

Poll

I have a clear understanding why health equity matters in prevention.

A. Absolutely!

B. I get it, I'm just not sure how to do it...

C. Not really, I'm still learning.





Why Health Equity Matters in Prevention

Nicole M Augustine

January 6, 2022

A Note About Land Acknowledgement:

“It is important to understand the **longstanding history** that has brought you to reside on the land, and to seek to **understand your place** within that history.

Land acknowledgements do not exist in a past tense, or historical context: **colonialism is a current ongoing process**, and we need to build our **mindfulness of our present participation.**”

– [Northwestern University](#)

Creating Our Intention



Agenda

- Define foundational terms
- Describe the connection between equity and ethics
- Understand how to embed equity into practice



Foundational Terms

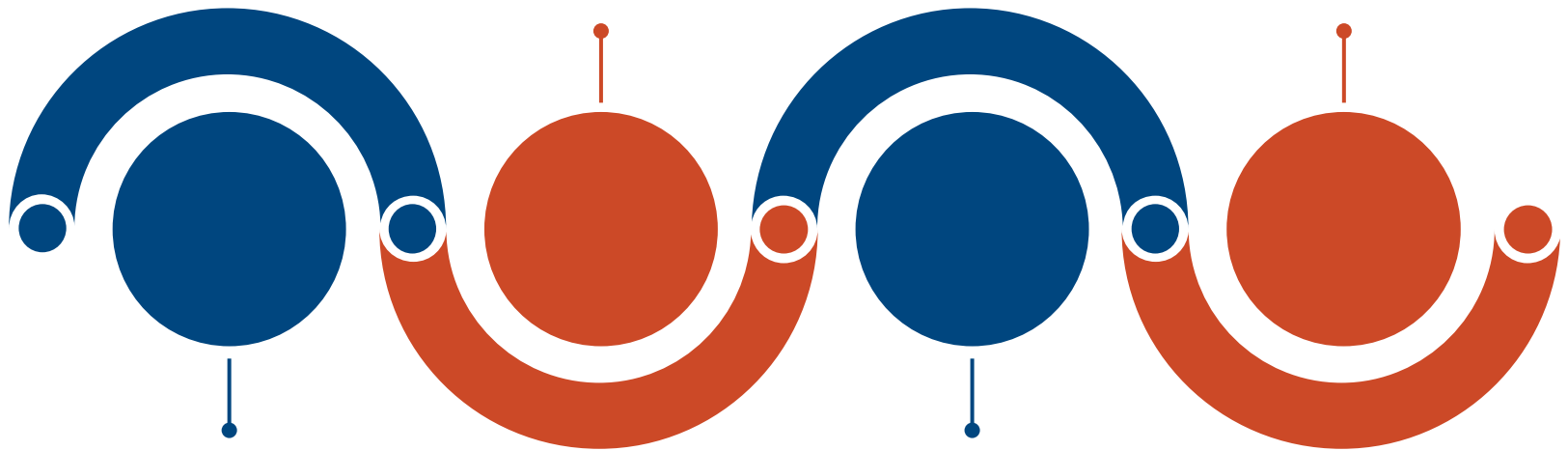
“To attain knowledge, add things everyday. To attain wisdom, remove things every day”

- Lao Tse



Foundational Terminology

Health Disparity

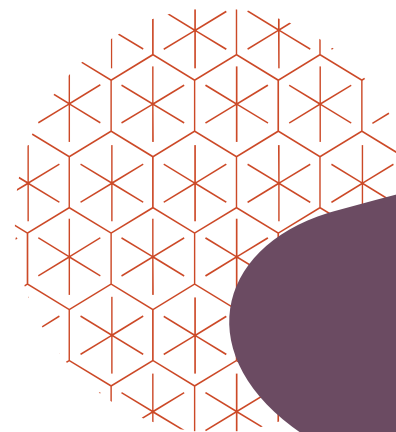


Health Disparity

What is a Disparity?

