

OPERATIONALIZING EQUITY TO ADDRESS PROBLEM GAMBLING PREVENTION AND INTERSECTING ISSUES

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May 15, 2023 | 11:00 AM – 2:00 PM



Learning Objectives

- 1 Explore **language** associated with applying an equity lens
- 2 Increased understanding of how **structural** and **institutional** factors impact community health
- 3 Examine **discrimination** and **oppression** of all kinds as a threat to the health of all communities
- 4 Understand how we can apply cultural responsiveness to our work **to improve the individuals we serve and the community's health**

Principles to Guide Our Learning

- Everyone has their own life experience; this is important wisdom that we want you to bring in the room.
- There are no “right answers” or “right ways to think”, we can value everyone's perspective at the same time.
- Use history as a tool to understand what has happened and how to create solutions for the future.
- Operationalizing equity is a journey

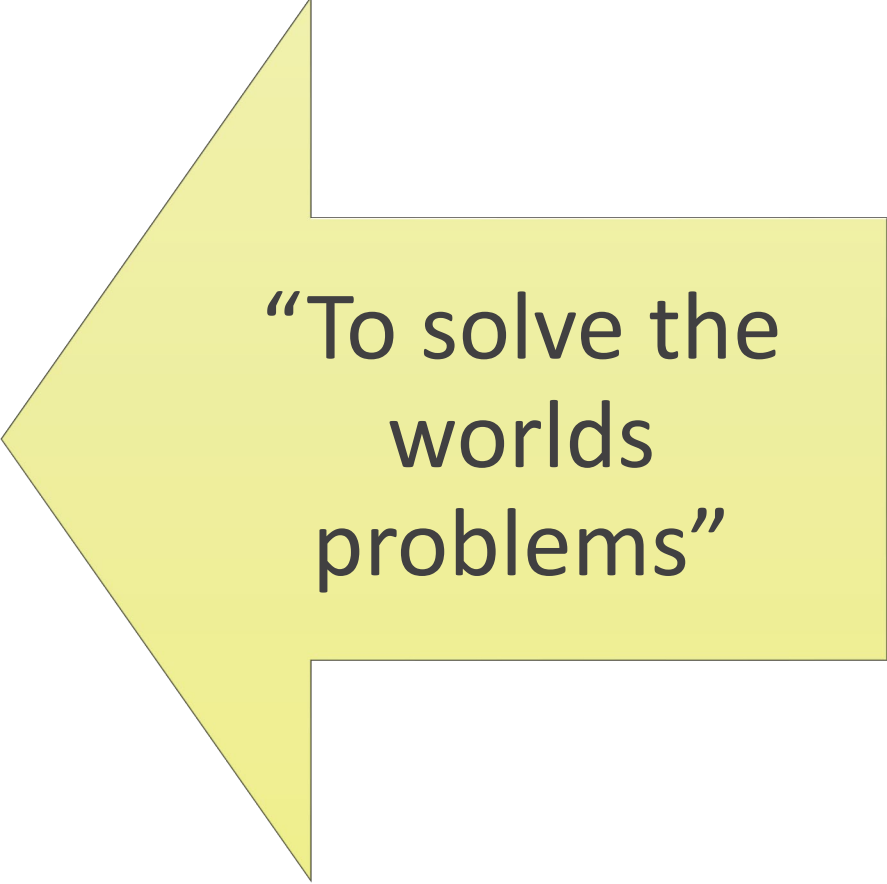


Introductions


- Name, preferred pronoun
- Organization
- What's the story of youth name
 - Were you named after someone? Is it unique?
 - Do you like or dislike your name?
 - Has it ever been changed? Do you have nicknames?
 - Were you ever teased because of your name?
 - Has it ever been a source of opportunity for you?
 - Has it ever put you at a disadvantage?

Hello
my name is

What Are Your Hopes For This Training?



“To solve the
worlds
problems”



“Have fun and
meet new
people”



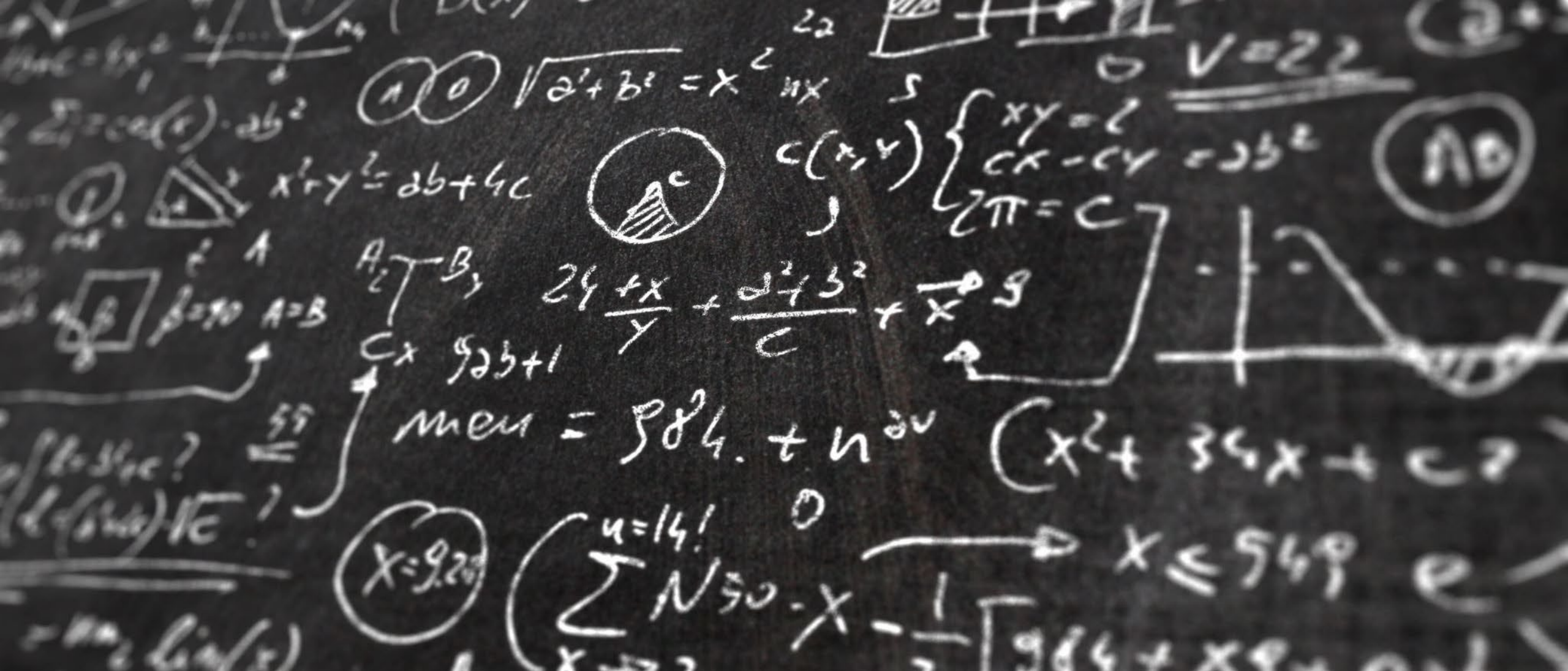
Group Agreements

What do you need in order to feel safe and comfortable participating today?

Group Agreements

- Speak from your experience
- Experience discomfort as learning
- Share airtime, make space
- Listen for understanding
- Think with a both/and frame
- Tell the miracle not the saint
- Oops & Ouch
- Expect non-closure
- Maintain confidentiality
- Stay curious beyond this workshop





CONCEPTS AND DEFINITIONS



Race

Racism

Colorism

- What's the relationship between these words?
- How are they interconnected?
- What do they have in common?
- How are they different?

Race

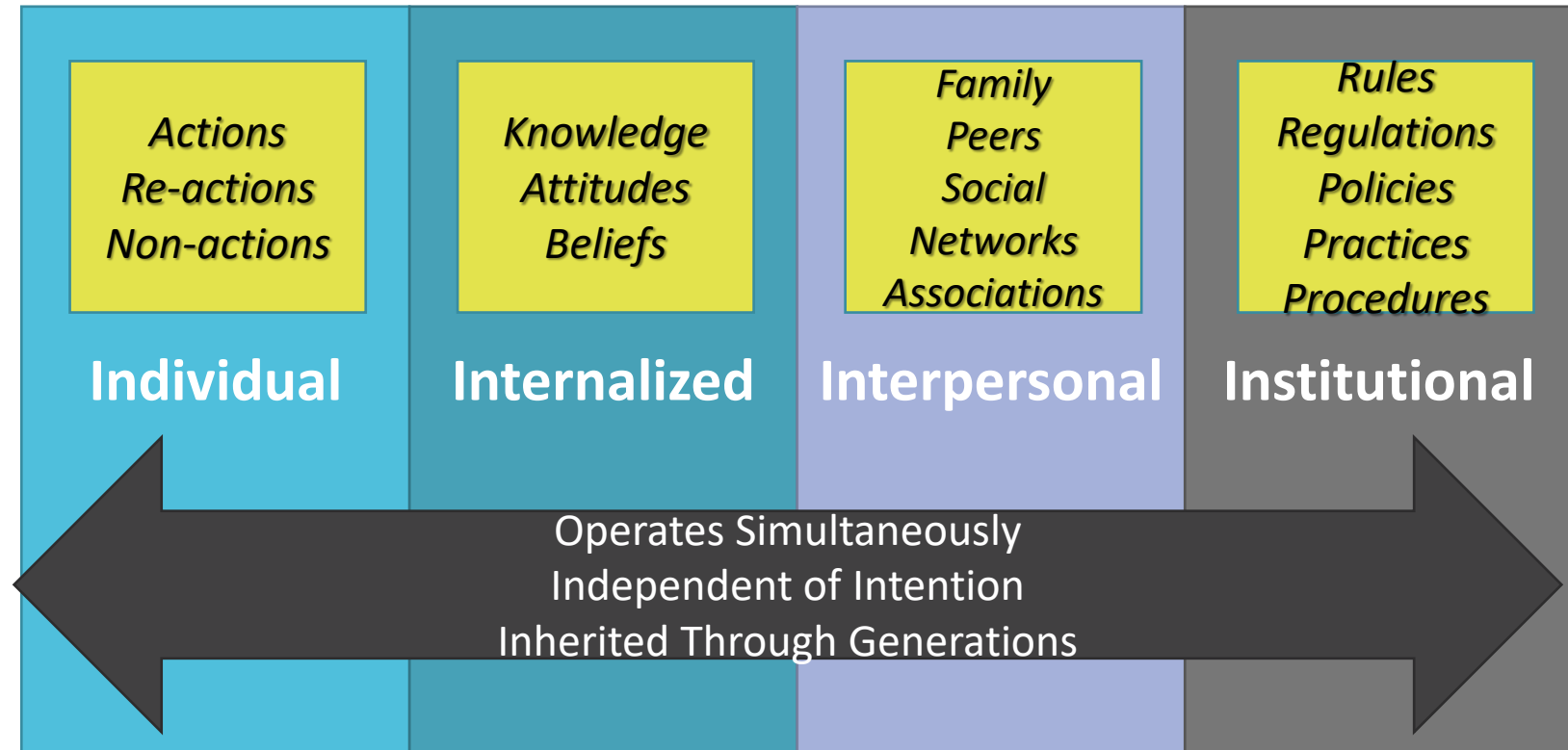
- A **socially constructed** way of grouping people, based on skin color and other perceived physical differences, which has **no genetic or scientific basis**.
- Race is not the same thing as ethnicity or culture
- The social construct used to justify social and economic oppression

Common Race Categories in the US

- *White*
- *Black or African American*
- *American Indian or Alaska Native*
- *Asian*
- *Native Hawaiian or Other Pacific Islander*

Racism

- Structures, policies, practices, and norms—that *assigns value* and *determines opportunity based on the way people look or the color of their skin*. This results in conditions that unfairly advantage some and disadvantage others throughout society.



A system of oppression based on race that uses institutional power & authority to support prejudices and enforce discriminatory behaviors in systemic ways.

Race Codified into Law

- **Bacon's Rebellion of 1676** - African and English servants, free workers and farmers, demanded land and pay for their labor. They burn down Jamestown, colony's capital. Colonial rulers had to call in the British army to subdue the rebellion. Colonial land-owning legislators responded with the series of Slave Codes, enacted in 1680 through 1705. these codes legalized chattel slavery (the child of an enslaved woman would be enslaved for a lifetime) and severely restricted the rights of free Africans. *The codes equated the terms "slave" and "Negro," thus institutionalizing the world's first system of racialized slavery. The codes also punished any "white" servants assistant "negro" slaves.*

Race Codified into Law

- **Naturalization Act of 1970** - The *first act of the first U.S. Congress guarantees that white immigrants can become citizens which leads the way for them to become owners of land and non-white immigrants are denied the right* to be citizens this law.
- Limited naturalization was granted to immigrants who were free white persons of good character, and it excluded American Indians, indentured servants, slaves, free blacks and Asians.
- It also provided for citizenship for the children of US citizens born abroad that specified that the rate of citizenship did not descend to persons whose fathers have never been a resident of the United States



Global Colorism

Differential treatment of same-race individuals based on skin color. Colorism occurs globally

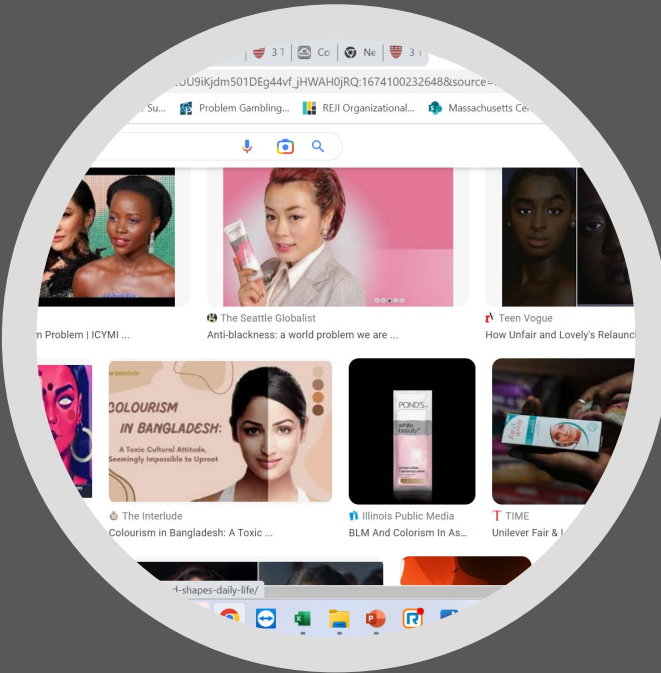
- Creates barriers related to:
 - Gender – preferential treatment
 - Beauty – standards of beauty
 - Hiring Practices – seen as qualified & positions available



Like Comment Share



Like Comment Share



“Colorism in Haiti goes beyond the issue of beauty standards, its historical, political, and cultural.”



