Achieving Health Equity

tools for
naming | measuring | addressing
RACISM

Camara Phyllis Jones, MD, MPH, PhD

The Physiology of Health Inequity
Atlanta Regional Collaborative for Health Improvement (ARCHI)
The Carter Center

Atlanta, Georgia
September 26, 2018
Levels of health intervention

Jones CP et al. *J Health Care Poor Underserved* 2009.
Jones CP et al. *J Health Care Poor Underserved* 2009.
Jones CP et al. *J Health Care Poor Underserved* 2009.
Jones CP et al. *J Health Care Poor Underserved* 2009.
Jones CP et al. *J Health Care Poor Underserved* 2009.
Jones CP et al. *J Health Care Poor Underserved* 2009.
Addressing the social determinants of health

Primary prevention

Safety net programs and secondary prevention

Acute medical care and tertiary prevention
But how do disparities arise?

- Differences in the quality of care received within the health care system
- Differences in access to health care, including preventive and curative services
- Differences in life opportunities, exposures, and stresses that result in differences in underlying health status


Jones CP et al. *J Health Care Poor Underserved* 2009.
Differences in access to care

Differences in exposures and opportunities

Differences in quality of care
(ambulance slow or goes the wrong way)

Jones CP et al. *J Health Care Poor Underserved* 2009.
Addressing the social determinants of equity:

Why are there differences in resources along the cliff face?

Why are there differences in who is found at different parts of the cliff?

Jones CP et al. *J Health Care Poor Underserved* 2009.
3 dimensions of health intervention
3 dimensions of health intervention

*Health services*
3 dimensions of health intervention

Health services

Addressing social determinants of health

Jones CP et al. *J Health Care Poor Underserved* 2009.
3 dimensions of health intervention

Health services

Addressing social determinants of health

Addressing social determinants of equity

“Why do we spend so much money on ambulances at the bottom of the cliff?”

Jones CP et al. *J Health Care Poor Underserved* 2009.
“Why are the Greenies launching themselves over the edge of the cliff?”

“This situation looks fine to me. What’s the problem with a three-dimensional cliff?”

Jones CP et al. *J Health Care Poor Underserved* 2009.
Dual Reality: A restaurant saga
I looked up and noticed a sign . . .
Racism structures "Open/Closed" signs in our society.
Those on the outside are very aware of the two-sided nature of the sign.

It is difficult to recognize a system of inequity that privileges us.
Is there really a two-sided sign?

Hard to know, when only see “Open”. A privilege not to HAVE to know. Once DO know, can choose to act.
What is racism?

A system

What is racism?

A system of structuring opportunity and assigning value

What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”)

What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities

What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Levels of Racism

- Institutionalized
- Personally-mediated
- Internalized

Institutionalized racism

- Differential access to the goods, services, and opportunities of society, by “race”
  - Examples
    - Housing, education, employment, income
    - Medical facilities
    - Clean environment
    - Information, resources, voice
  - Explains the association between social class and “race”

Personally-mediated racism

- Differential assumptions about the abilities, motives, and intents of others, by “race”
- Differential actions based on those assumptions
- Prejudice and discrimination
- Examples
  - Police brutality
  - Physician disrespect
  - Shopkeeper vigilance
  - Waiter indifference
  - Teacher devaluation

Internalized racism

- Acceptance by the stigmatized “races” of negative messages about our own abilities and intrinsic worth

- Examples
  - Self-devaluation
  - “White man’s ice is colder” syndrome
  - Resignation, helplessness, hopelessness

- Accepting limitations to our full humanity

Levels of Racism: A Gardener’s Tale

Who is the gardener?

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

- Dangerous when
  - Allied with one group
  - Not concerned with equity

“How is racism operating here?”

- **Identify mechanisms**
  - **Structures:** the who?, what?, when?, and where? of decision-making
  - **Policies:** the written how?
  - **Practices and norms:** the unwritten how?
  - **Values:** the why?

“How is racism operating here?”

- **Identify mechanisms**
  - **Structures**: the *who?, what?, when?, and where*? of decision-making
  - **Policies**: the written *how*?
  - **Practices and norms**: the unwritten *how*?
  - **Values**: the *why*?

“How is racism operating here?”