Preventable difference in health outcomes, that are attributed to social or demographic characteristics:

- Race/ethnicity
- Socioeconomic status
- Sexual orientation
- Gender
- Disability status
- Geographic location



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	77.8%				

POC – 22.3% of population & 61% of new HIV Diagnosis in 2019

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	39%				



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	77.8%	6.8%	5.9%	1.2%	5.4%

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	39%	39%	14%	4%	4%



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Wisconsin	81.2%				

POC – 18.8% of population & 68% of new HIV Diagnosis in 2019

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Wisconsin	32%				



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Wisconsin	81.2%	5.1%	8.8%	N/A	2.9%

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Wisconsin	32%	46%	16%	1%	1%



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Iowa	85.2%				

POC – 14.8% of population & 53% of new HIV Diagnosis in 2019

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Iowa	47%				



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Iowa	85.2%	4.2%	6.0%	N/A	3.0%

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Iowa	47%	32%	12%	1%	2%



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Illinois	61.4%				

POC – 38.6% of population & 81% of new HIV Diagnosis in 2019

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Illinois	19%				



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Illinois	61.4%	14%	16.8%	N/A	6.2%

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Illinois	19%	52%	24%	0%	2%



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Indiana	78.8%				

POC – 21.2% of population & 62% of new HIV Diagnosis in 2019

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Indiana	38%				



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Indiana	78.8%	9.9%	5.8%	0.2%	2.2%

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Indiana	38%	44%	14%	0%	1%



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Ohio	77.8%				

POC – 22.2% of population & 59% of new HIV Diagnosis in 2019

2019 HIV Diagnosis Rates

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Ohio	41%				



2020 Population Demographics

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Ohio	77.8%	12.5%	5%	N/A	1.9%

2019 HIV Diagnosis Rates

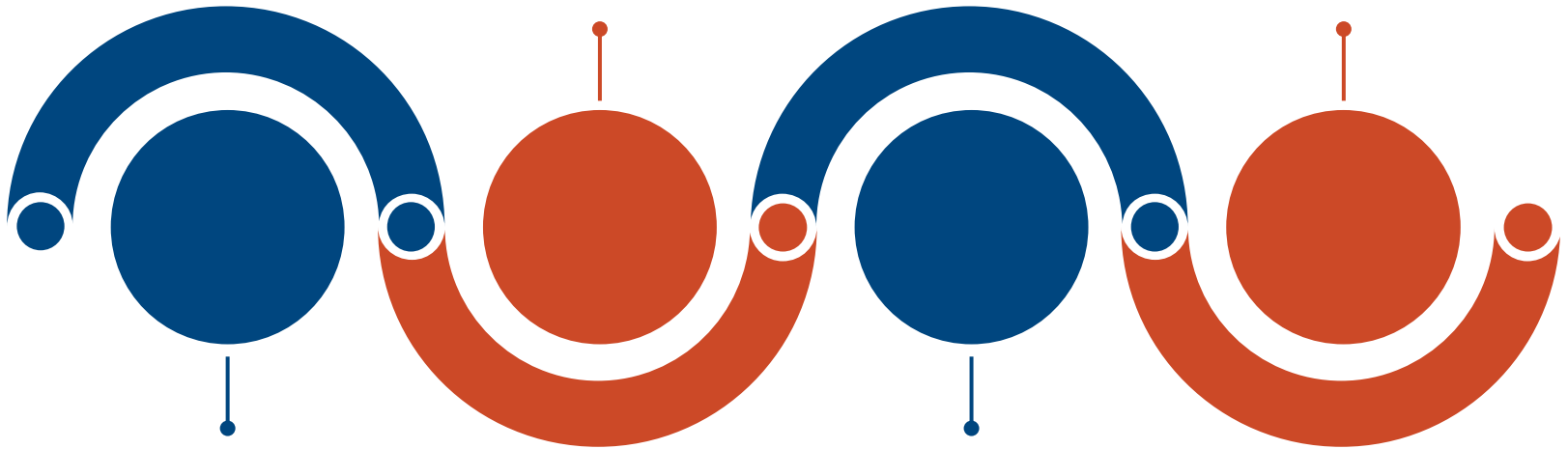
Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Ohio	41%	48%	6%	0%	1%



Foundational Terminology

Health Inequity

Health Inequity



Health Disparity

What Is an Inequity?