Privilege

Oppression

- What's the relationship between these words?
- How are they interconnected?
- What do they have in common?
- How are they different?

Oppression & Privilege

Privilege: Advantages and immunities enjoyed by one, usually powerful group or class, especially to the disadvantage of others.

The freedom to stand still while riding on the UP escalator



Oppression: Unjust use of power and authority used to the advantage of dominant groups and the disadvantage of a non dominant groups

Being required to run up the DOWN escalator

Types of Privilege

- White Privilege
- Religious Privilege
- Gender Privilege
- Heterosexual Privilege
- Socioeconomic Privilege

“Behind every privilege is an imbalance of power. Its invisible to those who possess it and ever present for those who don’t”



Discrimination

Implicit Bias

- What's the relationship between these words?
- How are they interconnected?
- What do they have in common?
- How are they different?

Discrimination

- Unfair or prejudicial treatment of people and groups based on characteristics such as race, ethnicity, gender, age, sexual orientation, nationality
 - ***The Fair Housing Act** prohibits discrimination in the sale, rental, and financing of dwellings on the basis of race, color, national origin, religion, sex, familial status, and disability.*
 - ***The Civil Rights Act**, and the Americans with Disabilities Act prohibit discrimination in employment on the basis of race, color, sex, ethnic origin, age, and disabilities.*

Implicit Bias

- Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
- Are activated involuntarily and without an individual's awareness or intentional control



Image by Rosa Sheng, AIA

Learning More About Implicit Bias





Health Equity

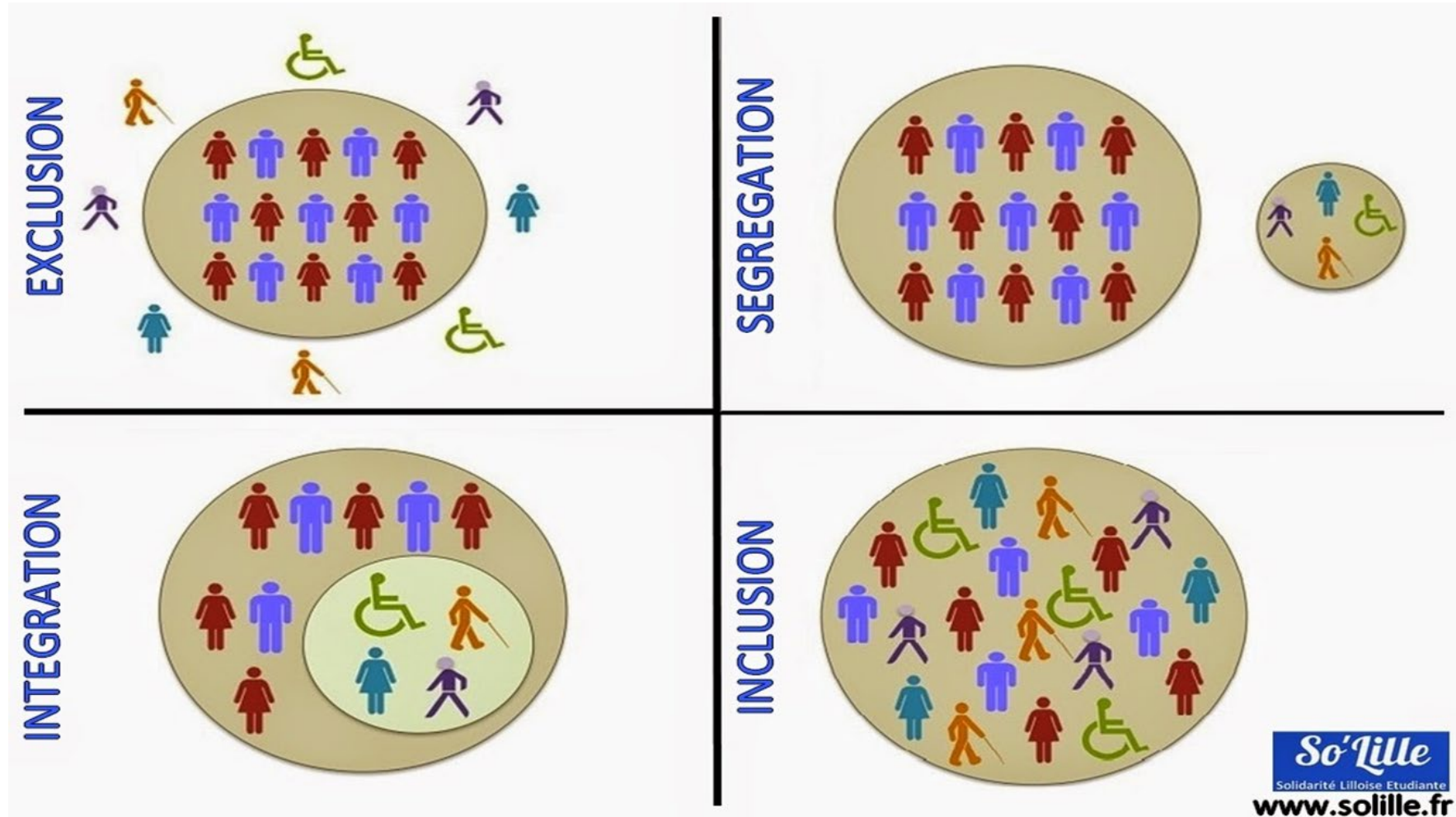
Intersectionality

- What's the relationship between these words?
- How are they interconnected?
- What do they have in common?
- How are they different?

Health Equity

- Means that 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**.
- **Behavioral health equity** builds on this definition and directs specific attention to mental health and substance use conditions and disorders.

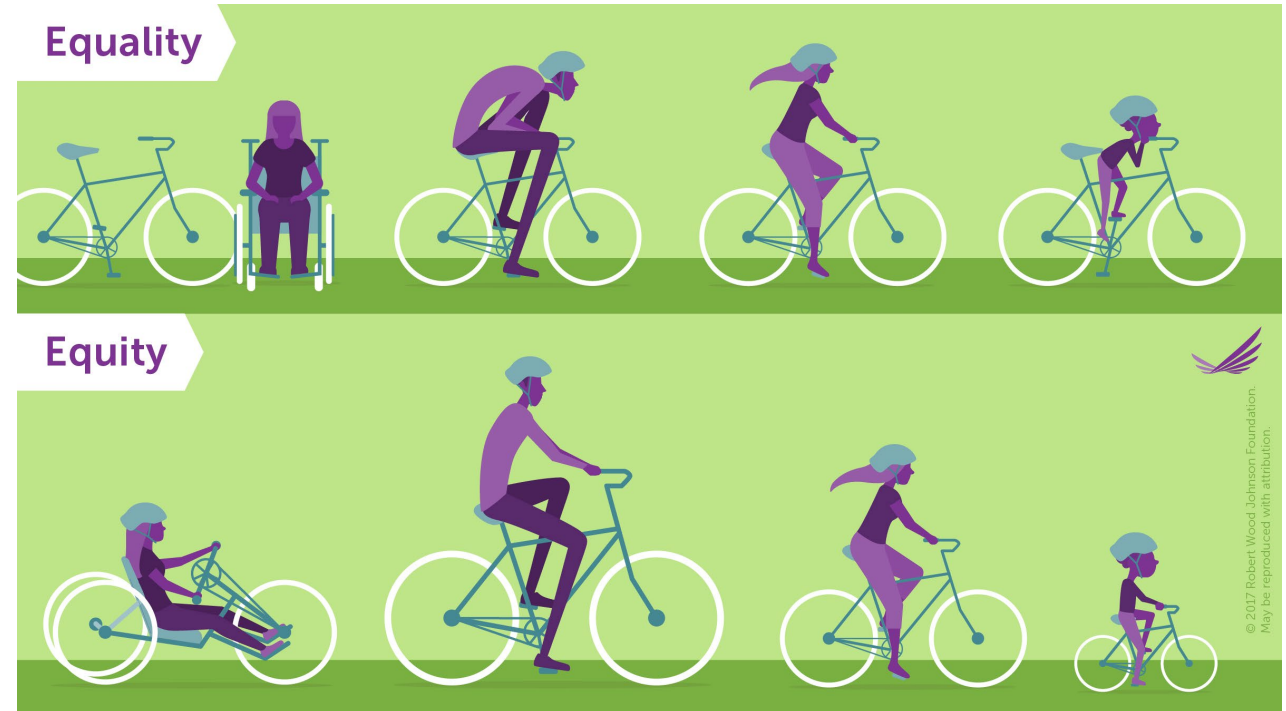
Inclusion



Robert Wood Johnson Foundation

- We must first ensure everyone has the basics to be healthy.
- When it comes to expanding opportunities for health, thinking the same approach will work universally is like expecting everyone to be able to ride the same bike.

#Promote Health Equity



Health Disparity

- “Particular type of **health difference** that is closely linked with **social, economic, and/or environmental** disadvantage.”
- Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on:
 - Racial or ethnic group
 - Religion
 - Socioeconomic status
 - Gender
 - Age
 - Mental health
 - Cognitive, Sensory, or Physical Disability
 - Sexual orientation or gender identity
 - Geographic location
 - Other characteristics historically linked to discrimination or exclusion

Intersectionality

- Refers to the **interconnected nature** of social categorizations such as gender, race, class, and others that cannot be examined in isolation from one another.
- This creates overlapping and interdependent systems of discrimination and disadvantage



“There is no such thing as a single-issue struggle, because we do not live single-issue lives.”

—Audre Lorde



Colonization

Immigration

- What's the relationship between these words?
- How are they interconnected?
- What do they have in common?
- How are they different?

Colonization

- Colonialism is defined as “control by one power over a dependent area or people.” It occurs when one nation subjugates another, conquering its population and exploiting it, often while forcing its own language and cultural values upon its people.





Immigration

- The movement of people living in one country into another country, is a fundamental aspect of human history, though it was as controversial hundreds of years ago as it is today.



Emigrate vs Immigrate



Emigrate

/ 'emigreɪt/

to leave a country in order to live permanently in another:

*My grandparents **emigrated** from Europe to America.*

*They are planning to **emigrate** to Norway.*

*His ancestors **emigrated** from Ireland.*



VocabularyPage.com

Immigrate

/ 'imigreɪt/

to come to a different country in order to live there permanently:

*My parents **immigrated** to Russia just before I was born.*

*Many people **immigrate** to other countries for freedom.*

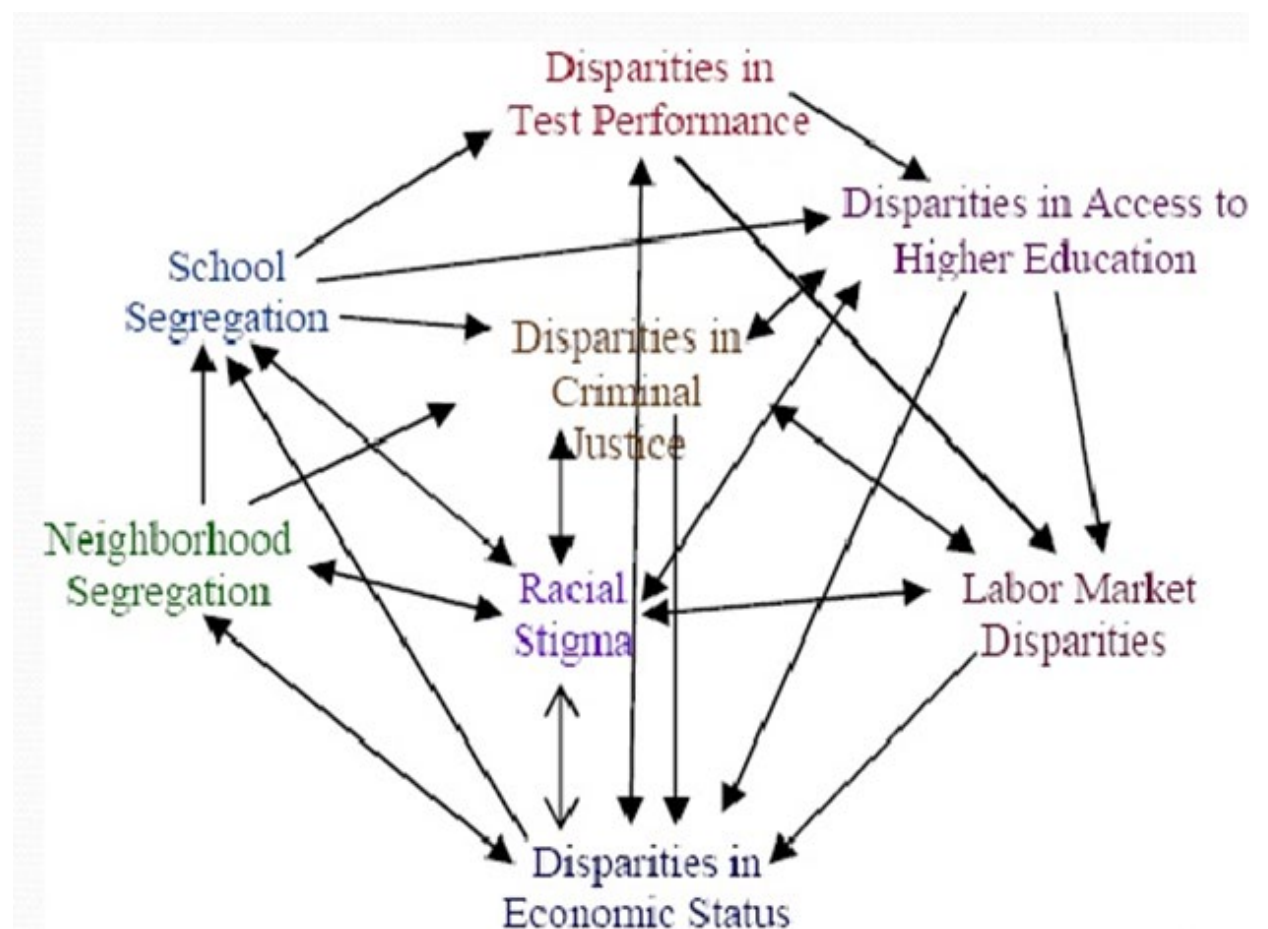
*Nearly 5000 people **immigrated** to this region.*



