

# **Health Equity**

# **in Context**

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**N.C. Department of Health and Human Services**

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# Key Terms and Definitions

**Health Equity** is the opportunity for everyone to have good health.

**Health Inequities** are the unfair differences that prevent everyone from the opportunity to have good health.

**Health Disparities** are the measureable differences or gaps seen in one group's health status in relation to another or other group(s).

**Drivers and Determinants of health** are factors that can greatly influence the health and quality of life of individuals, populations, and communities (including social, economic, environmental, ecological, and cultural factors).

# Key Terms and Definitions

**Food Deserts** are areas with low access to supermarkets and/or large grocery stores.

**Food Swamps** are areas with little to no access to healthy food options.

**Food Disinvestment** is the intentional denial of access to healthy food options.

**Health in all Policies** is an approach to improving health by incorporating health considerations into decision-making across sectors and policy areas.

**Health Equity in all Policies** is a collaborative approach to improving the health of all people by incorporating health considerations into decision-making across sectors and policy areas.

# Equality is a good thing, but...

## Equality ≠ Equity

Equality refers to equal inputs, though the outcomes can still be unequal.

### EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

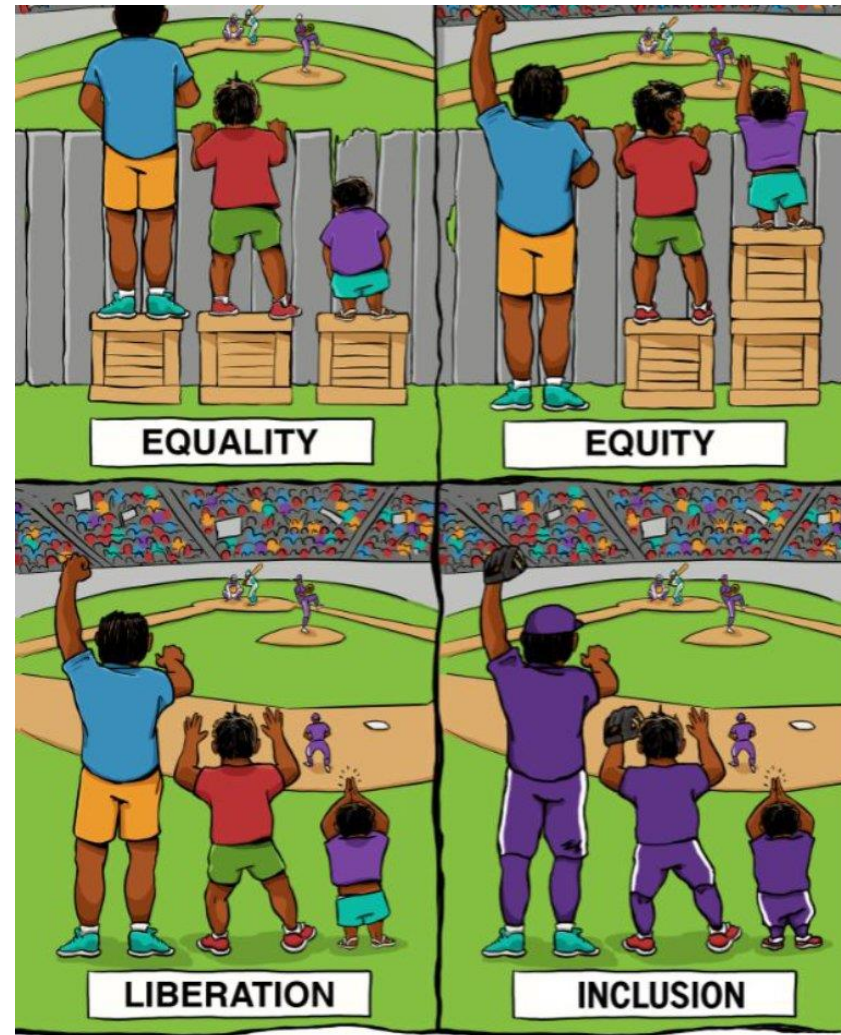


In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

With equity, inputs may need to be different to achieve equal outcomes.

Equality refers to **inputs**, equity to **outcomes**.