Unequal access to quality education, healthcare, housing, transportation, or other resources



2020 Adults Reporting NOT Having a Doctor

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	18.4%	29.1%	43.2%	27.8%	32.2%
Wisconsin					
Iowa					
Illinois					
Indiana					
Ohio					

2020 Adults Reporting NOT Having a Doctor

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	18.4%	29.1%	43.2%	27.8%	32.2%
Wisconsin	12.8%	20.6%	26.2%	28.9%	36.0%
Iowa					
Illinois					
Indiana					
Ohio					

2020 Adults Reporting NOT Having a Doctor

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	18.4%	29.1%	43.2%	27.8%	32.2%
Wisconsin	12.8%	20.6%	26.2%	28.9%	36.0%
Iowa	13.8%	22.4%	39.2%	N/A	36.7%
Illinois					
Indiana					
Ohio					

2020 Adults Reporting NOT Having a Doctor

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	18.4%	29.1%	43.2%	27.8%	32.2%
Wisconsin	12.8%	20.6%	26.2%	28.9%	36.0%
Iowa	13.8%	22.4%	39.2%	N/A	36.7%
Illinois	16.9%	19.4%	31.1%	N/A	30.8%
Indiana					
Ohio					

2020 Adults Reporting NOT Having a Doctor

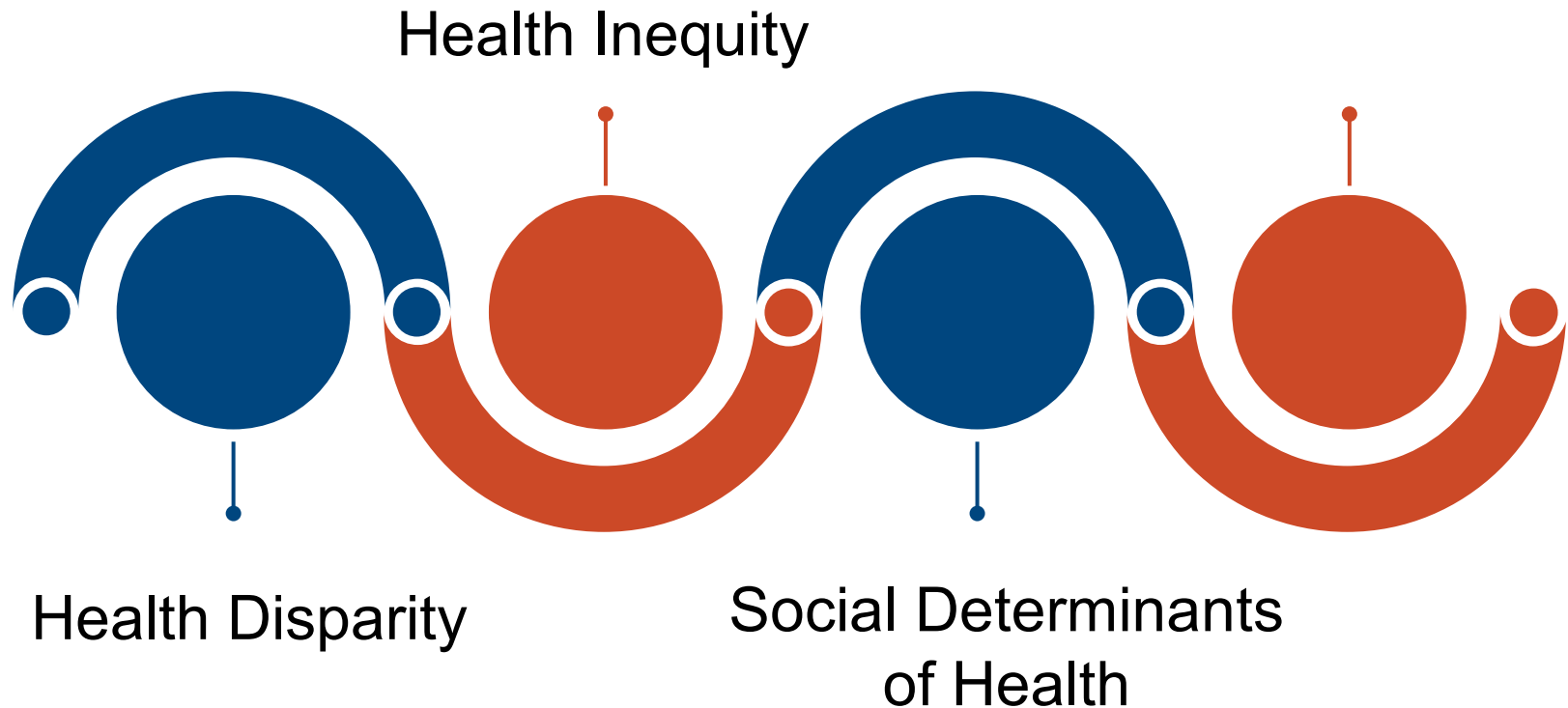
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Minnesota	18.4%	29.1%	43.2%	27.8%	32.2%
Wisconsin	12.8%	20.6%	26.2%	28.9%	36.0%
Iowa	13.8%	22.4%	39.2%	N/A	36.7%
Illinois	16.9%	19.4%	31.1%	N/A	30.8%
Indiana	15.5%	18.6%	40.6%	N/A	34.5%
Ohio					