www.vocabularypage.com

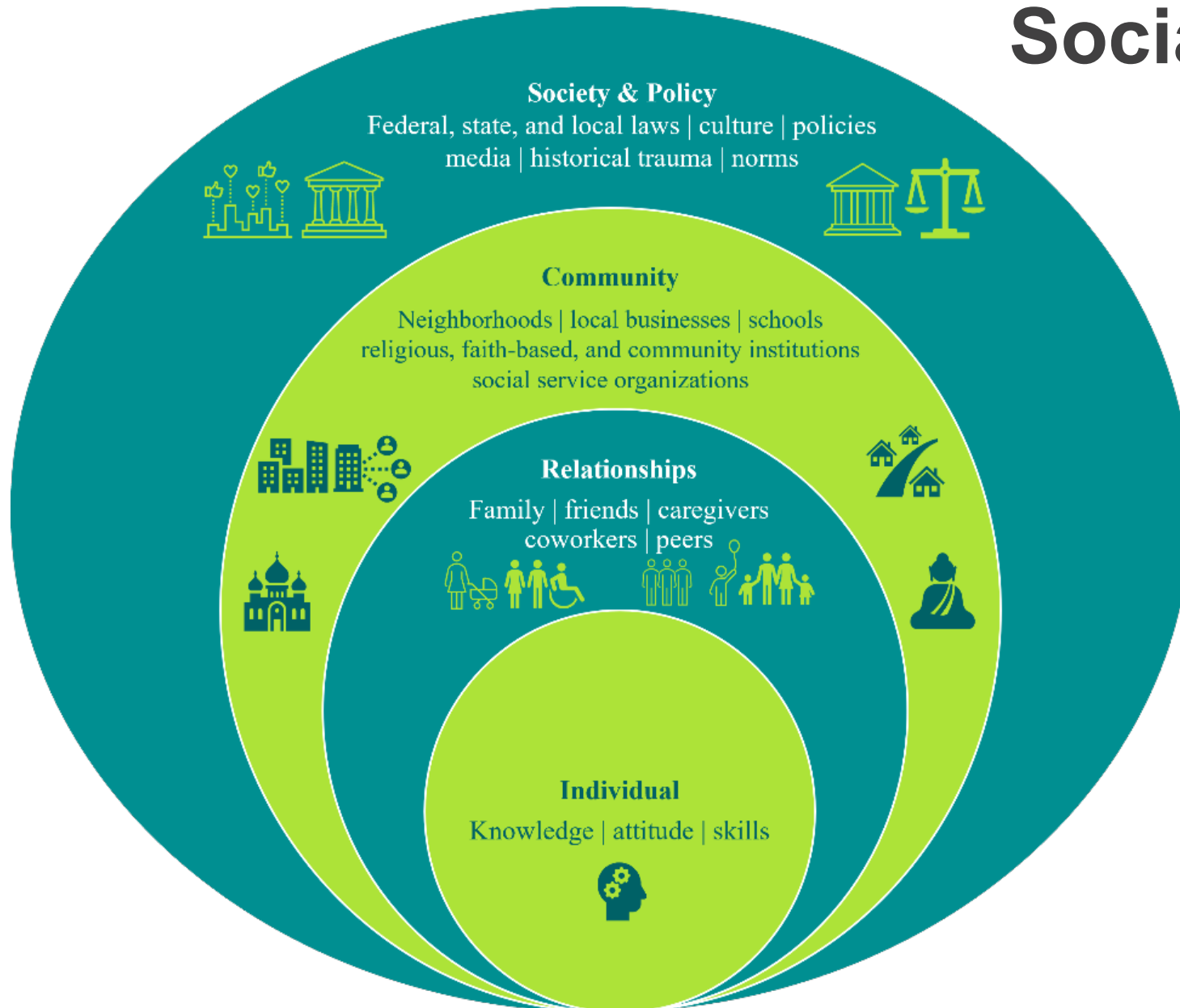
Structuralized Racialization

- The historical and current interactions and relationships across systems, combine to **create barriers** that **deny access, resource** or **participation**.



The **cumulative and compounded** impact of the systems that create disadvantage, disparities and racialized health outcomes

Social Ecological Model



- Adapted McLeroy, Bibeau, Steckler, & Glanz, 1988 Social Ecological Model to understand the factors that influence cultural and linguistic responsiveness
- Considers the complex interplay between individual, relationship, community, and societal factors.

“Individual behaviors are linked and often limited by the social and economic context of an individual’s life”

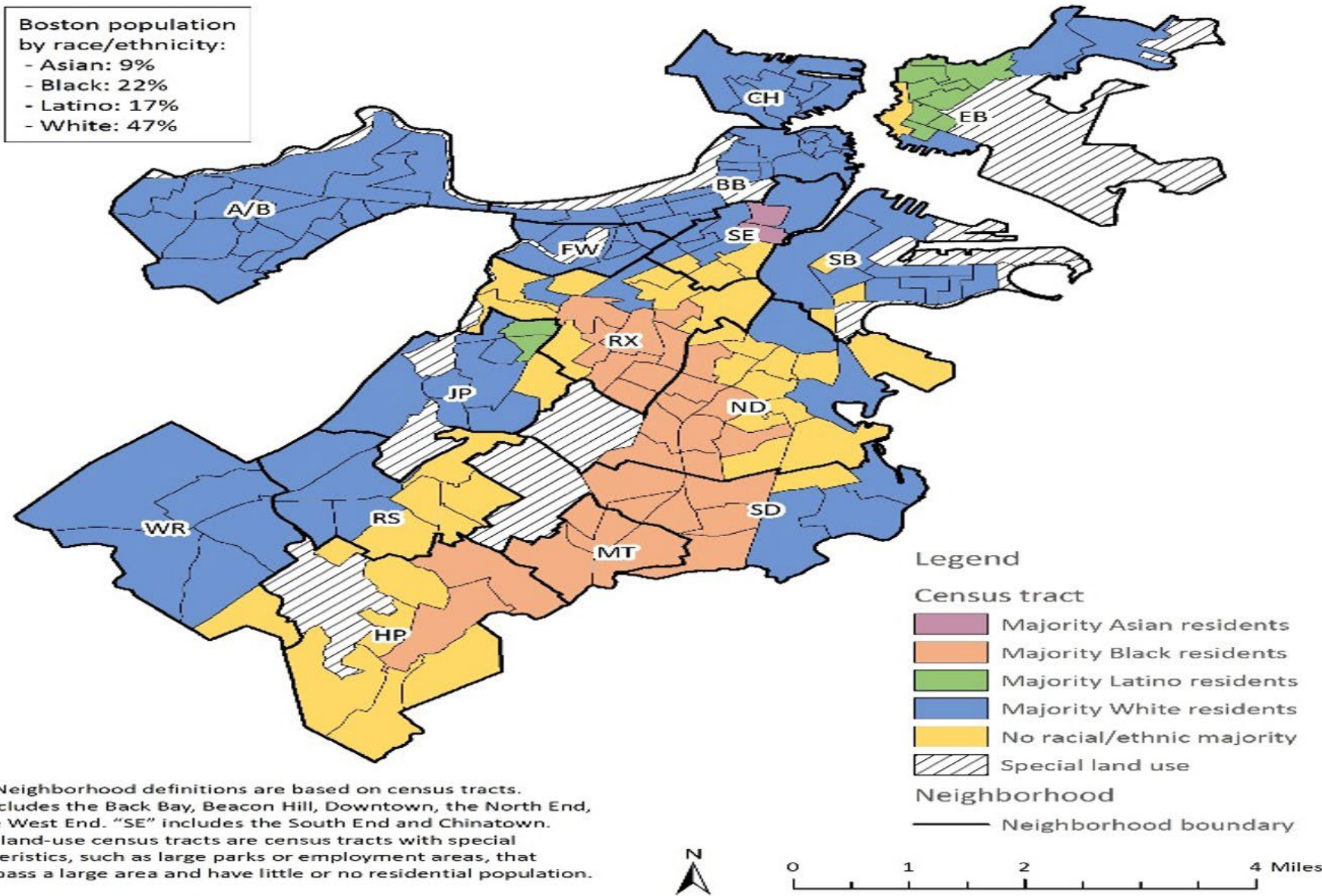
COMMUNITY HEALTH



Image Source: <https://www.i-link.com/building-sustainably/>

Figure 1.7 Majority Racial/Ethnic Group
by Census Tract, Boston, 2010

Boston population
by race/ethnicity:
- Asian: 9%
- Black: 22%
- Latino: 17%
- White: 47%



NOTE: Neighborhood definitions are based on census tracts. "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End. "SE" includes the South End and Chinatown. Special land-use census tracts are census tracts with special characteristics, such as large parks or employment areas, that encompass a large area and have little or no residential population.

DATA SOURCE: Decennial Census 2010, U.S. Census Bureau

Boston
Race/Ethnicity
Map

**BOSTON NEIGHBORHOODS:
Top 10 Countries of Birth for
Foreign-Born Population**

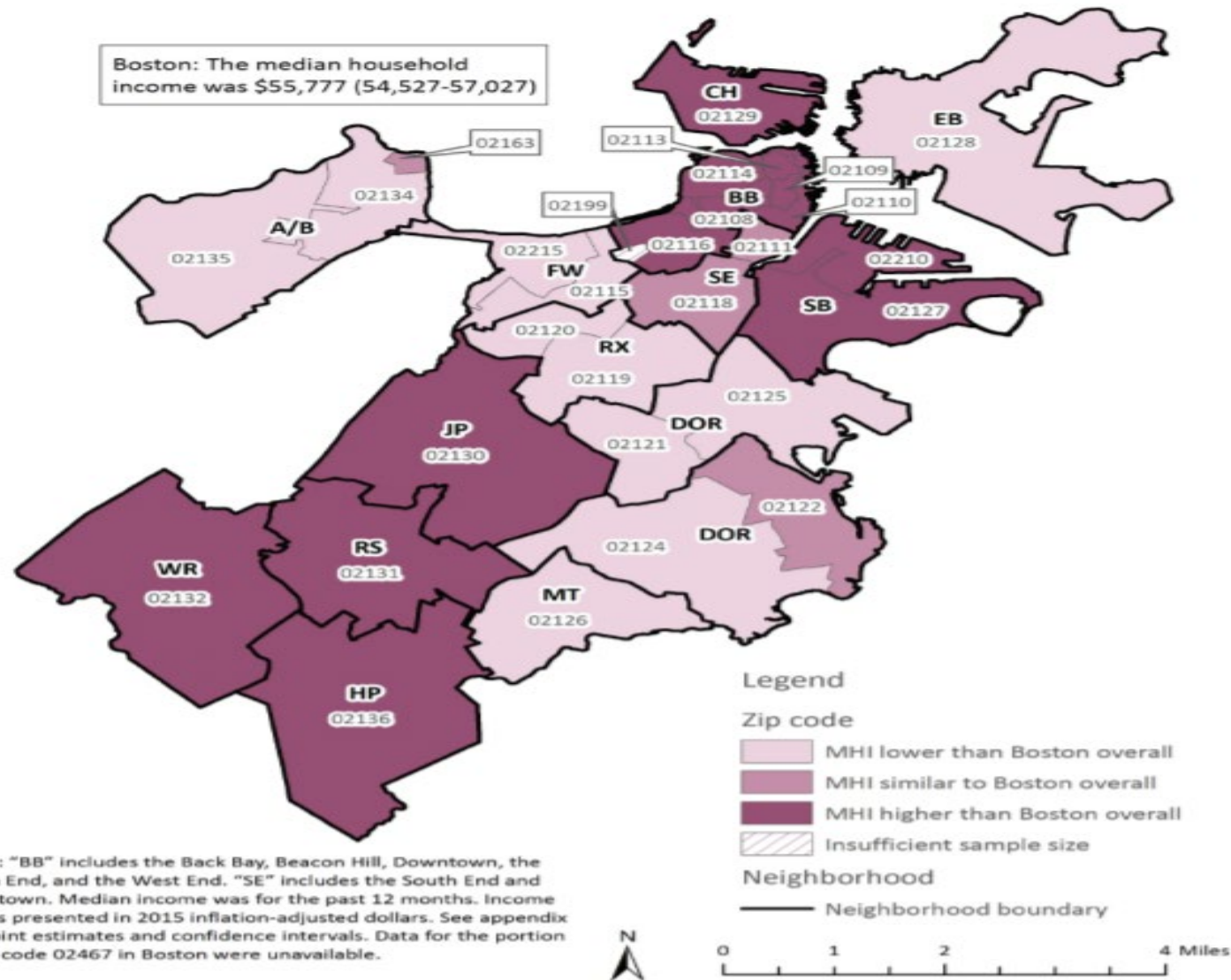
Font size is proportional to the foreign-born population within each neighborhood.