# The Hidden Fences of Health Equity



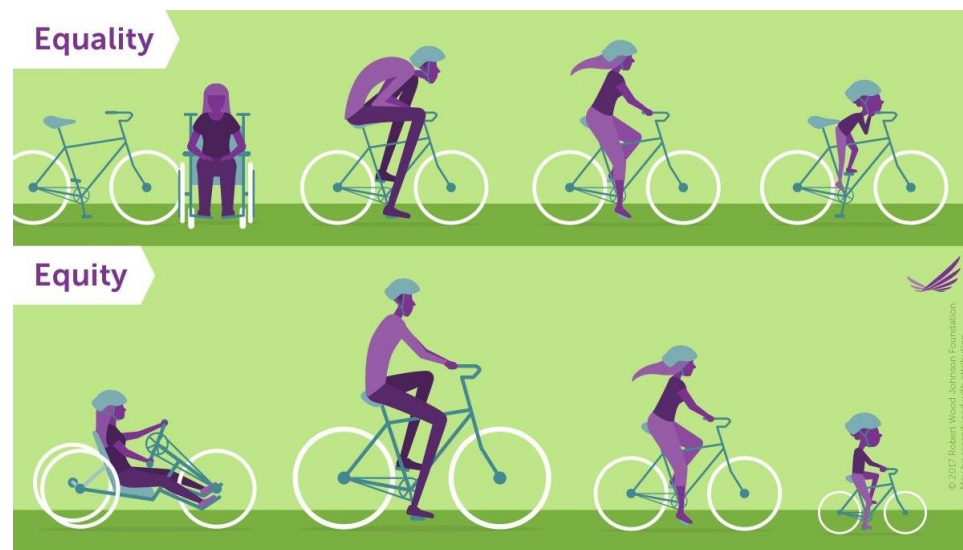
**Inclusion means  
involvement in the  
process**

[The 4<sup>th</sup> Box](#)

# Digging Deeper...

**“I just hope we don’t spend the next 10 years creating a ‘better’ picture instead of actually doing the work...”**

**Raven King Edwards**



# Understanding Health Equity: Barriers

## Commonly recorded barriers:

- **Access/Opportunity**
- **Transportation**
- **Workforce**
- **Financial**
- **Education**
- **Fear/Mistrust**
- **Myths/Misinformation**



# Understanding Health Equity: Barriers

## Understanding Community Complexities:

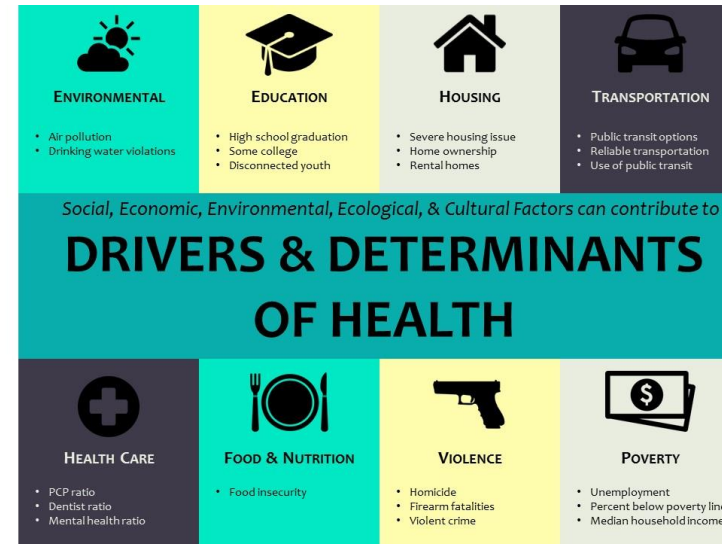
- “Non Compliance”
- “Frequent Flyers”
- “Color-Blind Care”
- Geographic Make-up
- Food Access
- Lack of Plain Language

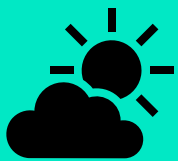




# What Influences Health Equity?

- Where we **live, learn, work** and **play** has a tremendous impact on health.
- **Social, Economic, Environmental, Ecological, and Cultural factors** can greatly influence the health and quality of life of individuals, populations, and communities.