2020 Adults Reporting NOT Having a Doctor

Location	White	Black/ African American	Latinx	American Indian/Ala ska Native	Asian
Minnesota	18.4%	29.1%	43.2%	27.8%	32.2%
Wisconsin	12.8%	20.6%	26.2%	28.9%	36.0%
Iowa	13.8%	22.4%	39.2%	N/A	36.7%
Illinois	16.9%	19.4%	31.1%	N/A	30.8%
Indiana	15.5%	18.6%	40.6%	N/A	34.5%
Ohio	15.9%	22.3%	35.8%	23.5%	34.6%

Foundational Terminology

Social Determinants of Health



Social Determinants of Health

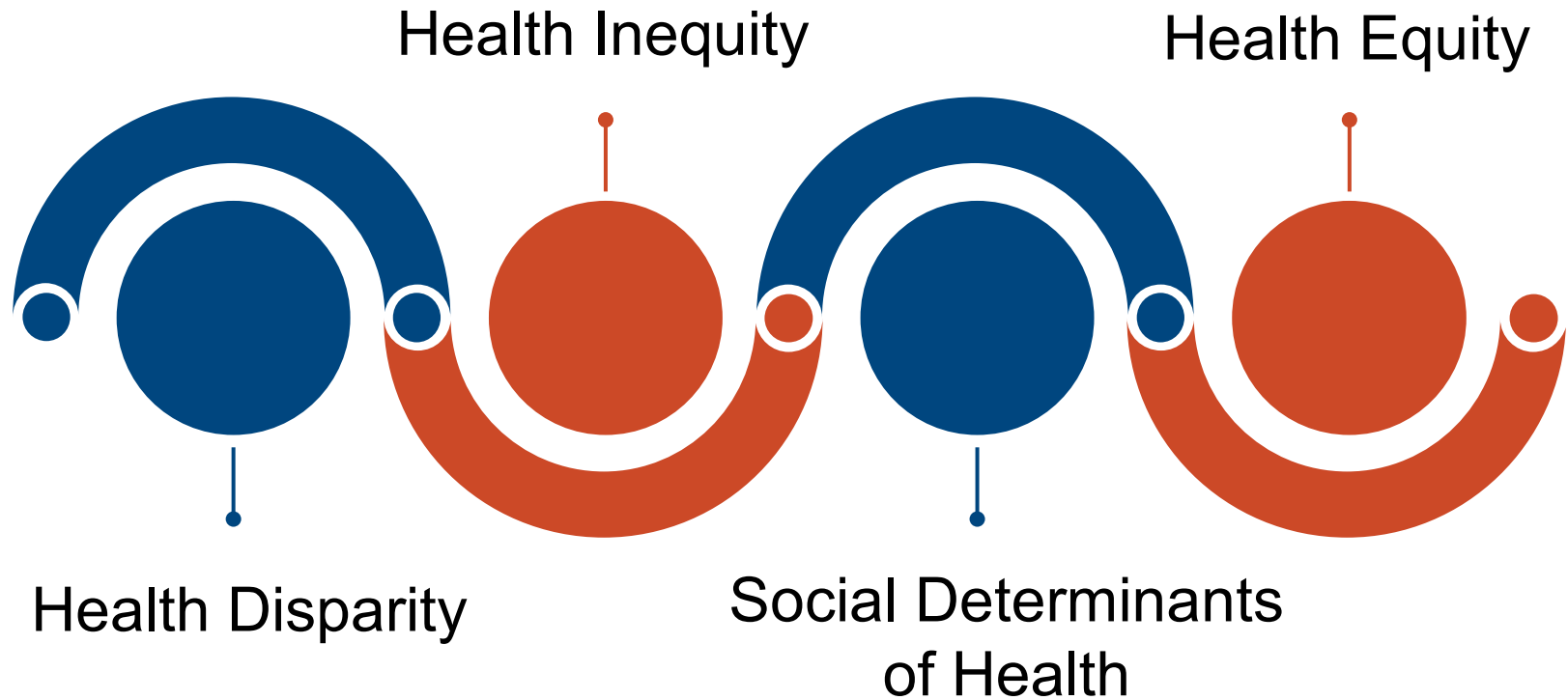
Life-enhancing resources whose distribution across populations effectively determines length and quality of life.

- Education access and quality
- Health care and quality