**City of Boston's Top 20 Countries of Birth
for Foreign Born Population**

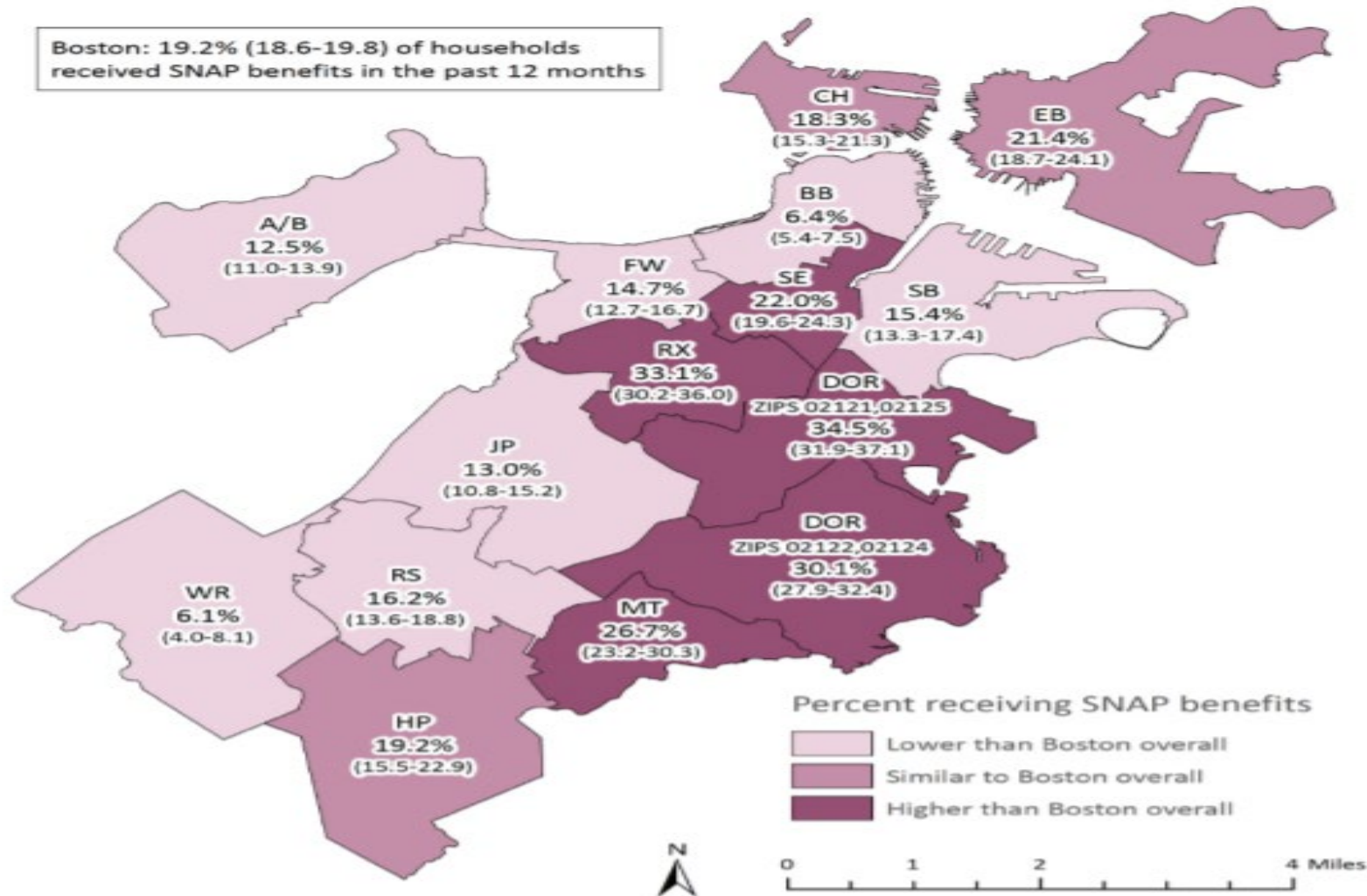


Source: Boston Planning and Development Agency, 2017



Median Household Income by Zip Code, 2011-2015

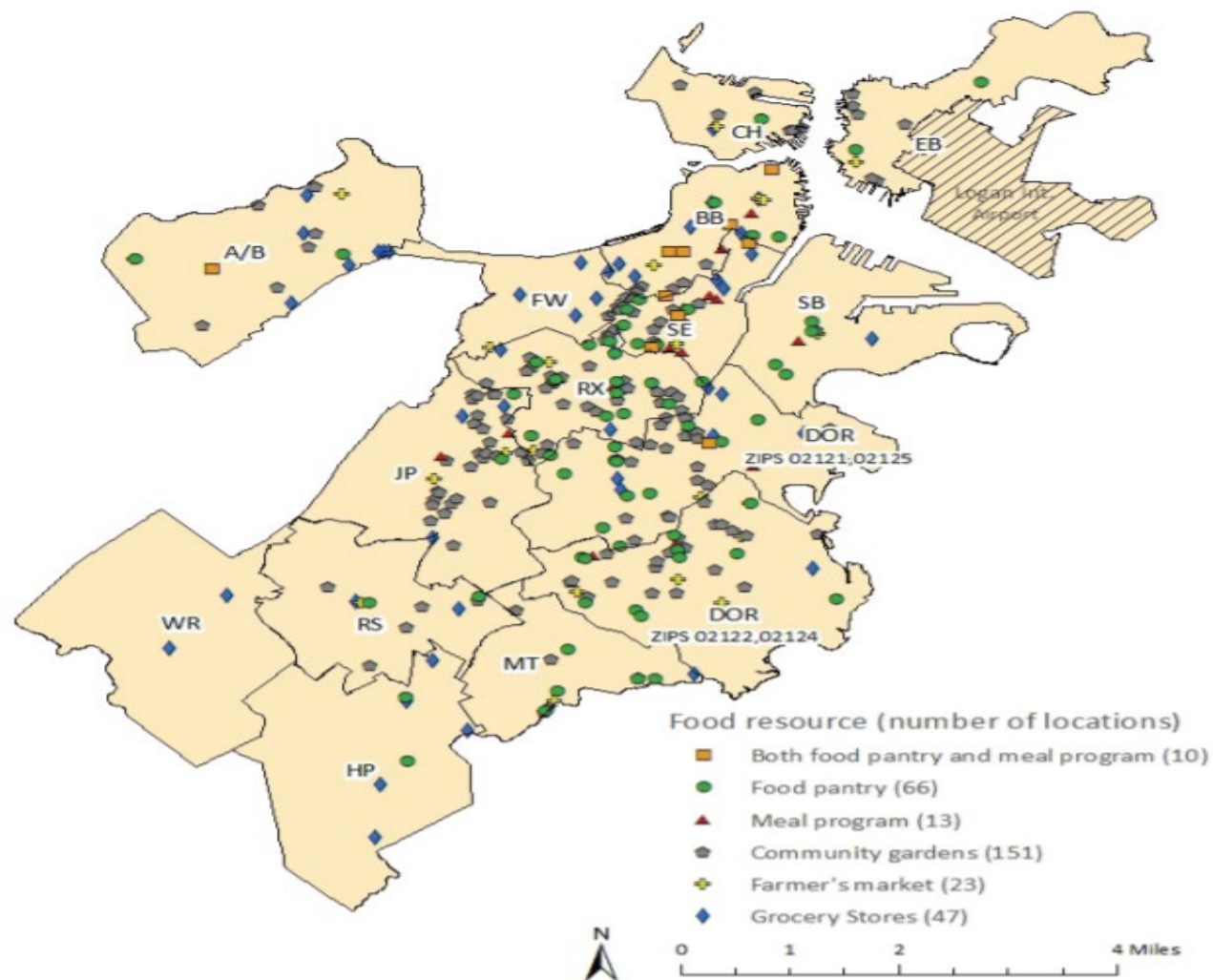
Supplemental Nutrition Assistance Program (SNAP) Benefits by Neighborhood, 2011-2015



NOTE: "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End.
 "SE" includes the South End and Chinatown.

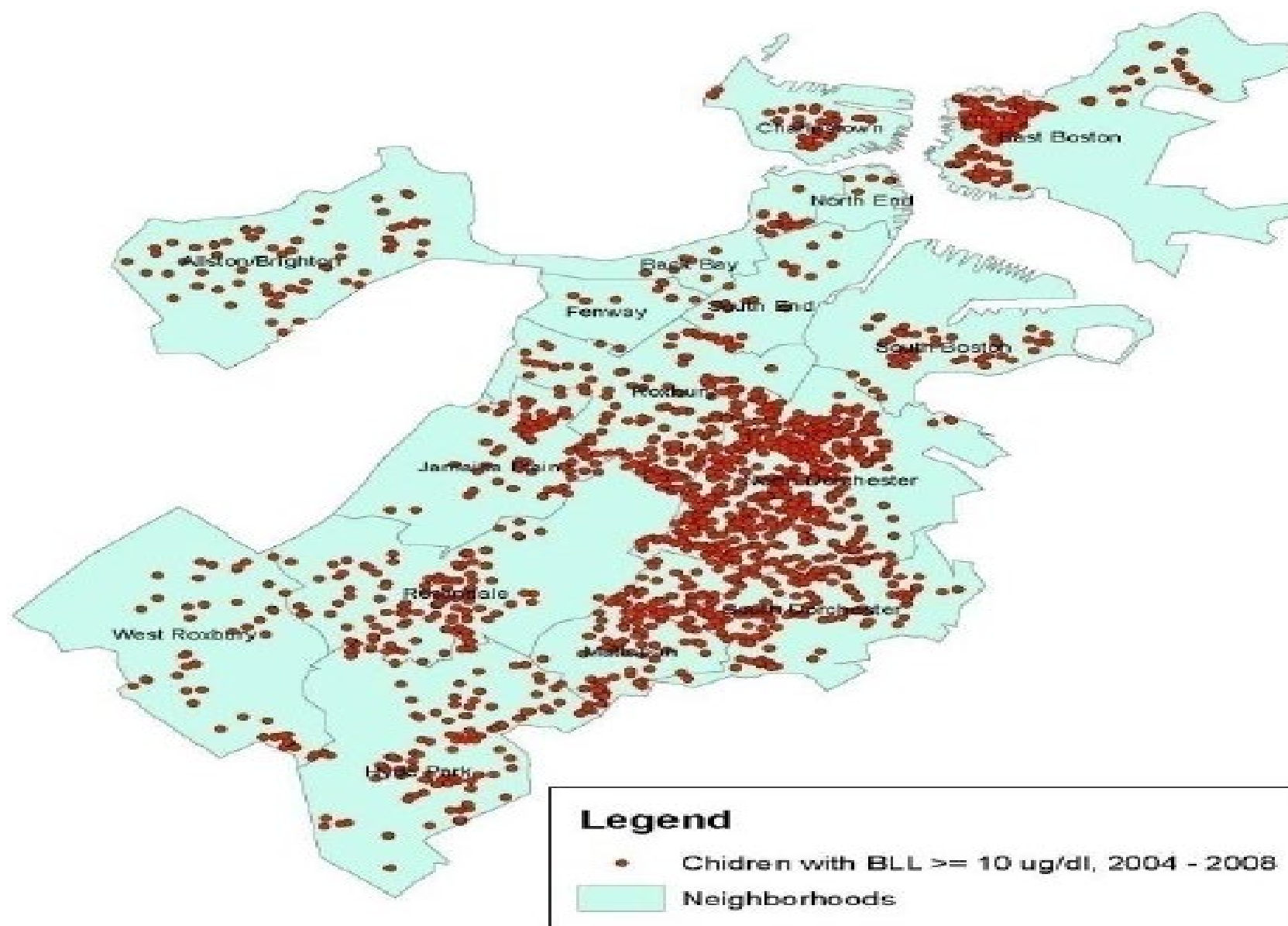
DATA SOURCE: American Community Survey, 2011-2015, U.S. Census Bureau

Food Resources by Neighborhood, 2016

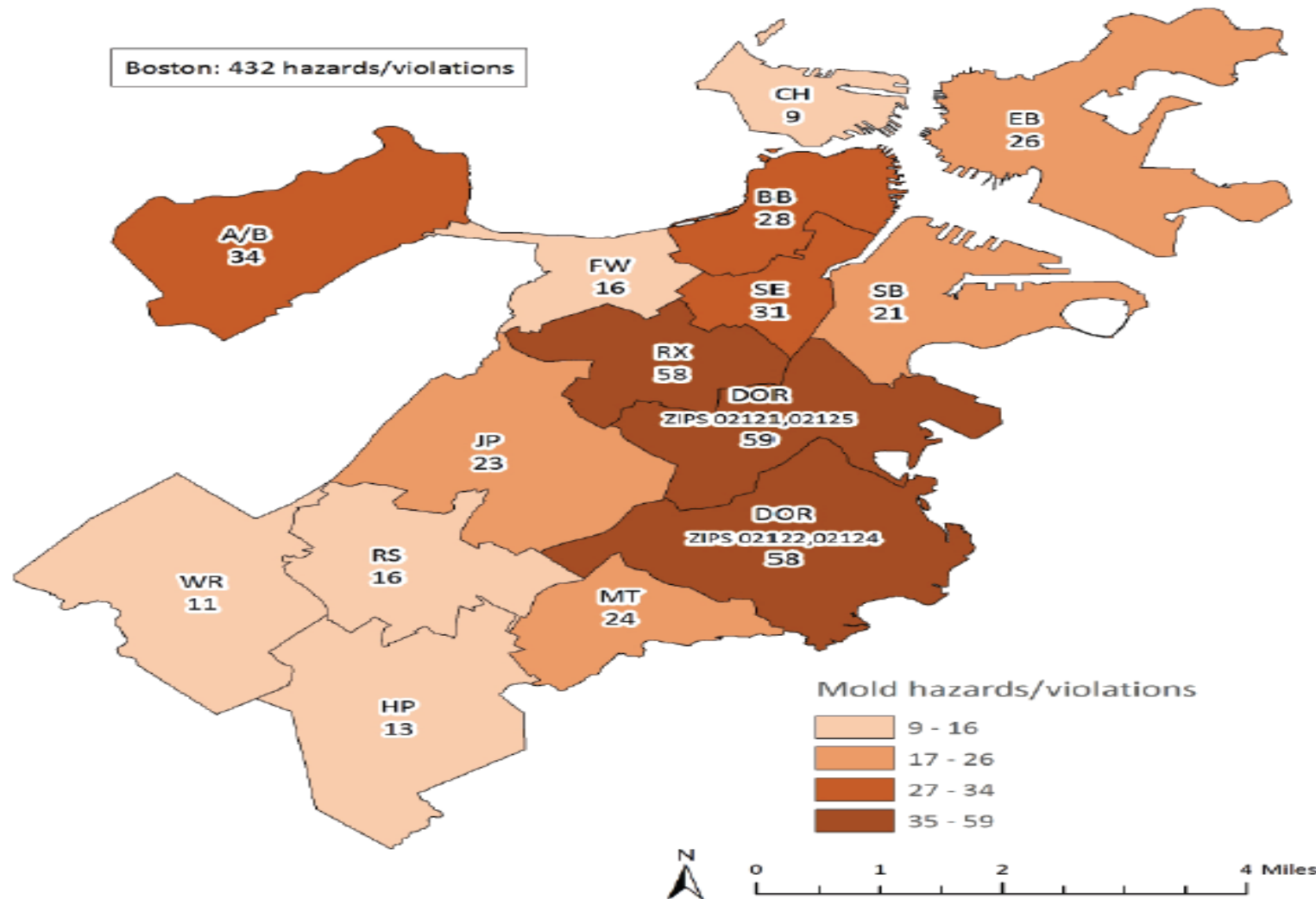


NOTE: "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End. "SE" includes the South End and Chinatown. Does not include Harbor Islands.

