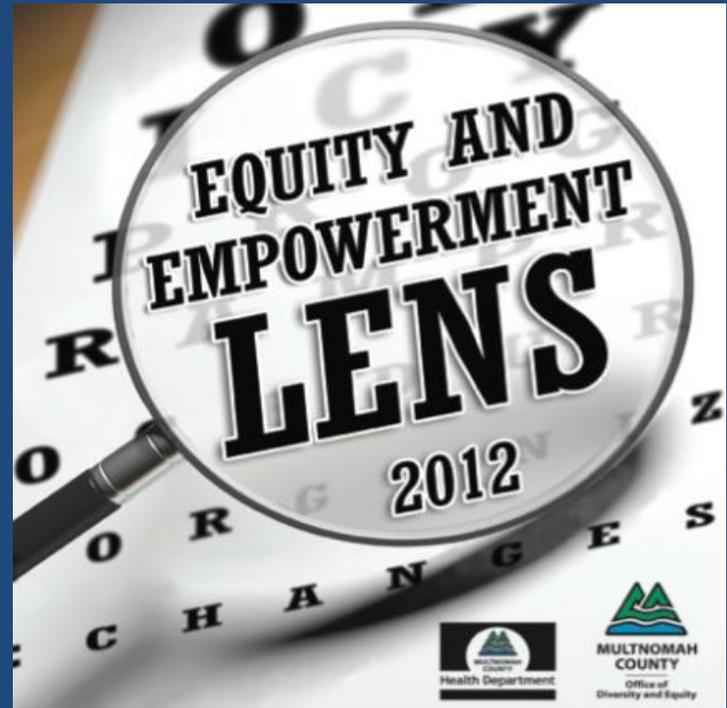


Addressing Health Inequities: A Racial Justice Approach Using an Equity and Empowerment Lens



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E & E Lens 101

- **WHAT** is it?

- Framework, Definitions, IMPACT Questions, OUTCOME Areas

- **HOW** do you apply it to your work?

- Case Studies

- **HOW** will WE apply it to OUR work?

- IMPACT Questions, OUTCOME Areas

EQUITY AND EMPOWERMENT LENS

WHAT is it?

It is a framework of:

- Reflective Questions
- Focus on IMPACT in the areas of:
People, Place, Process, Power
- 6 Outcome Areas
- supporting educational materials

EQUITY AND EMPOWERMENT LENS

WHY is Mult Co using it?

- We all benefit economically, educationally, and socially when ALL of our communities are thriving
- The time to act was yesterday
- The data has been presented, and is clear
- Our communities have spoken on these priorities
- As public servants we have an obligation to act

Causes of Health Inequities

Root Factors

Poverty
Discrimination
Immigration status
Institutional power

Neighborhood Conditions

Toxic contaminants
Joblessness
Unequal education
Poor transportation
Inadequate access to
food and exercise
Marketing of
unhealthy products
Unhealthy housing
Land use
Access to healthy food
Voter participation

Risk Behaviors

Nutrition
Physical activity
Tobacco use
Alcohol use
Violence
Hopelessness

Disease, Injury, Mortality

Infectious disease
Chronic disease
Injury
Infant mortality
Life expectancy

Funding for

- Health Care Services
- Health Education
- Individual Services

Upstream: community based

Typical Govt: Downstream

Solutions to Health Inequities

Root Factors

Poverty
Racial
discrimination
Immigration status
Institutional power

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Risk Behaviors

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Disease, Injury, Mortality

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Infant mortality
Life expectancy

Funding for

- Community empowerment
- Policy advocacy
- Social and economic policy change

Upstream

Downstream

Scope of the work:

Structural

ASSESS the
inequities
in your
system



IMPACT

Individual

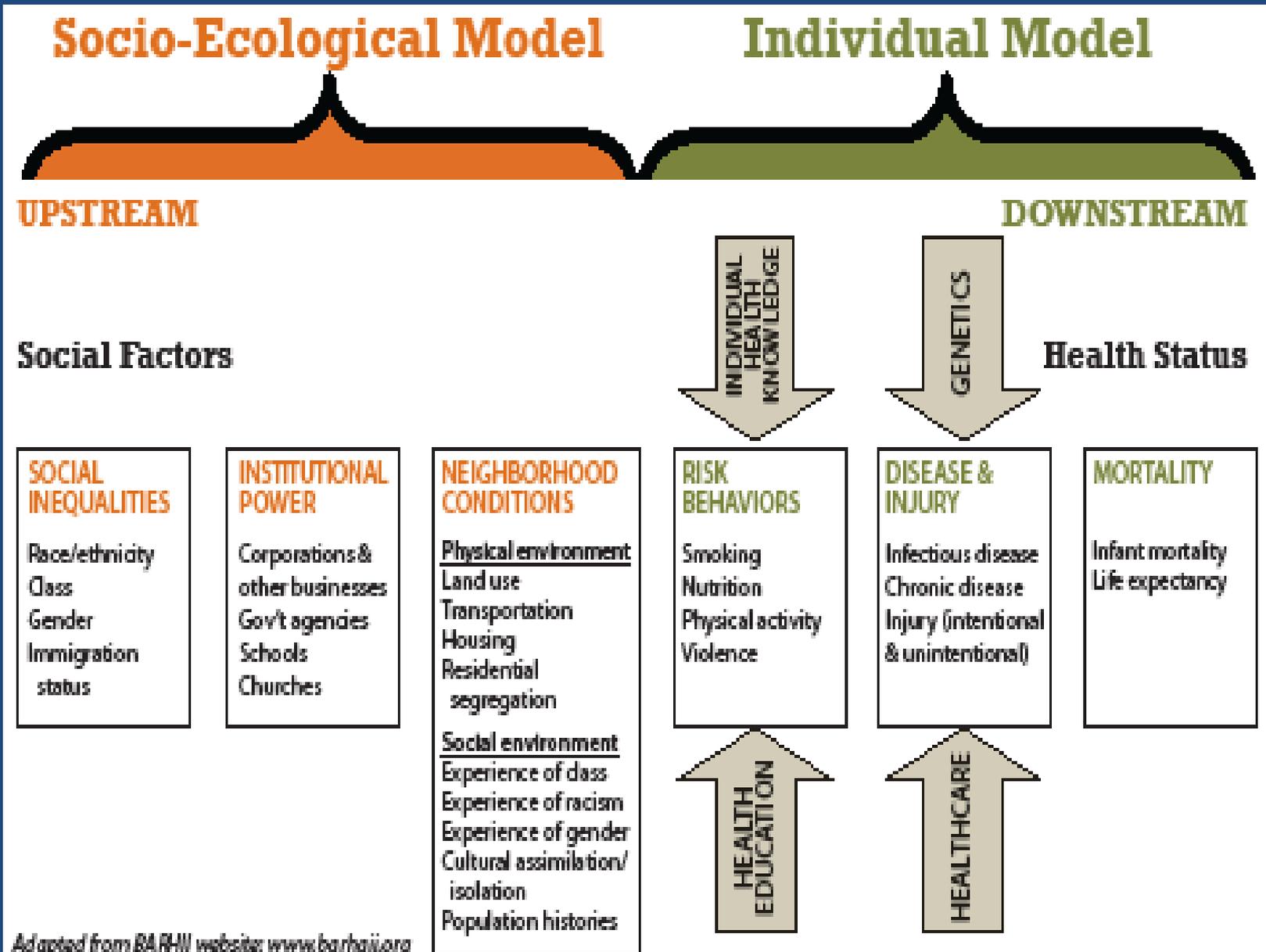
ASSESS your
individual & collective
beliefs & behaviors