- **Identify mechanisms**
  - **Structures:** the *who?*, *what?*, *when?*, and *where?* of decision-making
  - **Policies:** the written *how?*
  - **Practices and norms:** the unwritten *how?*
  - **Values:** the *why?*

“How is racism operating here?”

- Identify mechanisms
  - **Structures:** the who?, what?, when?, and where? of decision-making
  - **Policies:** the written how?
  - **Practices and norms:** the unwritten how?
  - **Values:** the why?

“How is racism operating here?”

- **Identify mechanisms**
  - **Structures:** the who?, what?, when?, and where? of decision-making
  - **Policies:** the written how?
  - **Practices and norms:** the unwritten how?
  - **Values:** the why?

“How is racism operating here?”

Police killings of unarmed Black men
“How is racism operating here?”
Police killings of unarmed Black men

- **Identify mechanisms**
  - **Structures:** Presence or absence of Citizen Review Boards
“How is racism operating here?”
Police killings of unarmed Black men

- **Identify mechanisms**
  - **Structures:** Presence or absence of Citizen Review Boards
  - **Policies:** Use of Grand Jury system to indict police officers
“How is racism operating here?”
Police killings of unarmed Black men

- **Identify mechanisms**
  - **Structures:** Presence or absence of Citizen Review Boards
  - **Policies:** Use of Grand Jury system to indict police officers
  - **Practices:** Over-policing of communities of color
“How is racism operating here?”
**Police killings of unarmed Black men**

- **Identify mechanisms**
  - **Structures:** Presence or absence of Citizen Review Boards
  - **Policies:** Use of Grand Jury system to indict police officers
  - **Practices:** Over-policing of communities of color
  - **Norms:** Blue Code of Silence
“How is racism operating here?”
Police killings of unarmed Black men

- **Identify mechanisms**
  - **Structures:** Presence or absence of Citizen Review Boards
  - **Policies:** Use of Grand Jury system to indict police officers
  - **Practices:** Over-policing of communities of color
  - **Norms:** Blue Code of Silence
  - **Values:** View of Black men as inherently threatening
“Reactions to Race” module

- Six-question optional module on the Behavioral Risk Factor Surveillance System since 2002
  - “How do other people usually classify you in this country?”
  - “How often do you think about your race?”
  - Perceptions of differential treatment at work or when seeking health care
  - Reports of physical symptoms or emotional upset as a result of “race”-based treatment
Jurisdictions using the “Reactions to Race” module 2002 to 2014 BRFSS

Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Indiana, Kentucky, Massachusetts, Michigan, Minnesota, Mississippi, Nebraska, New Hampshire, New Mexico, North Carolina, Ohio, Rhode Island, South Carolina, Tennessee, Vermont, Virginia, Washington, Wisconsin, Wyoming, Palau
<table>
<thead>
<tr>
<th>State</th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
<th>Fourth Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona</td>
<td>2012</td>
<td>2013</td>
<td>2014</td>
<td></td>
</tr>
<tr>
<td>Arkansas</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>California</td>
<td>2002</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colorado</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Connecticut</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Delaware</td>
<td>2002</td>
<td>2004</td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td>DC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Florida</td>
<td>2002</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Georgia</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Indiana</td>
<td></td>
<td></td>
<td></td>
<td>2009</td>
</tr>
<tr>
<td>Kentucky</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>2006</td>
<td>2008</td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Michigan</td>
<td>2006</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minnesota</td>
<td></td>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>Mississippi</td>
<td>2004</td>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>Nebraska</td>
<td></td>
<td></td>
<td></td>
<td>2008 2009 2012</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>2002</td>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>New Mexico</td>
<td>2002</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>2002</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ohio</td>
<td>2003</td>
<td>2005</td>
<td></td>
<td>2011</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>2004</td>
<td></td>
<td>2007</td>
<td>2010 2012</td>
</tr>
<tr>
<td>Tennessee</td>
<td></td>
<td></td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td>Vermont</td>
<td></td>
<td></td>
<td></td>
<td>2008 2009</td>
</tr>
<tr>
<td>Virginia</td>
<td></td>
<td></td>
<td></td>
<td>2008</td>
</tr>
<tr>
<td>Washington</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wisconsin</td>
<td>2004 2005  2006</td>
<td></td>
<td>2008 2009</td>
<td></td>
</tr>
<tr>
<td>Wyoming</td>
<td>2004 2005  2006</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Palau</td>
<td></td>
<td></td>
<td></td>
<td>2012 2013</td>
</tr>
<tr>
<td>State</td>
<td>Year 1</td>
<td>Year 2</td>
<td>Year 3</td>
<td>Year 4</td>
</tr>
<tr>
<td>---------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Arizona</td>
<td></td>
<td>2004</td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Arkansas</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>California</td>
<td>2002</td>
<td>2004</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colorado</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Connecticut</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Delaware</td>
<td>2002</td>
<td>2004</td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td>DC</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Florida</td>
<td>2002</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Georgia</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Indiana</td>
<td></td>
<td></td>
<td></td>
<td>2009</td>
</tr>
<tr>
<td>Kentucky</td>
<td></td>
<td></td>
<td></td>
<td>2010</td>
</tr>
<tr>
<td>Massachusetts</td>
<td></td>
<td>2006</td>
<td>2008</td>
<td>2010</td>
</tr>
<tr>
<td>Michigan</td>
<td></td>
<td></td>
<td>2006</td>
<td></td>
</tr>
<tr>
<td>Minnesota</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mississippi</td>
<td></td>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>Nebraska</td>
<td></td>
<td></td>
<td>2008</td>
<td>2009</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>2002</td>
<td></td>
<td></td>
<td>2012</td>
</tr>
<tr>
<td>New Mexico</td>
<td>2002</td>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>North Carolina</td>
<td>2002</td>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>Ohio</td>
<td>2003</td>
<td>2005</td>
<td></td>
<td>2011</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>2004</td>
<td></td>
<td>2007</td>
<td>2010</td>
</tr>
<tr>
<td>South Carolina</td>
<td>2003</td>
<td>2004</td>
<td>2007</td>
<td>2012</td>
</tr>
<tr>
<td>Tennessee</td>
<td></td>
<td></td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td>Vermont</td>
<td></td>
<td></td>
<td></td>
<td>2008</td>
</tr>
<tr>
<td>Virginia</td>
<td></td>
<td></td>
<td></td>
<td>2009</td>
</tr>
<tr>
<td>Washington</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wisconsin</td>
<td>2004</td>
<td>2005</td>
<td></td>
<td>2006</td>
</tr>
<tr>
<td>Wyoming</td>
<td></td>
<td></td>
<td></td>
<td>2012</td>
</tr>
<tr>
<td>Palau</td>
<td></td>
<td></td>
<td></td>
<td>2013</td>
</tr>
</tbody>
</table>
Socially-assigned “race”

- How do other people usually classify you in this country? Would you say:
  - White
  - Black or African-American
  - Hispanic or Latino
  - Asian
  - Native Hawaiian or Other Pacific Islander
  - American Indian or Alaska Native
  - Some other group
Socially-assigned “race”

- **On-the-street “race”** quickly and routinely assigned without benefit of queries about self-identification, ancestry, culture, or genetic endowment

- **Ad hoc racial classification**, an influential basis for interactions between individuals and institutions for centuries

- **Substrate upon which racism operates**

---

General health status

- Would you say that in general your health is:
  - Excellent
  - Very good
  - Good
  - Fair
  - Poor
General health status by socially-assigned "race", 2004 BRFSS

<table>
<thead>
<tr>
<th>Race</th>
<th>Percent Reporting Excellent or Very Good Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>58.3</td>
</tr>
<tr>
<td>Black</td>
<td>43.7</td>
</tr>
<tr>
<td>Hispanic</td>
<td>41.2</td>
</tr>
<tr>
<td>AIAN</td>
<td>36.1</td>
</tr>
</tbody>
</table>
General health status by socially-assigned "race", 2004 BRFSS

Report excellent or very good health

White: 58.3%
Black: 43.7%
Hispanic: 41.2%
AIAN: 36.1%

(percent of respondents)
General health status by socially-assigned "race", 2004 BRFSS

Report excellent or very good health

White: 13.9%
Black: 21.5%
Hispanic: 20.9%
AIAN: 22.1%

Report fair or poor health

White: 58.3%
Black: 43.7%
Hispanic: 41.2%
AIAN: 36.1%
General health status and “race”

- Being perceived as *White* is associated with better health
Self-identified ethnicity

- Are you Hispanic or Latino?
  - Yes
  - No
Self-identified “race”