DATA SOURCE: The Greater Boston Food Bank; Trustees Boston Community Gardens, The Trustees of Reservations; The Mayor's Office of Food Access, City of Boston; InfoUSA Business Database, Boston Planning & Development Agency Research Division Analysis



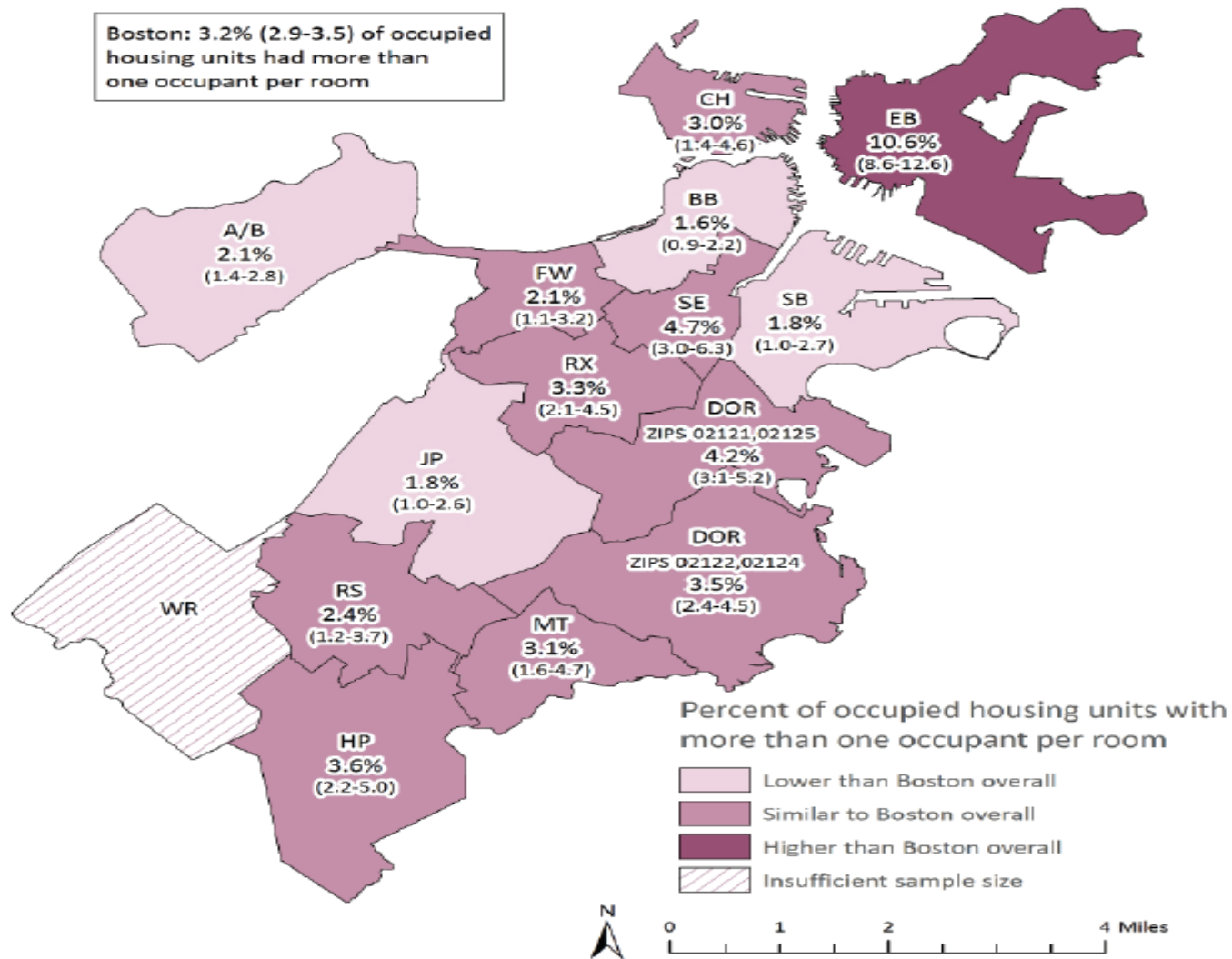
Elevated
Blood Levels
Among
Children
2004-2008



Mold Hazards/ Violations by Neighborhood, 2012-2016

NOTE: "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End. "SE" includes the South End and Chinatown. A total of 432 hazards/violations were identified for mold between 2012 and 2016, but 5 hazards/violations could not be assigned to neighborhoods due to missing data.

DATA SOURCE: Environmental and Occupational Health Division, Boston Public Health Commission



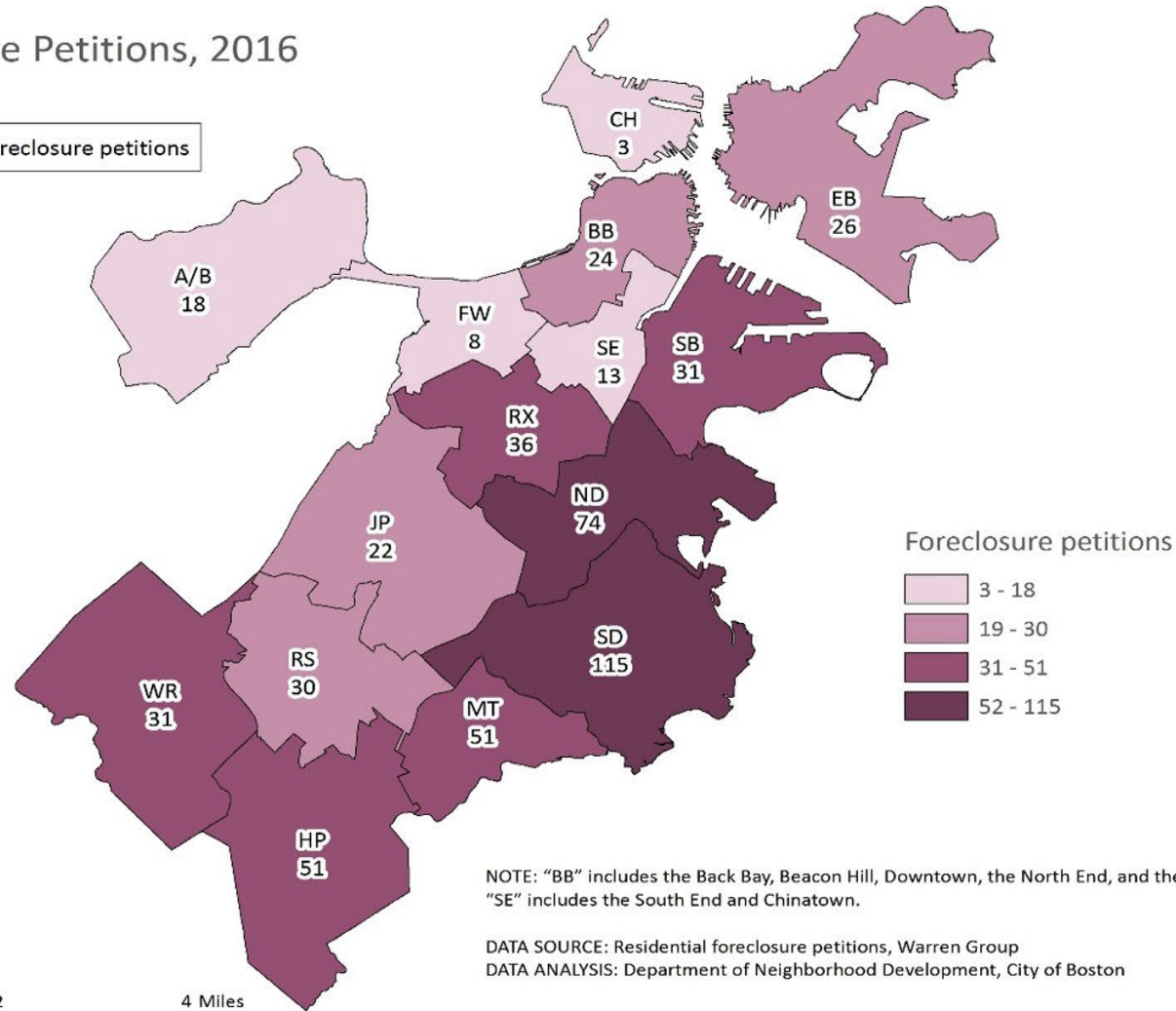
NOTE: "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End.
 "SE" includes the South End and Chinatown.