- Neighborhood and built environment
- Social and community context
- Economic stability



Foundational Terminology

Health Equity



What is Health Equity?

A conceptual term describing a world where everyone has a fair and just opportunity to be as healthy as possible.



How Inequity Affects Us All

A TALE OF TWO ZIP CODES

with GEORGE TAKEI



MEET DEN & MARIA

Den & Maria live one mile apart, but Den will live 18 years longer than Maria.

Watch the video and why?



Ethics and Equity

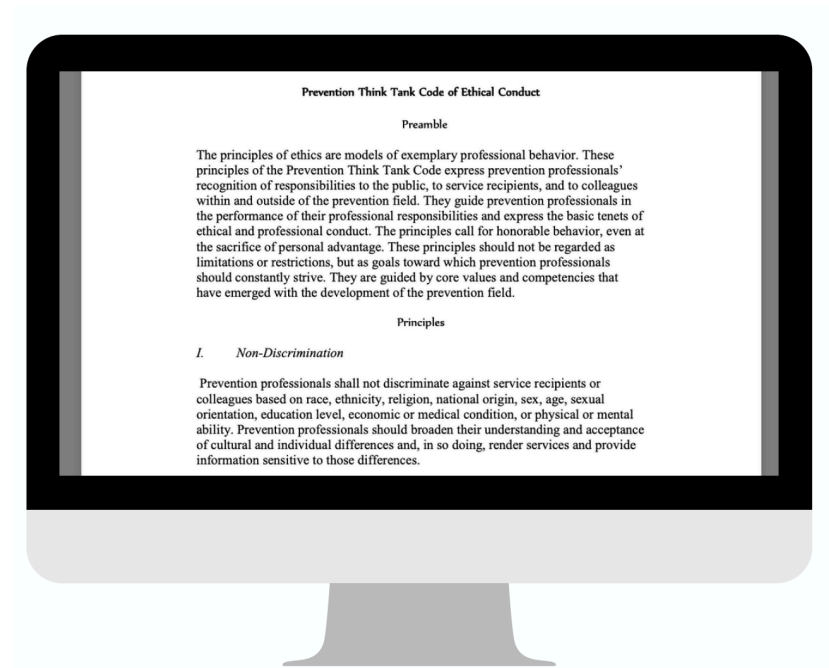
“Until the great mass of the people shall be filled with the sense of responsibility for each other’s welfare, social justice can never be attained.”