## ENVIRONMENTAL

- Air pollution
- Drinking water violations



## EDUCATION

- High school graduation
- Some college
- Disconnected youth



## HOUSING

- Severe housing issue
- Home ownership
- Rental homes



## TRANSPORTATION

- Public transit options
- Reliable transportation
- Use of public transit

*Social, Economic, Environmental, Ecological, & Cultural Factors can contribute to*

# DRIVERS & DETERMINANTS OF HEALTH



## HEALTH CARE

- PCP ratio
- Dentist ratio
- Mental health ratio



## FOOD & NUTRITION

- Food insecurity



## VIOLENCE

- Homicide
- Firearm fatalities
- Violent crime



## POVERTY

- Unemployment
- Percent below poverty line
- Median household income

# What Influences Health Equity?

- **Policy**  
National, State, Local Laws, Policies, Regulations
- **Community**  
Relationships among Organizations
- **Organizational**  
Organizations, Social Institutions
- **Interpersonal**  
Family, Friends, Social Networks
- **Individual**  
Genetics, Knowledge, Behavior



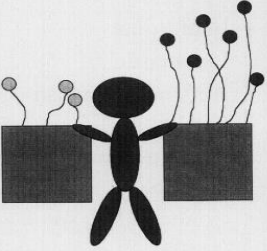
# Levels of Racism: A Theoretic Framework and a Gardener's Tale

Dr. Jones shares a simple yet remarkably profound allegory that she grew and nurtured to help people come to a place of understanding about the many layers and nuances of **institutionalized**, **personally-mediated**, and **internalized racism**.



**Camara Phyllis Jones,**  
**MD, MPH, PhD**  
**Past-President**  
**American Public Health**  
**Association (APHA)**

### Who is the gardener?

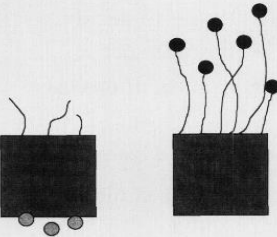


- Government
- Power to decide
- Power to act
- Control of resources

Dangerous when

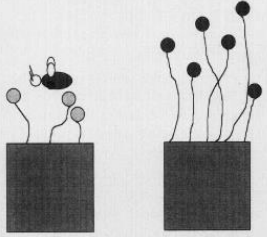
- Allied with one group
- Not concerned with equity

### Personally mediated racism



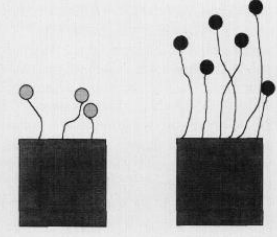
- Intentional
- Unintentional
- Acts of commission
- Acts of omission
- Maintains structural barriers
- Condoned by societal norms

### Internalized racism



- Reflects systems of privilege
- Reflects societal values
- Erodes individual sense of value
- Undermines collective action

### Institutionalized racism



- Initial historical insult
- Structural barriers
- Inaction in face of need
- Societal norms
- Biological determinism
- Unearned privilege

# Addressing Racism: Myths and Misunderstanding

- “[Defining Racism](#)”
- “[The Unequal Opportunity Race](#)”
- “[Reverse Racism](#)”
- “[Black on Black Crime](#)”
- “[Race](#) vs [Racism](#)”
- “[Post-Racial Society](#)”



# Addressing Racism: Trauma and Health

## Trauma and Health (Media):

- [When black death goes viral, it can trigger PTSD-like trauma](#)
- [Higher Stress Among Minority and Low-Income Populations Can Lead to Health Disparities, Says Report](#)
- [Race/ethnic differences in exposure to traumatic events, development of post-traumatic stress disorder, and treatment-seeking for post-traumatic stress disorder in the United States](#)
- [Adverse Childhood Experiences \(ACES\)](#)



# Addressing Racism: Bias

## Why Talented Black and Hispanic Students Can Go Undiscovered

“Public schools are increasingly filled with black and Hispanic students, but the children identified as “gifted” in those schools are overwhelmingly white and Asian...”



# Incorporating Health Equity

**“Health Equity is not the sole responsibility of one individual or one agency, but is the collective responsibility of us all to do better, be better, and help others...”**

**N.C. Office of Minority Health and Health Disparities**







# Incorporating Health Equity

## CDC Learning Center

**Healthy People 2030's goals include eliminating health disparities. Learn how to calculate key measures of health disparities with the Michigan Public Health Training Center's course. Nurses and health educators can obtain CE.**