DATA SOURCE: American Community Survey, 2011-2015, U.S. Census Bureau

Overcrowded Housing by Neighborhood, 2011-2015

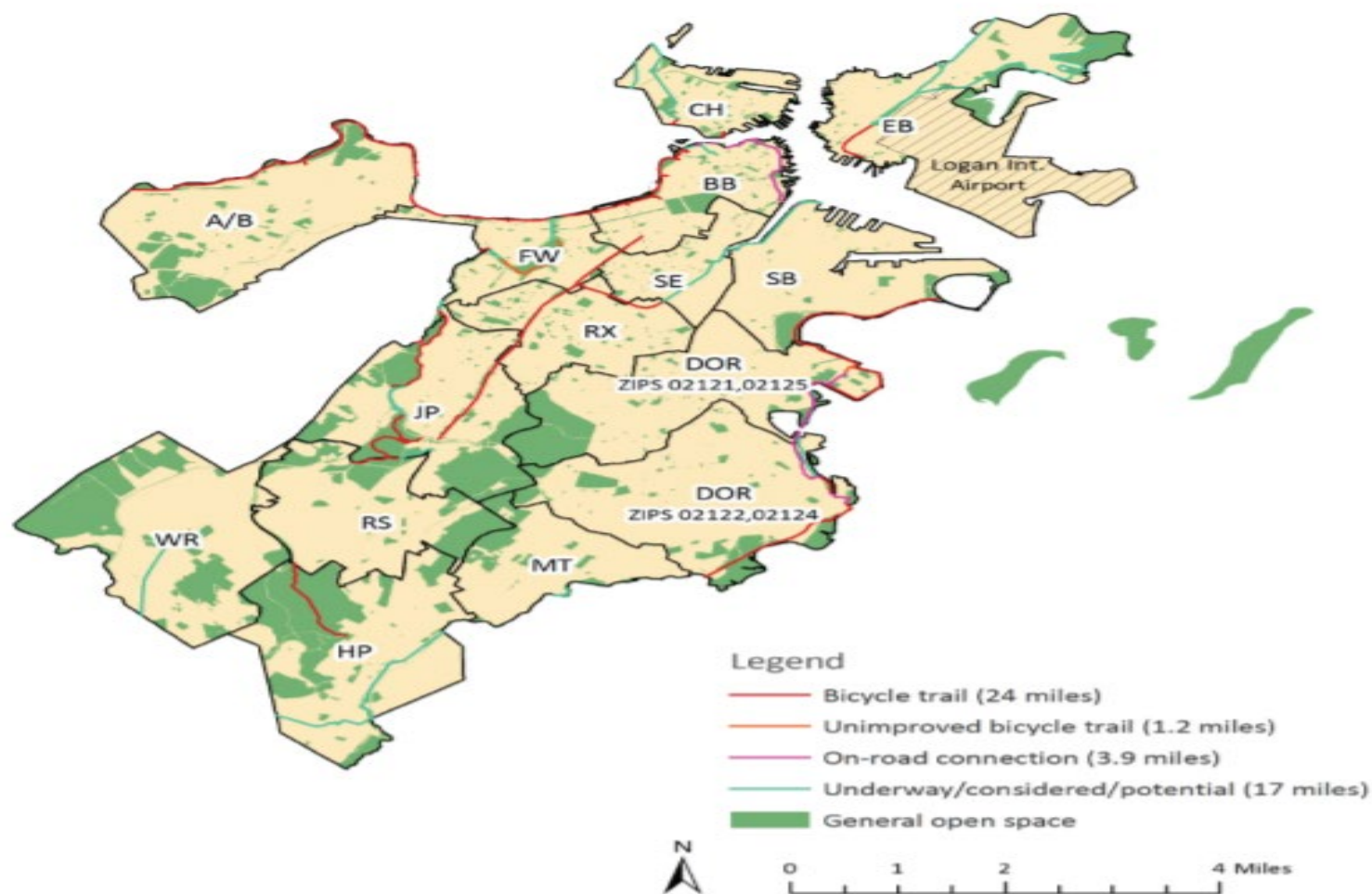
Foreclosure Petitions, 2016

Boston: 533 foreclosure petitions



Foreclosure Petitions 2016

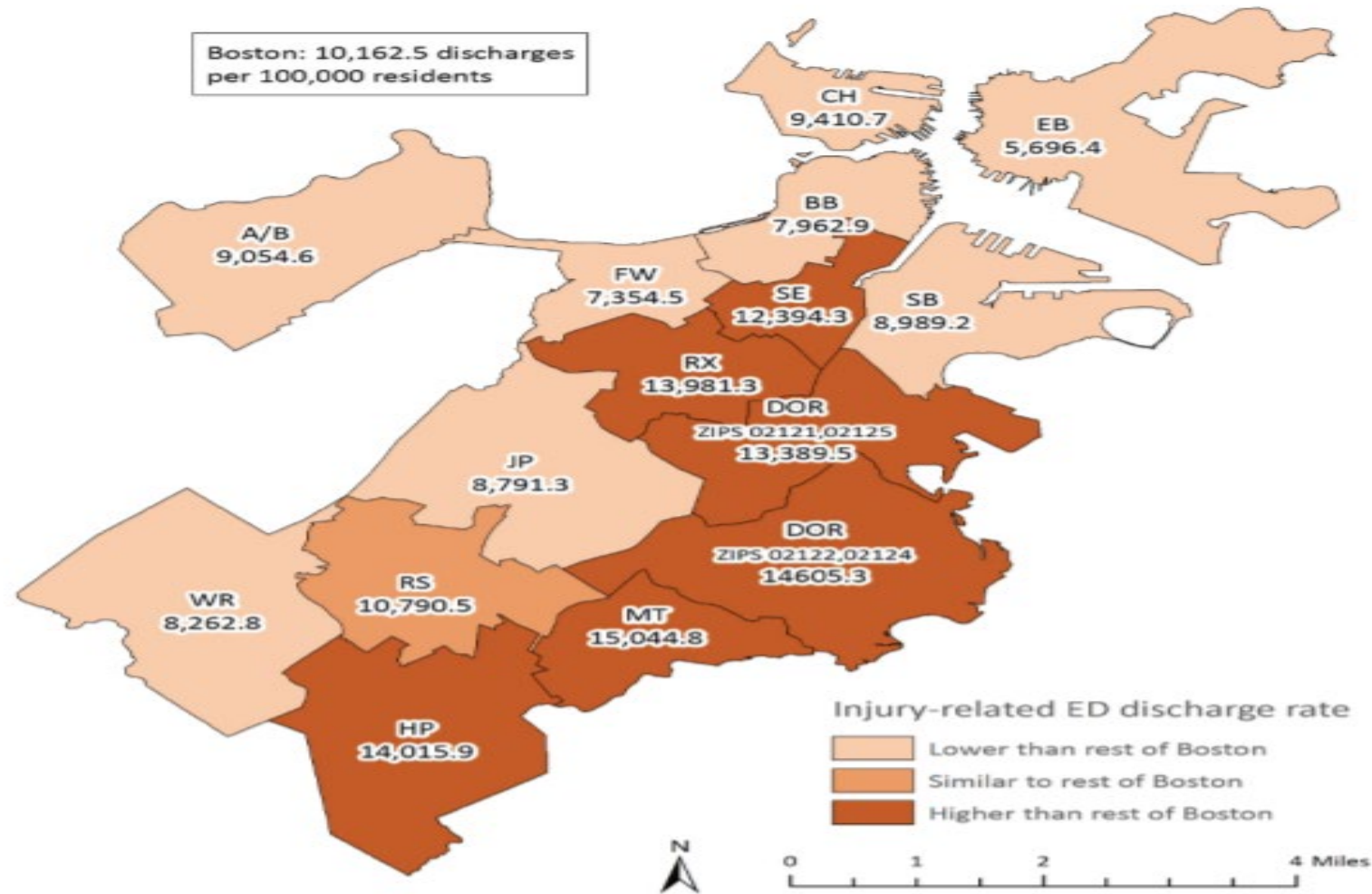
General Open Space and Bicycle Trails, 2011-2015



NOTE: "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End. "SE" includes the South End and Chinatown. Includes Thompson, Spectacle, and Long Islands.

DATA SOURCE: Boston Open Space, Parks and Recreation Department, City of Boston; and Bicycle Trails, Office of Geographic Information (MassGIS).

Injury-Related ER Visits by Neighborhood, 2015



† Age-adjusted rates per 100,000 residents

NOTE: "BB" includes the Back Bay, Beacon Hill, Downtown, the North End, and the West End.
"SE" includes the South End and Chinatown. For injuries, emergency department visits include discharges from the emergency department but exclude care resulting in hospitalizations.

DATA SOURCE: Acute hospital case-mix databases, Massachusetts Center for Health Information and Analysis



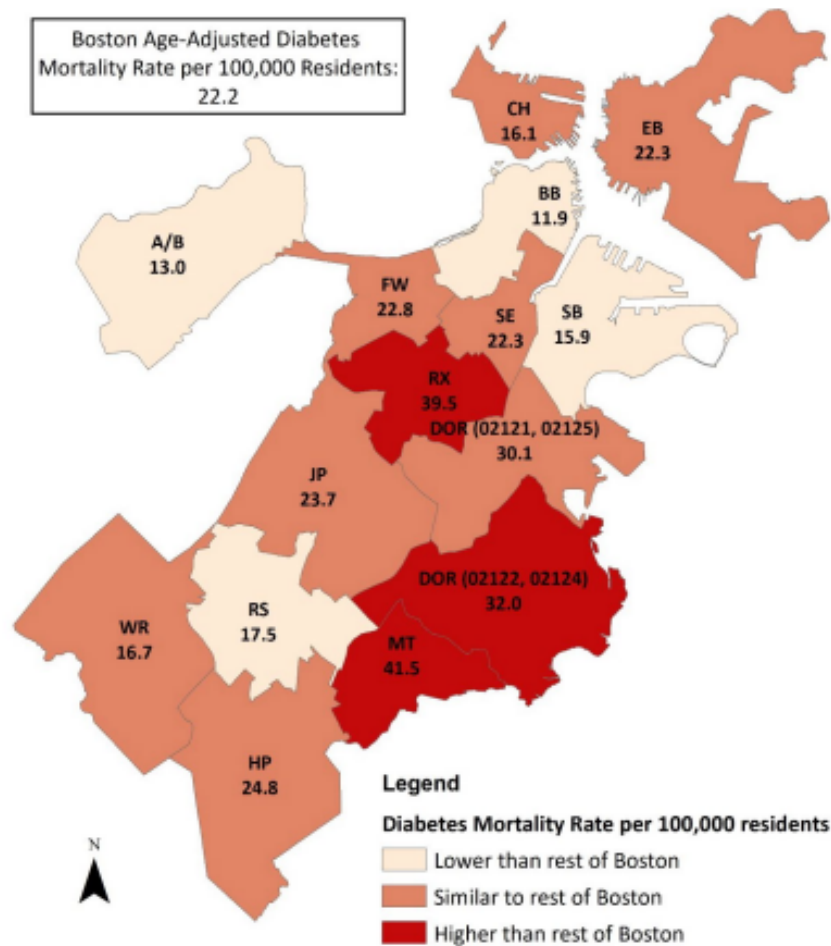
EXPLORING HEALTH OUTCOMES FOR THIS COMMUNITY

ASTHMA | HYPERTENSION (HEART DISEASE) | DIABETES

1. What populations bear burden of disease?
2. What questions do you have? Additional data you want to request?
3. Interventions or Solutions?

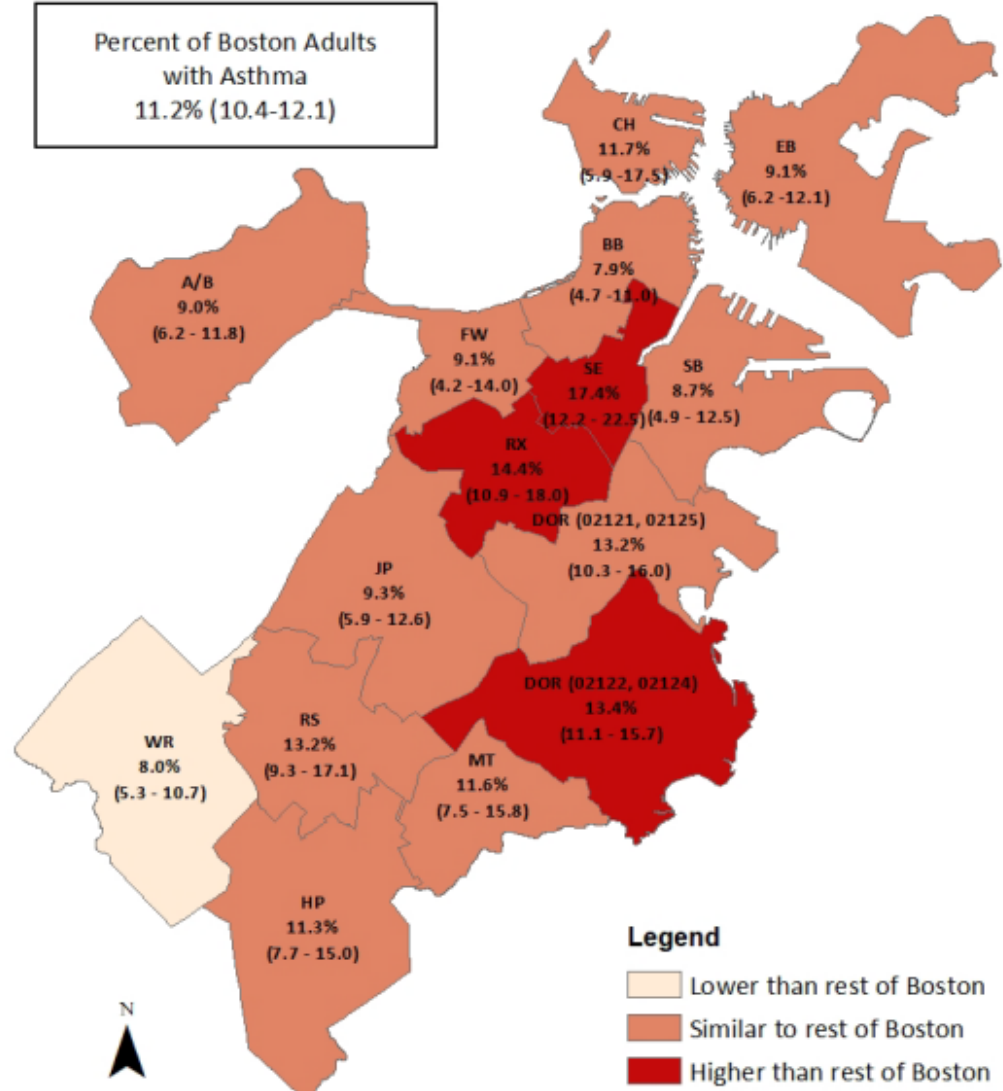
Asthma Among Adults

Figure 13. Age-Adjusted Diabetes Mortality Rate by Neighborhood, 2017-2021 Combined



DATA SOURCE: Boston resident deaths, Massachusetts Department of Public Health

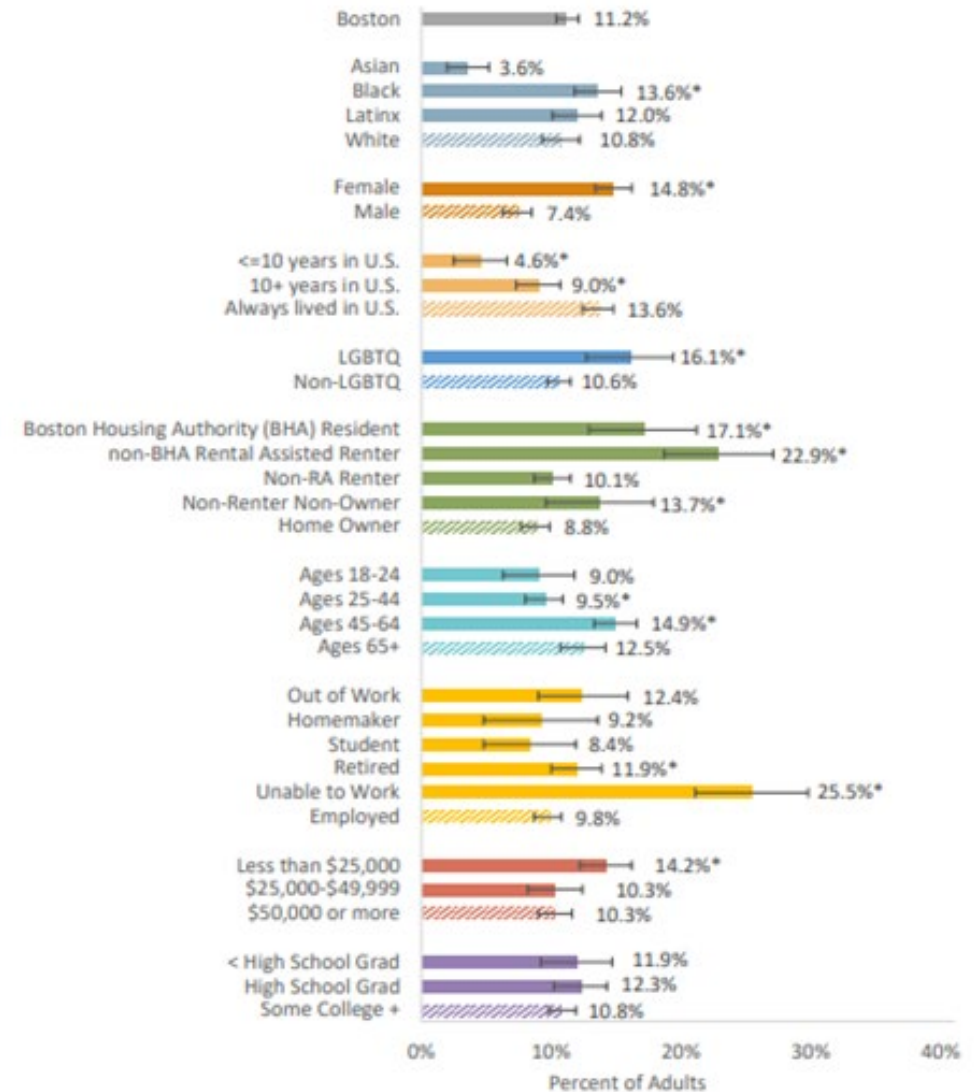
Figure 7. Asthma Among Adults by Neighborhood, 2017, 2019, and 2021 Combined



DATA SOURCE: Boston Behavioral Risk Factor Survey (2017, 2019, 2021) BPHC

Asthma Among Adults

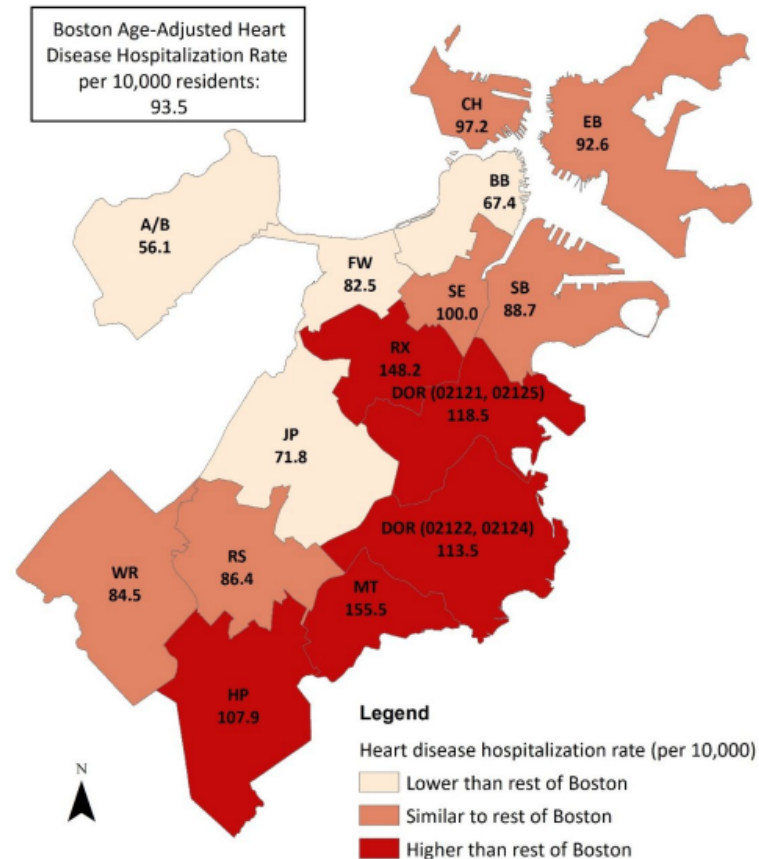
Figure 5. Asthma Among Adults by Selected Demographics, 2017, 2019, 2021 Combined