- Which one or more of the following would you say is your race?
  - White
  - Black or African-American
  - Asian
  - Native Hawaiian or Other Pacific Islander
  - American Indian or Alaska Native
  - Other
Self-identified “race”/ethnicity

- **Hispanic**
  - “Yes” to Hispanic/Latino ethnicity question
  - Any response to race question

- **White**
  - “No” to Hispanic/Latino ethnicity question
  - Only one response to race question, “White”

- **Black**
  - “No” to Hispanic/Latino ethnicity question
  - Only one response to race question, “Black”

- **American Indian/Alaska Native**
  - “No” to Hispanic/Latino ethnicity question
  - Only one response to race question, “AI/AN”
## Two measures of “race”

<table>
<thead>
<tr>
<th>How self-identify</th>
<th>White 26,373</th>
<th>Black 5,246</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td><strong>98.4</strong></td>
<td>0.1</td>
</tr>
<tr>
<td>Black</td>
<td>0.4</td>
<td><strong>96.3</strong></td>
</tr>
<tr>
<td>Hispanic</td>
<td>0.3</td>
<td>0.8</td>
</tr>
<tr>
<td>AIAN</td>
<td>0.1</td>
<td>0.3</td>
</tr>
<tr>
<td>...</td>
<td>1.1</td>
<td>2.2</td>
</tr>
</tbody>
</table>

How usually classified by others
## Two measures of “race”

<table>
<thead>
<tr>
<th>How self-identify</th>
<th>How usually classified by others</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
</tr>
<tr>
<td>White 26,373</td>
<td>98.4</td>
</tr>
<tr>
<td>Black 5,246</td>
<td>0.4</td>
</tr>
<tr>
<td>Hispanic 1,528</td>
<td>26.8</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Two measures of “race”

### How usually classified by others

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>AIAN</th>
<th>...</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White</strong></td>
<td>98.4</td>
<td>0.1</td>
<td>0.3</td>
<td>0.1</td>
<td>1.1</td>
</tr>
<tr>
<td>26,373</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Black</strong></td>
<td>0.4</td>
<td>96.3</td>
<td>0.8</td>
<td>0.3</td>
<td>2.2</td>
</tr>
<tr>
<td>5,246</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hispanic</strong></td>
<td>26.8</td>
<td>3.5</td>
<td>63.0</td>
<td>1.2</td>
<td>5.5</td>
</tr>
<tr>
<td>1,528</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
General health status, by self-identified and socially-assigned "race", 2004

Report excellent or very good health

- Hispanic-Hispanic: 39.8%
- Hispanic-White: 53.7%
- White-White: 58.6%
General health status, by self-identified and socially-assigned "race", 2004

Test of H₀: That there is no difference in proportions reporting excellent or very good health

Hispanic-Hispanic versus White-White
p < 0.0001
General health status, by self-identified and socially-assigned "race", 2004

Test of $H_0$: That there is no difference in proportions reporting excellent or very good health

Hispanic-Hispanic versus Hispanic-White

$\ p = 0.0019$
General health status, by self-identified and socially-assigned "race", 2004

Test of $H_0$: That there is no difference in proportions reporting excellent or very good health

**Hispanic-White versus White-White**

$p = 0.1895$
## Two measures of “race”

### How usually classified by others

<table>
<thead>
<tr>
<th>How self-identify</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>AIAN</th>
<th>. . .</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>98.4</td>
<td>0.1</td>
<td>0.3</td>
<td>0.1</td>
<td>1.1</td>
</tr>
<tr>
<td>26,373</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>0.4</td>
<td>96.3</td>
<td>0.8</td>
<td>0.3</td>
<td>2.2</td>
</tr>
<tr>
<td>5,246</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>26.8</td>
<td>3.5</td>
<td>63.0</td>
<td>1.2</td>
<td>5.5</td>
</tr>
<tr>
<td>1,528</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AIAN</td>
<td>47.6</td>
<td>3.4</td>
<td>7.3</td>
<td>35.9</td>
<td>5.8</td>
</tr>
<tr>
<td>321</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Two measures of “race”