*Innovation*





# Health Equity: Examples of Innovation

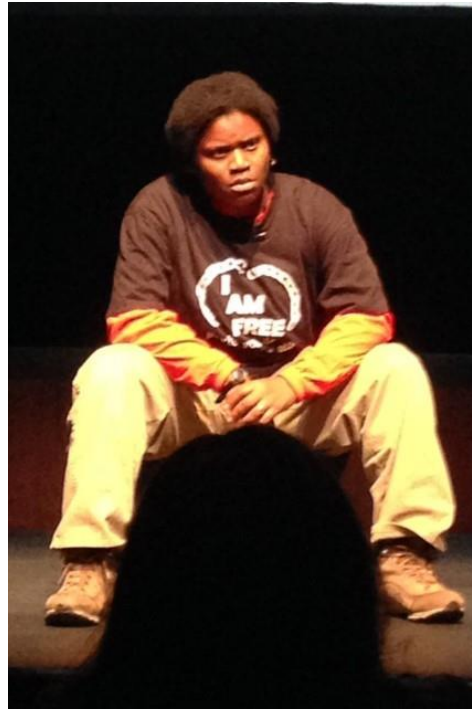
Patient  
Navigation



# Health Equity: Examples of Innovation

Bucking the Medical and Mental Bull is a one-woman show Anita Woodley was commissioned to write and perform about the Black Male experience with the Health Care System in America. Based on focus group data collected by FHI 360 & PCORI from African-American males in Durham, NC, it covers their trials and triumphs with the medical system.

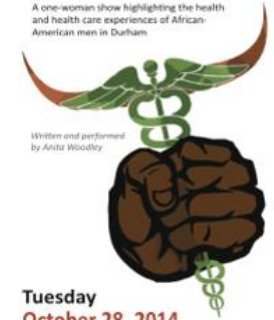
[Resource Link](#)



## BUCKING THE MEDICAL & MENTAL BULL

A one-woman show highlighting the health  
and health care experiences of African-  
American men in Durham

Written and performed  
by Anita Woodley



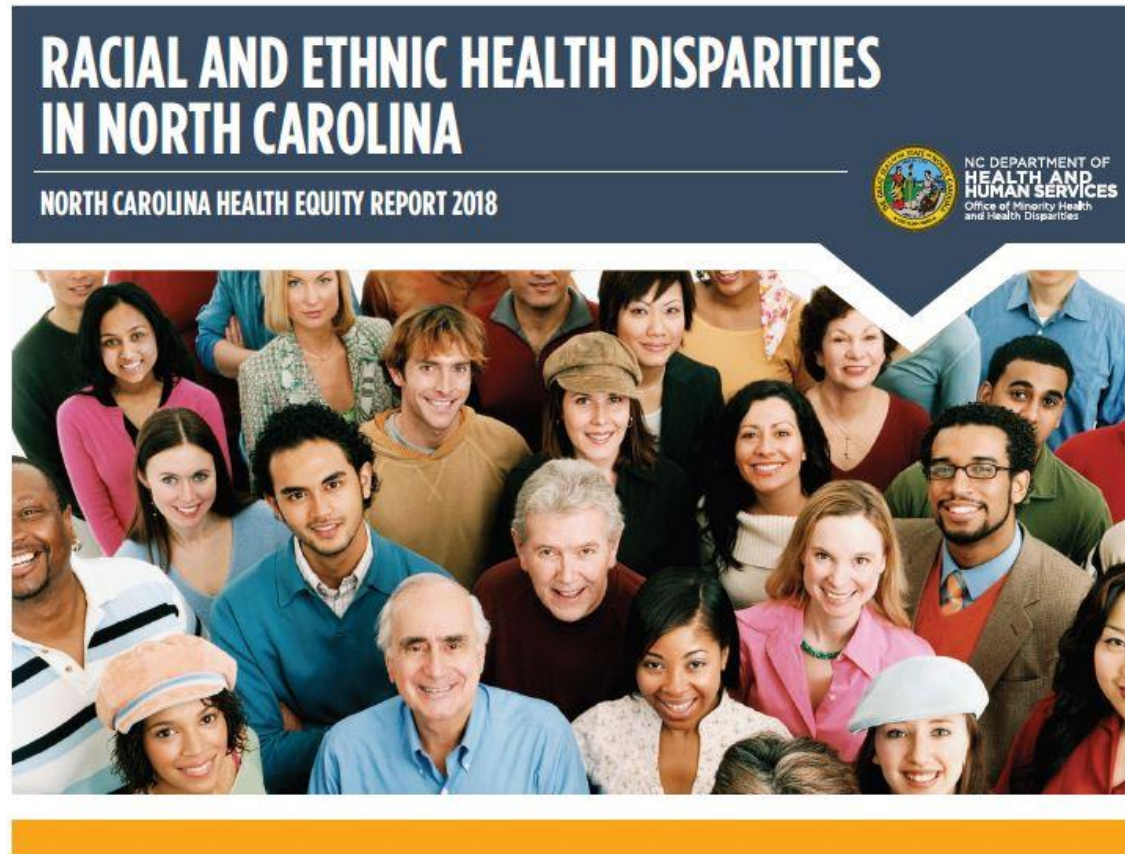
Tuesday  
October 28, 2014  
Doors open - 6:30 pm  
Show starts - 7:30 pm

