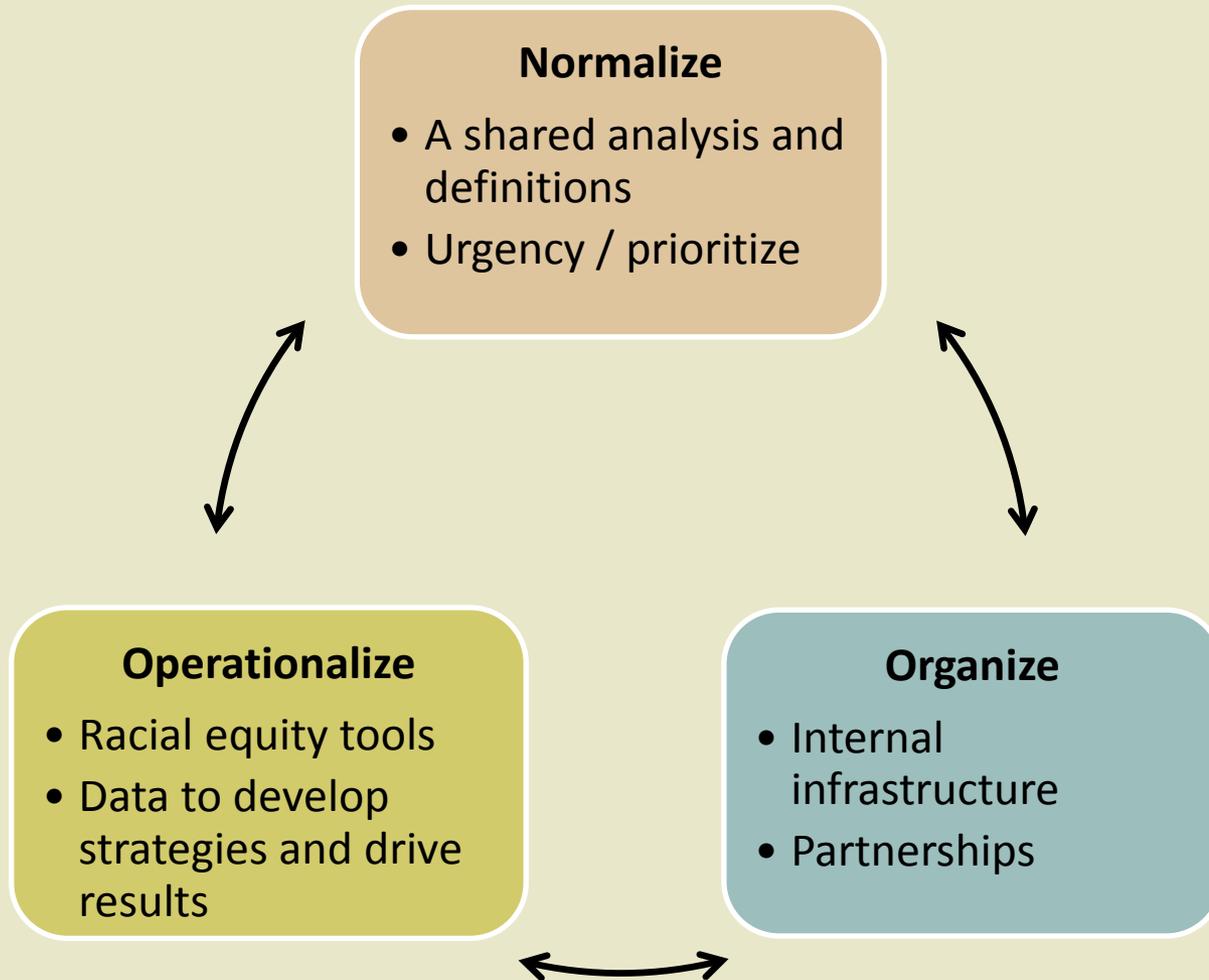
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Advancing equity and transforming government



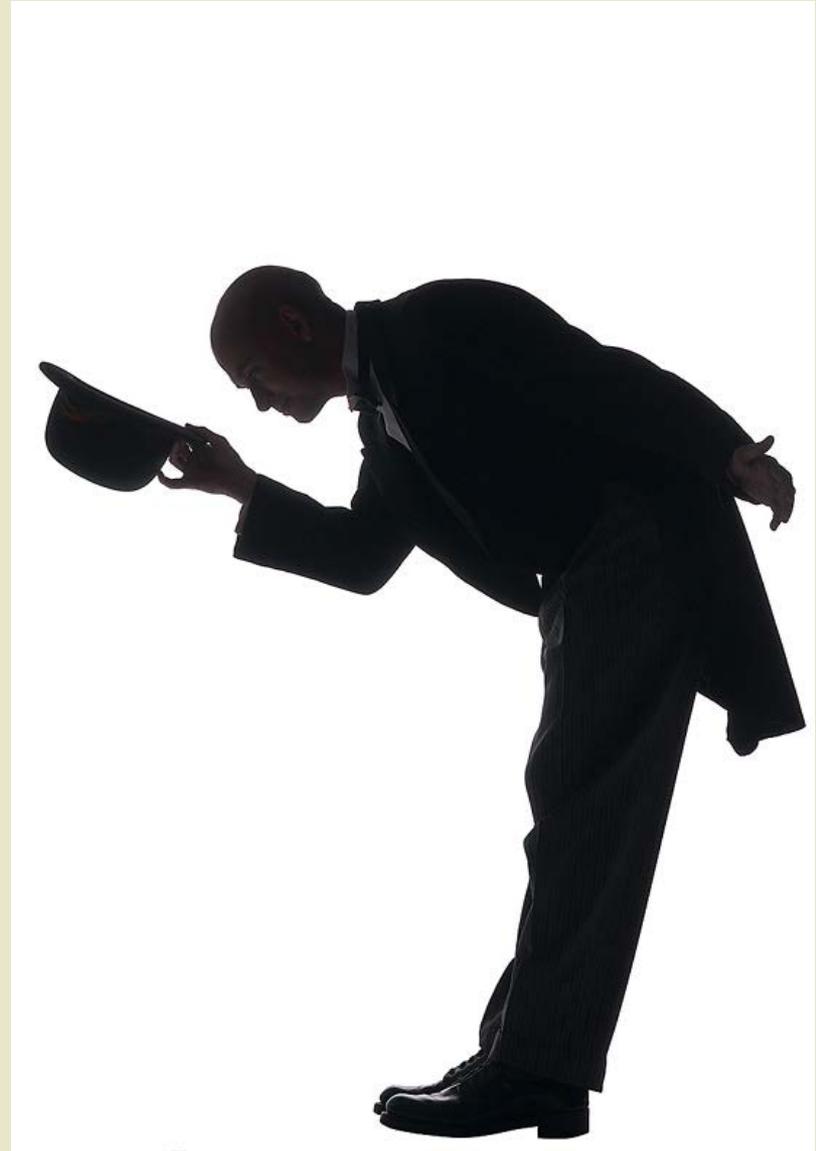
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Thank you!

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