<table>
<thead>
<tr>
<th>How self-identify</th>
<th>How usually classified by others</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
</tr>
<tr>
<td>White 26,373</td>
<td>98.4</td>
</tr>
<tr>
<td>Black 5,246</td>
<td>0.4</td>
</tr>
<tr>
<td>Hispanic 1,528</td>
<td>26.8</td>
</tr>
<tr>
<td>AIAN 321</td>
<td>47.6</td>
</tr>
</tbody>
</table>
General health status, by self-identified and socially-assigned "race", 2004

Report excellent or very good health

- AIAN-AIAN: 32%
- AIAN-White: 52.6%
- White-White: 58.6%
General health status, by self-identified and socially-assigned "race", 2004

Test of $H_0$: That there is no difference in proportions reporting excellent or very good health

**AIAN-AIAN versus White-White**

$p < 0.0001$
Test of $H_0$: That there is no difference in proportions reporting excellent or very good health

AIAN-AIAN versus AIAN-White

$p = 0.0122$
General health status, by self-identified and socially-assigned "race", 2004

Test of H₀: That there is no difference in proportions reporting excellent or very good health

**AIAN-White versus White-White**

\[ p = 0.3070 \]
## Two measures of “race”

<table>
<thead>
<tr>
<th>How self-identify</th>
<th>How usually classified by others</th>
</tr>
</thead>
<tbody>
<tr>
<td>White 26,373</td>
<td>White 98.4 0.1 0.3 0.1 1.1</td>
</tr>
<tr>
<td>Black 5,246</td>
<td>Black 0.4 96.3 0.8 0.3 2.2</td>
</tr>
<tr>
<td>Hispanic 1,528</td>
<td>Hispanic 26.8 3.5 63.0 1.2 5.5</td>
</tr>
<tr>
<td>AIAN 321</td>
<td>AIAN 47.6 3.4 7.3 35.9 5.8</td>
</tr>
<tr>
<td>&gt; 1 race 406</td>
<td>&gt; 1 race 59.5 22.5 3.8 5.3 8.9</td>
</tr>
</tbody>
</table>
Two measures of “race”

<table>
<thead>
<tr>
<th>How self-identify</th>
<th>How usually classified by others</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
</tr>
<tr>
<td>White 26,373</td>
<td>98.4</td>
</tr>
<tr>
<td>Black 5,246</td>
<td>0.4</td>
</tr>
<tr>
<td>Hispanic 1,528</td>
<td>26.8</td>
</tr>
<tr>
<td>AIAN 321</td>
<td>47.6</td>
</tr>
<tr>
<td>&gt; 1 race 406</td>
<td>59.5</td>
</tr>
</tbody>
</table>
General health status and “race”

- Being perceived as White is associated with better health
  - Even within non-White self-identified “race”/ethnic groups
General health status and “race”

- Being perceived as *White* is associated with better health
  - Even within non-*White* self-identified “race”/ethnic groups
  - Even within the same educational level
General health status and “race”

- Being perceived as *White* is associated with better health
  - Even within non-*White* self-identified “race”/ethnic groups
  - Even within the same educational level

- Being perceived as *White* is associated with higher education
Key questions

- Why is socially-assigned “race” associated with self-rated general health status?
  - Even within non-White self-identified “race”/ethnic groups
  - Even within the same educational level

- Why is socially-assigned “race” associated with educational level?
Racism

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources


What is [inequity]?

A system of structuring opportunity and assigning value based on [fill in the blank]
What is [inequity]?

A system of structuring opportunity and assigning value based on [fill in the blank], that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources
Many axes of inequity

- “Race”
- Gender
- Ethnicity and indigenous status
Many axes of inequity

- “Race”
- Gender
- Ethnicity and indigenous status
- Labor roles and social class markers
- Nationality, language, and immigration status
- Sexual orientation and gender identity
Many axes of inequity

- “Race”
- Gender
- Ethnicity and indigenous status
- Labor roles and social class markers
- Nationality, language, and immigration status
- Sexual orientation and gender identity
- Disability status
- Geography
- Religion
Many axes of inequity

- “Race”
- Gender
- Ethnicity and indigenous status
- Labor roles and social class markers
- Nationality, language, and immigration status
- Sexual orientation and gender identity
- Disability status
- Geography
- Religion
- Incarceration history
Many axes of inequity

- “Race”
- Gender
- Ethnicity and indigenous status
- Labor roles and social class markers
- Nationality, language, and immigration status
- Sexual orientation and gender identity
- Disability status
- Geography
- Religion
- Incarceration history

These are risk MARKERS
What is health equity?