Fletcher Hall at  
**The Carolina Theatre of Durham**  
309 WEST MORGAN STREET • DURHAM, NC 27701

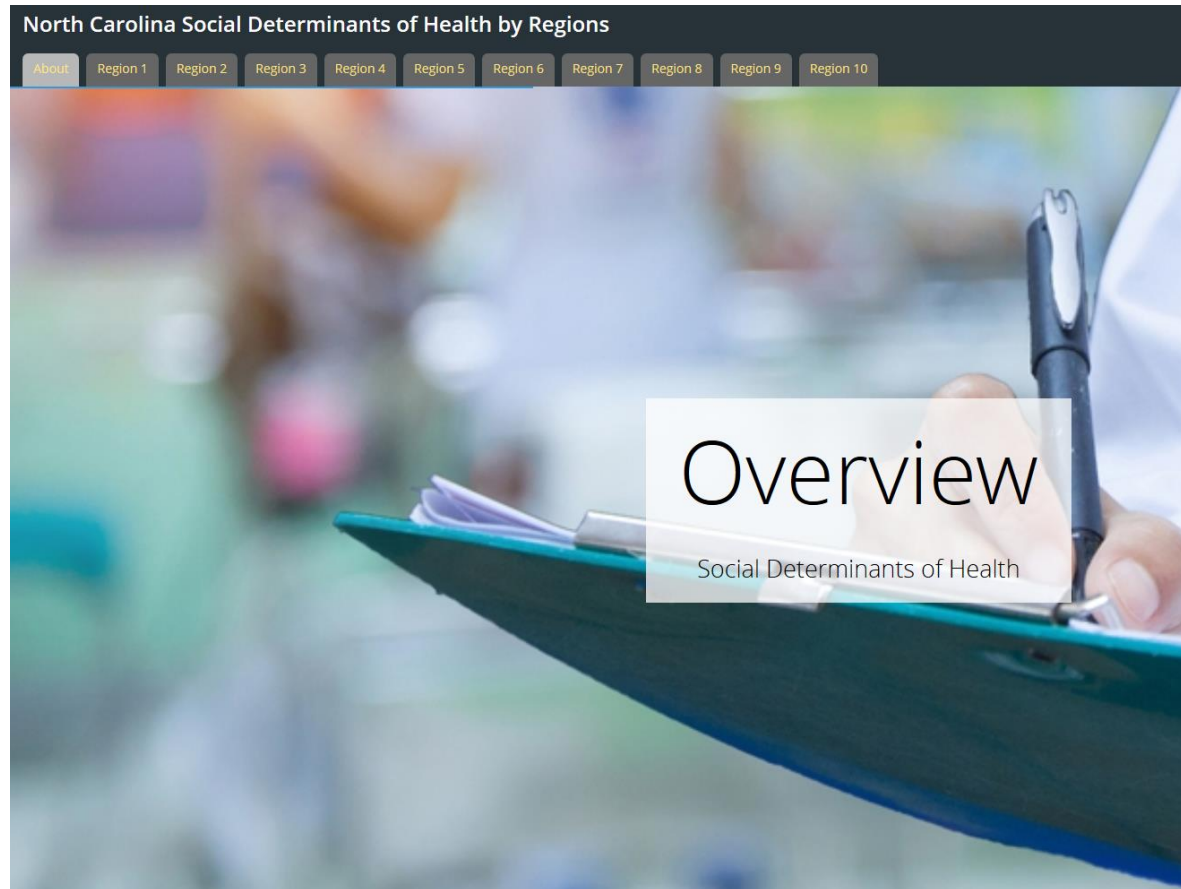
FREE and open to the public.  
Free popcorn for the first 100 attendees!