- Helen Keller



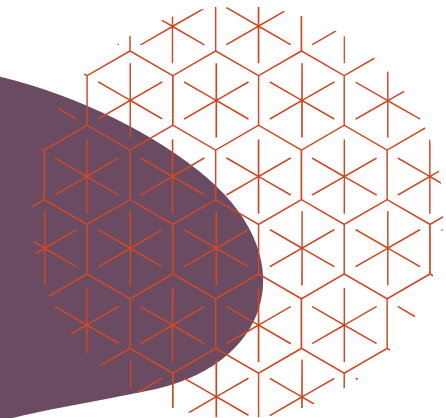
Prevention Code of Ethics

Prevention Code of Ethics Principle 1: *Non-Discrimination*



Strategic Prevention Framework

The link between cultural competence and equity





Embedding Equity In

“Knowledge has no value except that which can be gained from its application toward some worthy end.”

- Napoleon Hill





Pacific Southwest (HHS Region 9)

PTTC Prevention Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Structural Racism and Supporting People of Color: The Role of Prevention Professionals

Structural racism affects every aspect of American life and society, but it can be confronted at an organizational level with anti-racist actions. These organizational action items will empower prevention professionals to incorporate anti-racism into the operational practices and community outcomes of their prevention work.¹

Recommended Action Items for Prevention Leadership:

- Make understanding the health effects of structural racism a required professional competency.**
 - Why** Racism is a fundamental cause of health outcomes,² and prevention professionals must understand structural racism in order to confront racial health disparities in the communities they serve.
 - How**
 - Prioritize anti-racist competency during recruitment and hiring
 - Embed anti-racist trainings into annual organizational training plan
 - Create opportunities to engage in interdisciplinary continuing education on issues of structural racism
 - Incorporate anti-racism into the framework of prevention programs

- Diversify the prevention professional workforce.**
 - Why** Structural racism limits access to resources and opportunities, including impeding entry into the prevention workforce.
 - How**
 - Collaborate with the higher education system to provide internship opportunities for students of color

Action Items

- Mandate and measure health outcomes
- Strategically divest funds
- Promote civic engagement

Action Item #1

Mandate and measure health outcomes

Racism is a fundamental cause of health outcomes.

Structural racism

“... a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity... It has come about as a result of the way that historically accumulated white privilege, national values, and contemporary culture have interacted so as to preserve the gaps between white Americans and Americans of color.”

Breakout Room Discussion #1



Action Item #2

Strategically divest funds

Strategic questions for exploration:

- How do our values, policies, and practices align?
- Does the organization's financial practices support health equity?
- Are we willing to end collaborations with persistently toxic organizations?

Breakout Room Discussion #2



Action Item #3

Promote civic engagement

Advocacy and environmental strategies are our greatest tools

Domain 6 - Prevention Code of Ethics

“... prevention specialists should be proactive on public policy and legislative issues. The public welfare and the individual’s right to services and personal wellness should guide the efforts of prevention specialists to educate the general public and policy makers.”

Breakout Room Discussion #3





Closing Thought

“Where you see wrong or inequality or injustice, speak out, because this is your country. This is your democracy. Make it. Protect it. Pass it on.”

- Thurgood Marshall





Nicole Augustine

- ✓ Founder & CEO of RIZE Consultants
- ✓ Justice, Equity, Diversity & Inclusion (JEDI)
- ✓ Professional development for Prevention Specialist
- ✓ Strategic Planning



SCAN ME