- “Health equity” is assurance of the conditions for optimal health for all people

- **Achieving health equity requires**
  - Valuing all individuals and populations equally
  - Recognizing and rectifying historical injustices
  - Providing resources according to need

- **Health disparities will be eliminated when health equity is achieved**

“Health equity” is assurance of the conditions for optimal health for all people

- Make long-term investments in communities
- Address the contexts of people’s lives (the social determinants of health)
- Address the factors determining the range and distribution of those contexts (the social determinants of equity)
  - Structures
  - Policies
  - Practices
  - Norms
  - Values
Operationalizing health equity

Achieving health equity requires

- Valuing all individuals and populations equally
- Recognizing and rectifying historical injustices
- Providing resources according to need

- Bring unrepresented voices to the table by expanding Boards of Directors and creating strong Community Advisory Boards
- Research the history of each “problem” to be solved for insights into solutions
- Agree on metrics of need and be unafraid to make sustained “unbalanced” investments
Operationalizing health equity

Health disparities will be eliminated when health equity is achieved

- Invest in opportunities
- Measure impacts on opportunities
- Patiently await impacts on outcomes in a generation
Barriers to achieving health equity

- **Narrow focus on the individual**
  - Self-interest narrowly defined
  - Limited sense of interdependence
  - Limited sense of collective efficacy
  - Systems and structures as invisible or irrelevant

- **A-historical culture**
  - The present as disconnected from the past
  - Current distribution of advantage/disadvantage as happenstance
  - Systems and structures as givens and immutable

- **Myth of meritocracy**
  - Role of hard work
  - Denial of racism
  - Two babies: Equal potential or equal opportunity?
Using black holes

- **Look for evidence of two-sided signs**
  - Shine the bright light of inquiry
  - Are there differences in outcomes?
  - Are there differences in opportunities, exposures, resources, risks?

- **See “the absence of”**
  - Who is NOT at the table?
  - What is NOT on the agenda?
  - What policies do NOT YET exist?
  - What are we NOT doing?

- **Reveal inaction in the face of need**
ICERD

- *International Convention on the Elimination of all forms of Racial Discrimination*
  
  International anti-racism treaty adopted by the UN General Assembly in 1965
  
  [http://www.ohchr.org/EN/ProfessionalInterest/Pages/CERD.aspx](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CERD.aspx)

- US signed in 1966
- US ratified in 1994
Current status

- 3rd US report submitted to the UN Committee on the Elimination of Racial Discrimination (CERD) in 2013
  [Link](http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CERD%2fC%2fUSA%2f7-9&Lang=en)
- 82 parallel reports submitted by civil society organizations
- CERD considered at its 85th session (13-14 Aug 2014)
CERD Concluding Observations

- 14-page document (25 Sep 2014) available online

- Concerns and recommendations
  - Racial profiling (paras 8 and 18)
  - Residential segregation (para 13)
  - Achievement gap in education (para 14)
  - Differential access to health care (para 15)
  - Disproportionate incarceration (para 20)
CERD Concluding Observations

14-page document (25 Sep 2014) available online

Concerns and recommendations

▪ “The Committee recommends that the State party increase its efforts to raise public awareness and knowledge of the Convention throughout its territory” (para 32)

▪ “The Committee recommends that the State party adopt a national action plan to combat structural racial discrimination” (para 25)
National Campaign Against Racism

Name racism
Ask “How is racism operating here?”
Organize and strategize to act
National Campaign Against Racism

Name racism
Ask “How is racism operating here?”
Organize and strategize to act
Name racism
Ask “How is racism operating here?”
Organize and strategize to act
Name racism
Ask “How is racism operating here?”
Organize and strategize to act
Life on a Conveyor Belt: Moving to action
Racism is most often passive
1. Name racism
2. Ask “How is racism operating here?”
3. Organize and strategize to act
Camara Phyllis Jones, MD, MPH, PhD

Past President
American Public Health Association

Senior Fellow
Satcher Health Leadership Institute and
Cardiovascular Research Institute

Adjunct Associate Professor
Department of Community Health and Preventive Medicine
Morehouse School of Medicine

cpjones@msm.edu
(404) 756-5216
(404) 374-3198 mobile