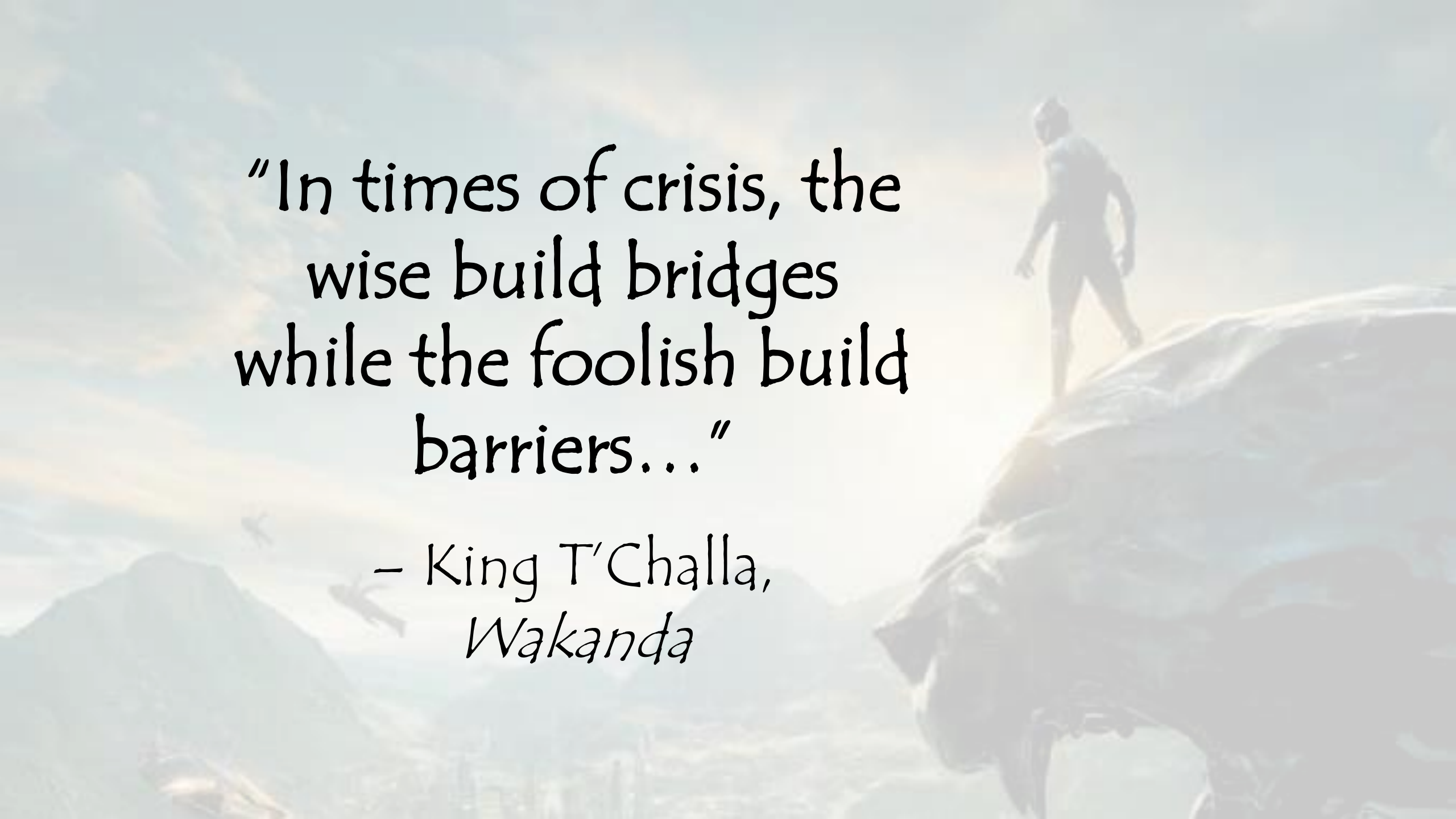
fhi  
360  
THE SCIENCE OF  
IMPROVING LIVES

# Health Equity: Examples of Innovation



# Health Equity: Examples of Innovation



A person in a dark, form-fitting suit stands on a rocky peak, looking out over a vast, hazy landscape. In the background, a city with tall buildings is visible, suggesting a high-altitude or mountainous setting. The overall tone is contemplative and dramatic.

"In times of crisis, the  
wise build bridges  
while the foolish build  
barriers..."

– King T'Challa,  
*Wakanda*



# Contact Information

## North Carolina Office of Minority Health and Health Disparities

- **Email:** [ncminorityhealth@dhhs.nc.gov](mailto:ncminorityhealth@dhhs.nc.gov)
- **Phone:** (919) 707-5040
- **Website:** [www.ncminorityhealth.org](http://www.ncminorityhealth.org)