* Statistically significant difference when compared to reference group
 NOTE: Bars with hatch marks indicate the reference group within each selected indicator.
 DATA SOURCE: Boston Behavioral Risk Factor Survey (2017, 2019, 2021), BPHC

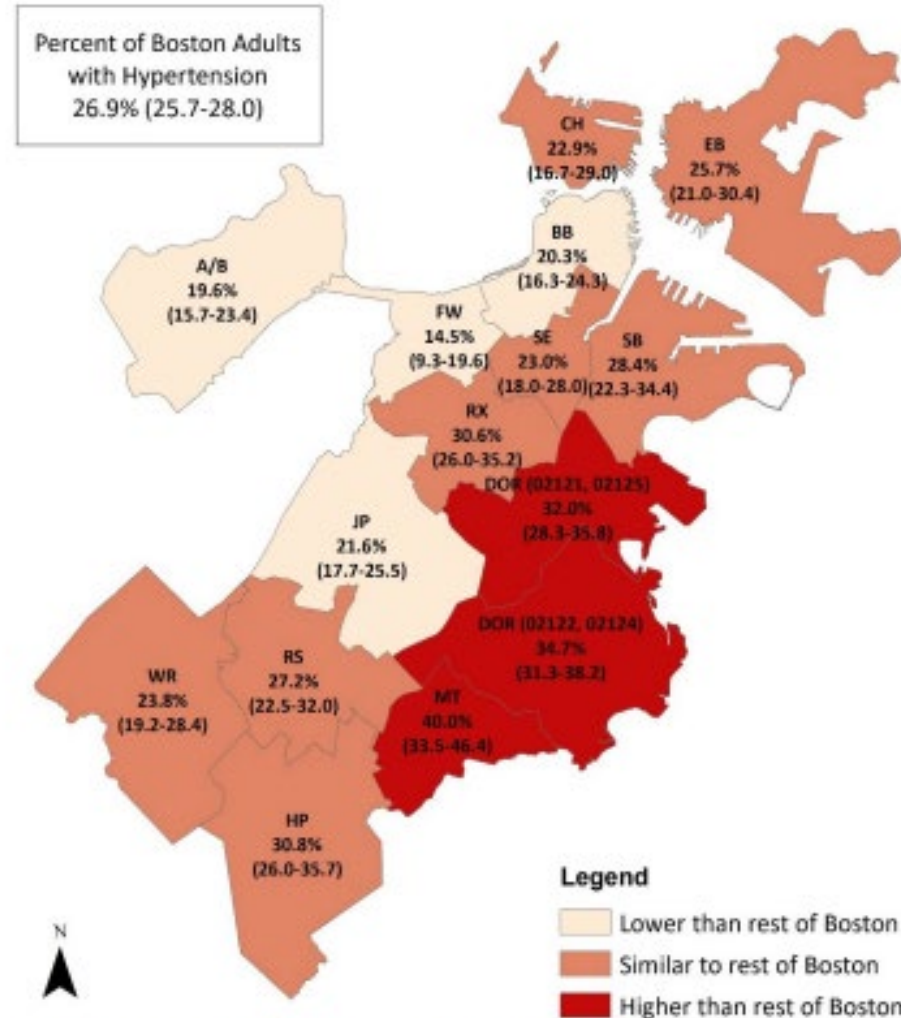
Hypertension Among Adults

Figure 9. Age-Adjusted Heart Disease Hospitalizations by Neighborhood, 2021



DATA SOURCE: Acute Hospital Case Mix Database, Massachusetts Center for Health Information and Analysis

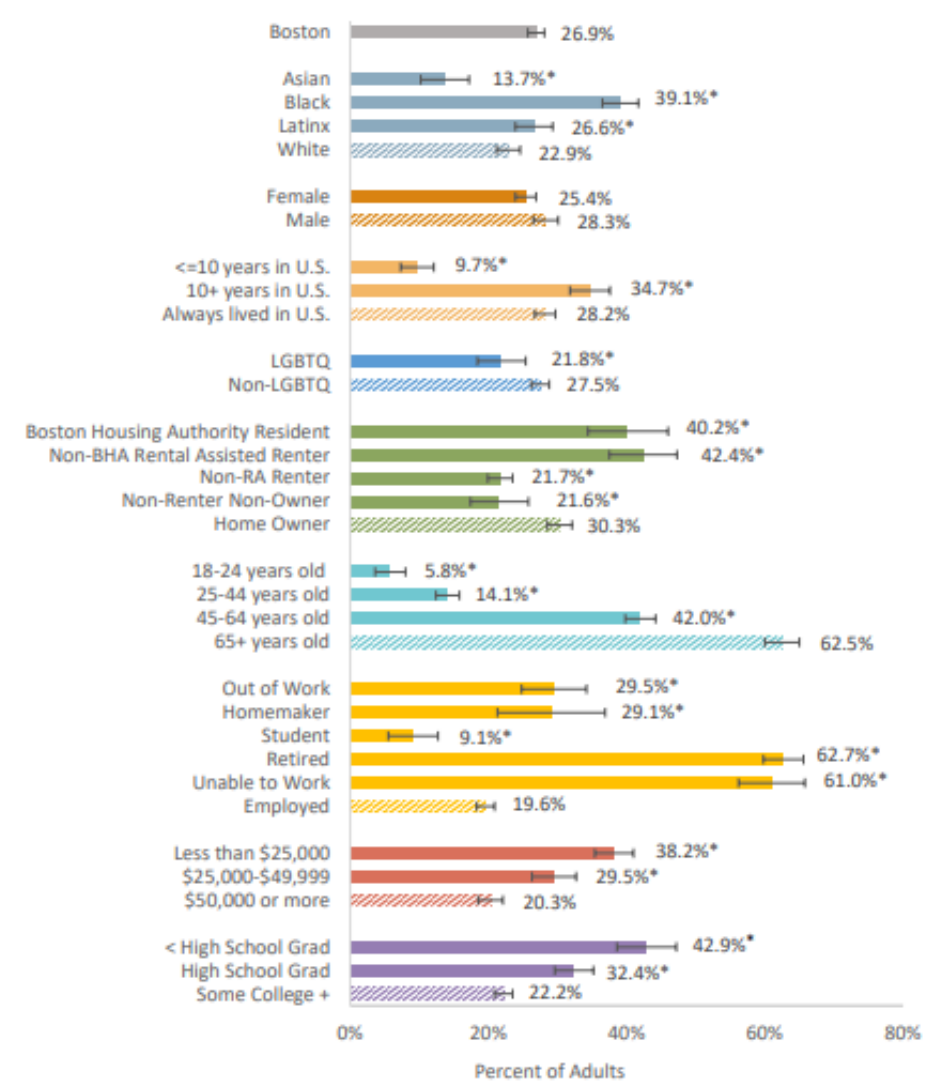
Figure 4. Hypertension Among Adults by Neighborhood, 2017, 2019, 2021 Combined



DATA SOURCE: Boston Behavioral Risk Factor Surveillance System (2017,2019,2021), BPHC

Hypertension Among Adults

Figure 2. Hypertension Among Adults by Selected Demographics, 2017, 2019, 2021 Combined

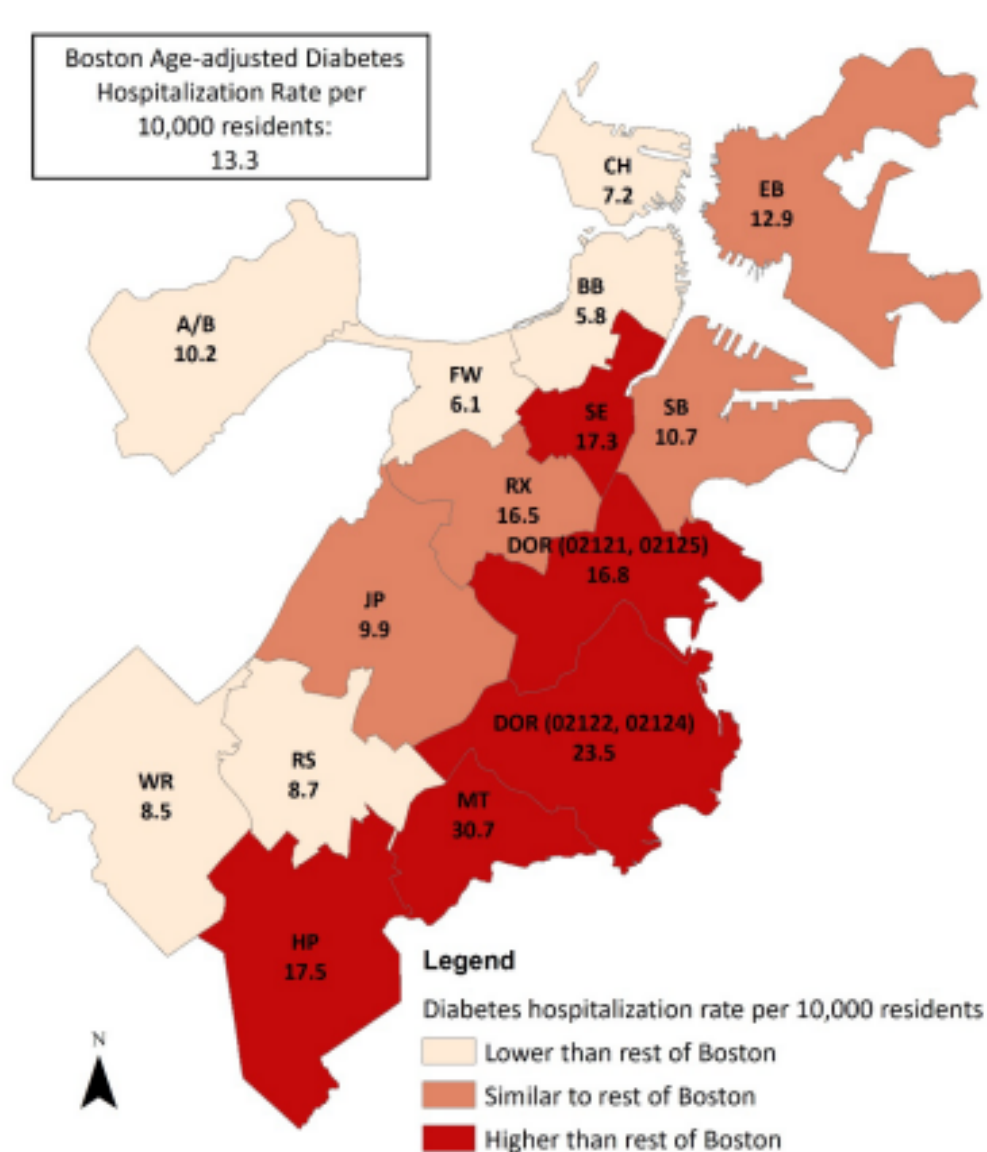


* Statistically significant difference when compared to reference group

NOTE: Bars with hatch marks indicate the reference group within each selected indicator.

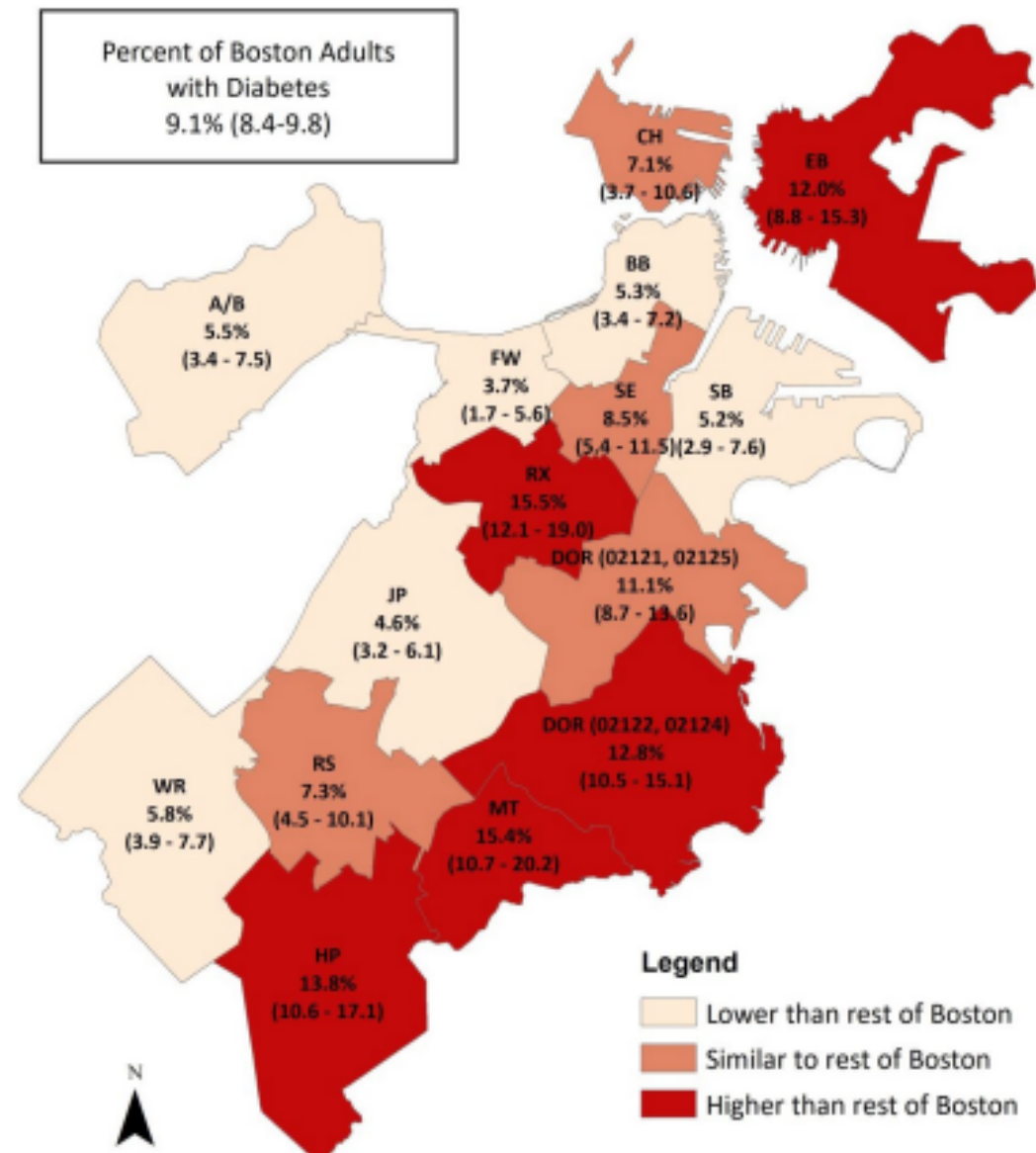
DATA SOURCE: Boston Behavioral Risk Factor Surveillance System (2017, 2019, 2021), BPHC