ACTIONS



WHAT is it?



IMPACT_{on}: *People, Place, Process, Power*

PEOPLE

Who is positively and negatively affected (by this issue) and how?

How are people differently situated in terms of the barriers they experience?

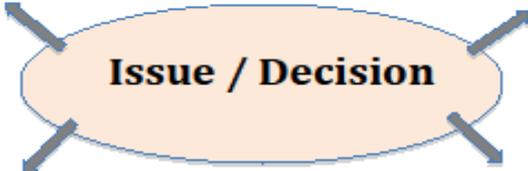
Consider Physical, Spiritual, Emotional and Contextual affects.

PLACE

What kind of positive “place” are we creating?

What kind of negative “place” are we creating?

How are public resources and investments distributed geographically?



Issue / Decision

PROCESS

How are we meaningfully including or excluding people (communities of color) who are affected?

What policies, processes and social relationships contribute to the exclusion of communities most affected by inequities?

Are there empowering processes at every human touchpoint?

POWER

What are the barriers to doing equity and racial justice work?

What are the benefits and burdens that communities experience with this (issue)?

Who holds the accountability?

6 OUTCOME Areas

APPENDIX 1

MENU OF OUTCOMES FOR ADVOCACY AND POLICY WORK

- 1. SHIFT IN SOCIAL NORMS**
Encompasses core and enduring social values, knowledge, attitudes and behaviors.
- 2. STRENGTHENING ORGANIZATIONAL CAPACITY**
Core capacities including staffing and leadership, organizational structure & systems, finances and strategic planning.
- 3. STRENGTHENED ALLIANCES**
Includes the level of coordination, collaboration and mission alignment among community and system partners, including nontraditional alliances, e.g., bipartisan alliances, non-traditional allies.
- 4. STRENGTHENED BASE OF SUPPORT**
Composed of grassroots, leadership and institutional support for particular policy changes that include the breadth, depth and influence of support among the general public, interest groups and opinion leaders.
- 5. IMPROVED POLICIES**
The stages of policy change in the public policy arena include policy development, policy proposal, demonstration of support (e.g., co-sponsorship), adoption funding and implementation.
- 6. CHANGES IN IMPACT**
The ultimate changes in social and physical lives and conditions (i.e., changes in individuals, populations and physical environments) that motivate policy change efforts.

EQUITY AND EMPOWERMENT LENS

HOW do you apply it to your work?

At its core, the Lens guides the participant to:

You are here

- ➔ **Assess** your current organizational capacity for equity work.
- ➔ **Describe** current direction and strategies.
- ➔ **Identify** inequities and injustices in the current issue.
- Reflect and understand** your strengths and challenges.
- Enhance what is leading** to equity and empowerment.
- Eliminate strategies** and root causes leading to inequities and injustices.
- Celebrate** successes and improvements.

Equity and Empowerment Lens Outcomes

- Individual understanding
- Improved policy development and language
- Strategic planning
- Workplanning
- Facilitation
- Decision-making
- ***Better outcomes for the communities we serve!!***

Case Study Examples

Internal

1. Capital Improvement Plan
2. Food Resource Mapping
3. Strategic Planning

External

1. Portland Public Schools
2. Climate Adaptation Plan

Barriers to this Work

- Lack of acknowledgement and understanding of historically inequitable policies, official and unofficial (employment, housing & homeownership, education, health care, loans, etc.) and their effect on individuals, communities, orgs
- Organizational and individual resistance to change as well as sharing power
- The ‘-isms’ in practice

Lessons and challenges along the way- conditions for transformative change

- Create the space necessary to think and reflect, and willingness to “meet folks where they are at”
- Break down silos
- Work to understand not just identify the barriers to change
- Let go of needing to know the outcome / answer
- Live with a larger view of time -- this work is relational
- Inspire and innovate
- Maintain energy and enthusiasm

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