Figure 9. Age-Adjusted Diabetes Hospitalization Rate by Neighborhood, 2021



DATA SOURCE: Acute Hospital Case Mix Database, Massachusetts Center for Health Information and Analysis

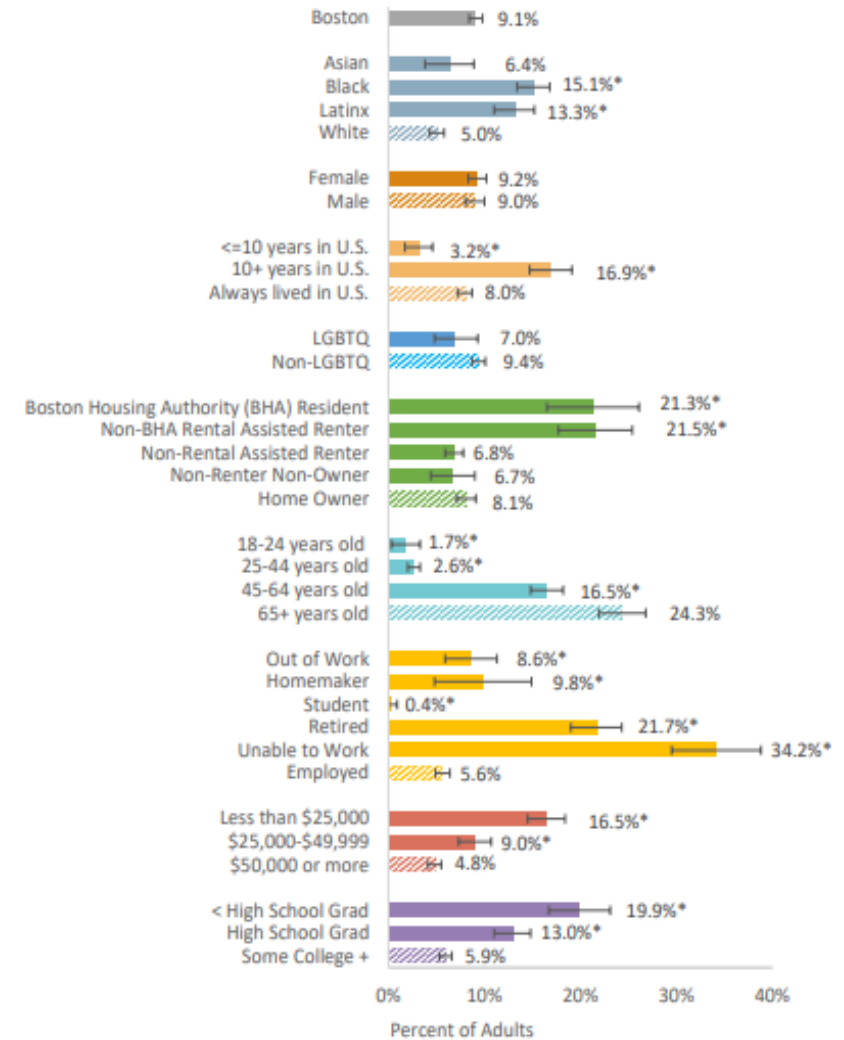
Figure 4. Diabetes Among Adults by Neighborhood, 2017-2021 Combined



DATA SOURCE: Boston Behavioral Risk Factor Surveillance System (2017, 2019, 2021), BPHC

Diabetes Among Adults

Figure 2. Diabetes Among Adults by Selected Demographics, 2017, 2019, 2021 Combined

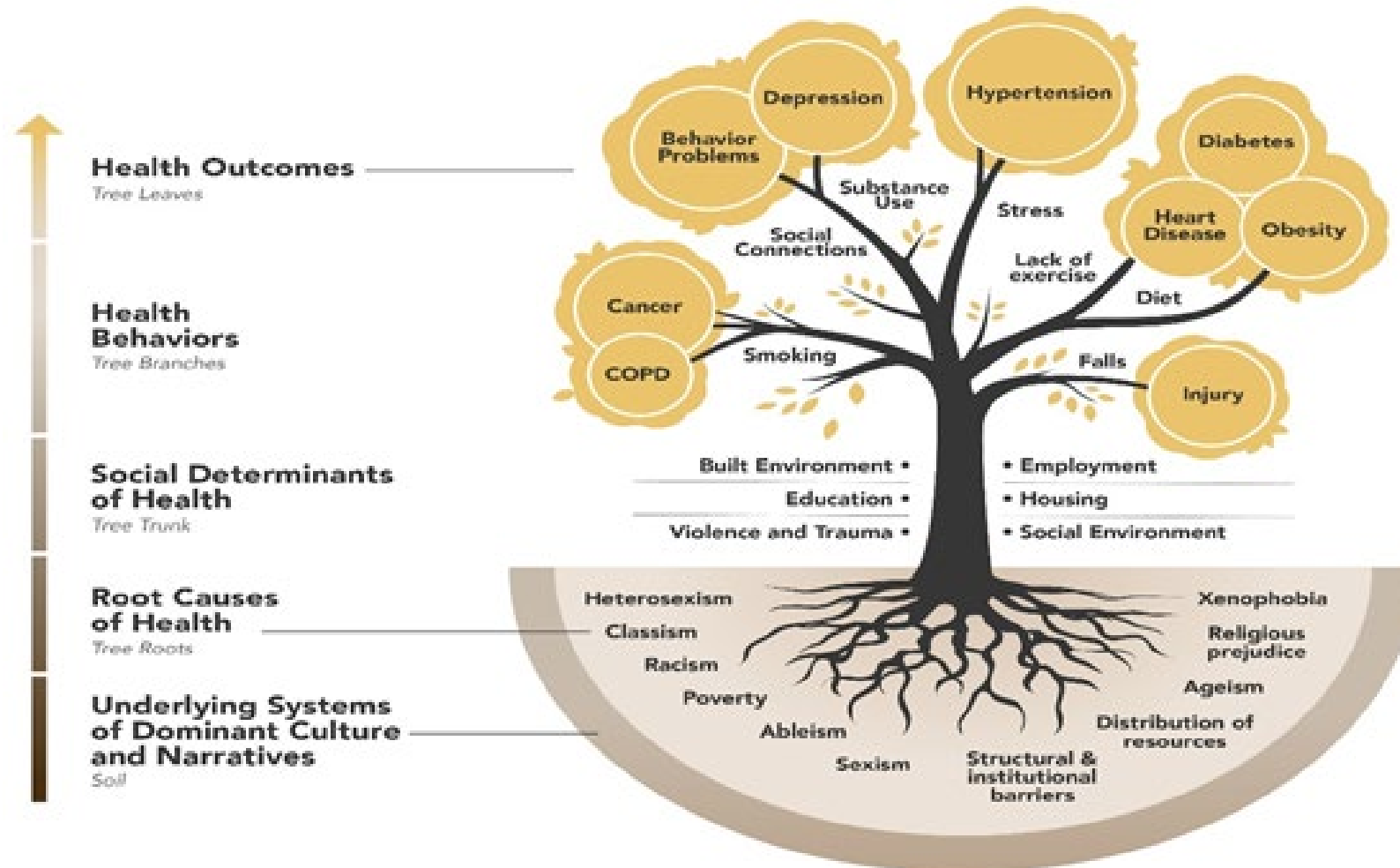


* Statistically significant difference when compared to reference group

NOTE: Bars with hatch marks indicate the reference group within each selected indicator.

DATA SOURCE: Boston Behavioral Risk Factor Surveillance System (2017, 2019, 2021), BPHC

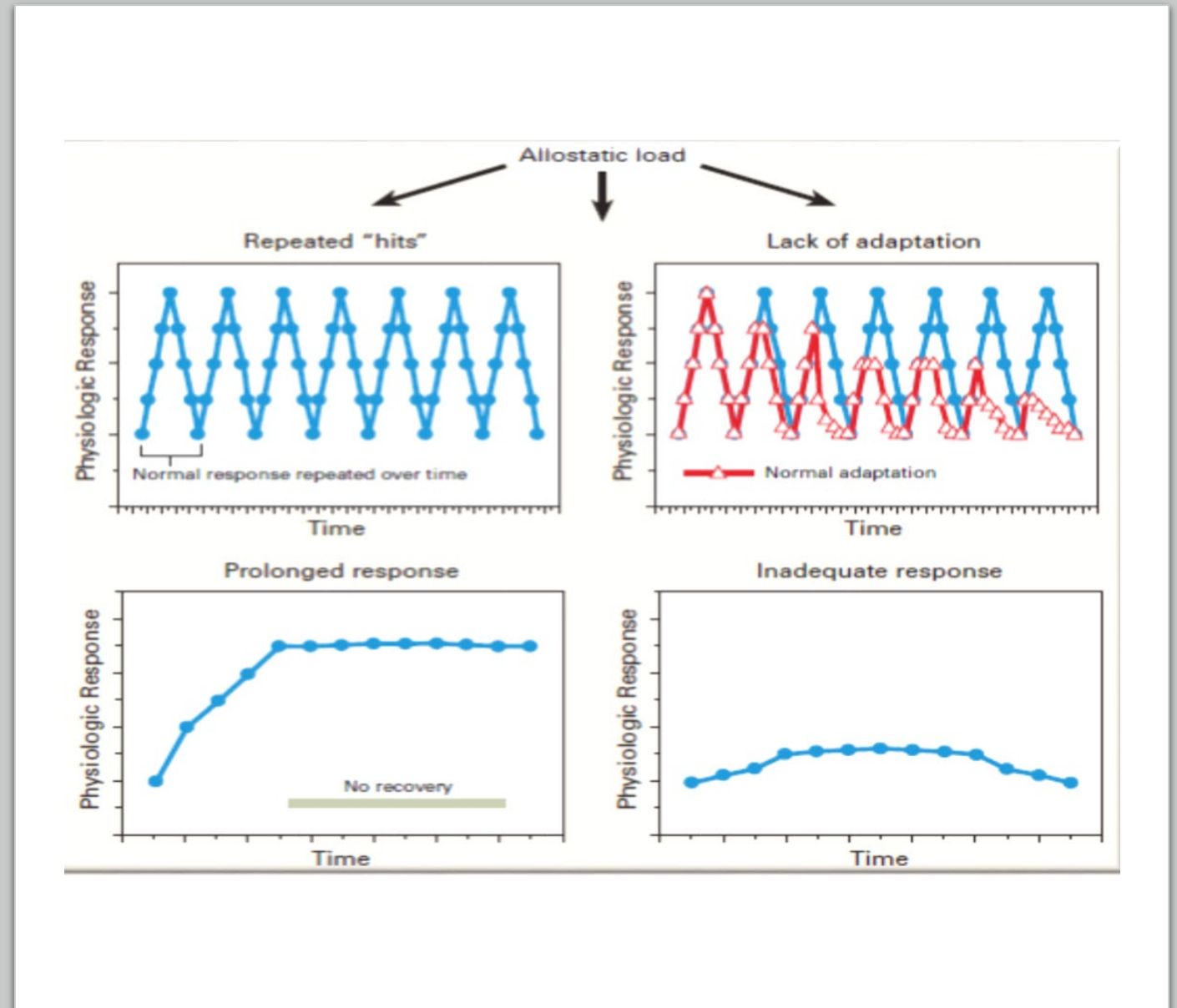
The Health Tree: Connecting Health Outcomes to Root Causes



Adapted from The Health Tree is adapted by Health Resources in Action from the Human Impact Partners

Chronic Stress

- High demand lives + little/no money, power & resources = chronic stress
- “It’s not CEOs who are dying of heart attacks, it’s their subordinates”



Main Ideas

- Equity Conversation Goals
 - Safety – Honor differences as strengths
 - Ground in Socioeconomic Model
 - Highlight beyond individual level: Relationship, Community, Society
- Collect & Analyze Data: race, gender, identity, income, housing status, education level, employment status
 - Who bears the burden of disease, identify disparities, opportunities for intervention and solutions

Cultural Humility

“Cultural humility incorporates a **lifelong commitment to self-evaluation and self-critique**, to **redressing the power imbalances** in the [peer-to-peer] dynamic, and to developing **mutually beneficial and nonpaternalistic** clinical and **advocacy partnerships with communities** on behalf of individuals and defined populations.”

Source: Melanie Tervalon & Jann Murray García, “Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education,” *Journal of Health Care for the Poor and Underserved* (May 1998), vol. 9, no. 2, p. 117

Cultural Intelligence

“Cultural Intelligence is the **capability to relate and work effectively** in culturally diverse situations. **It goes beyond existing notions of cultural sensitivity and awareness** to highlight a theoretically-based set of capabilities needed to **successfully and respectfully accomplish** your objectives in culturally diverse settings.”



Source: Cultural Intelligence Center, Grand Rapids, Michigan



That's all Folks!

Closing and Evaluation

One word that you're feeling or that you're thinking about after our session today



MASSACHUSETTS CENTER OF EXCELLENCE

THANK YOU

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