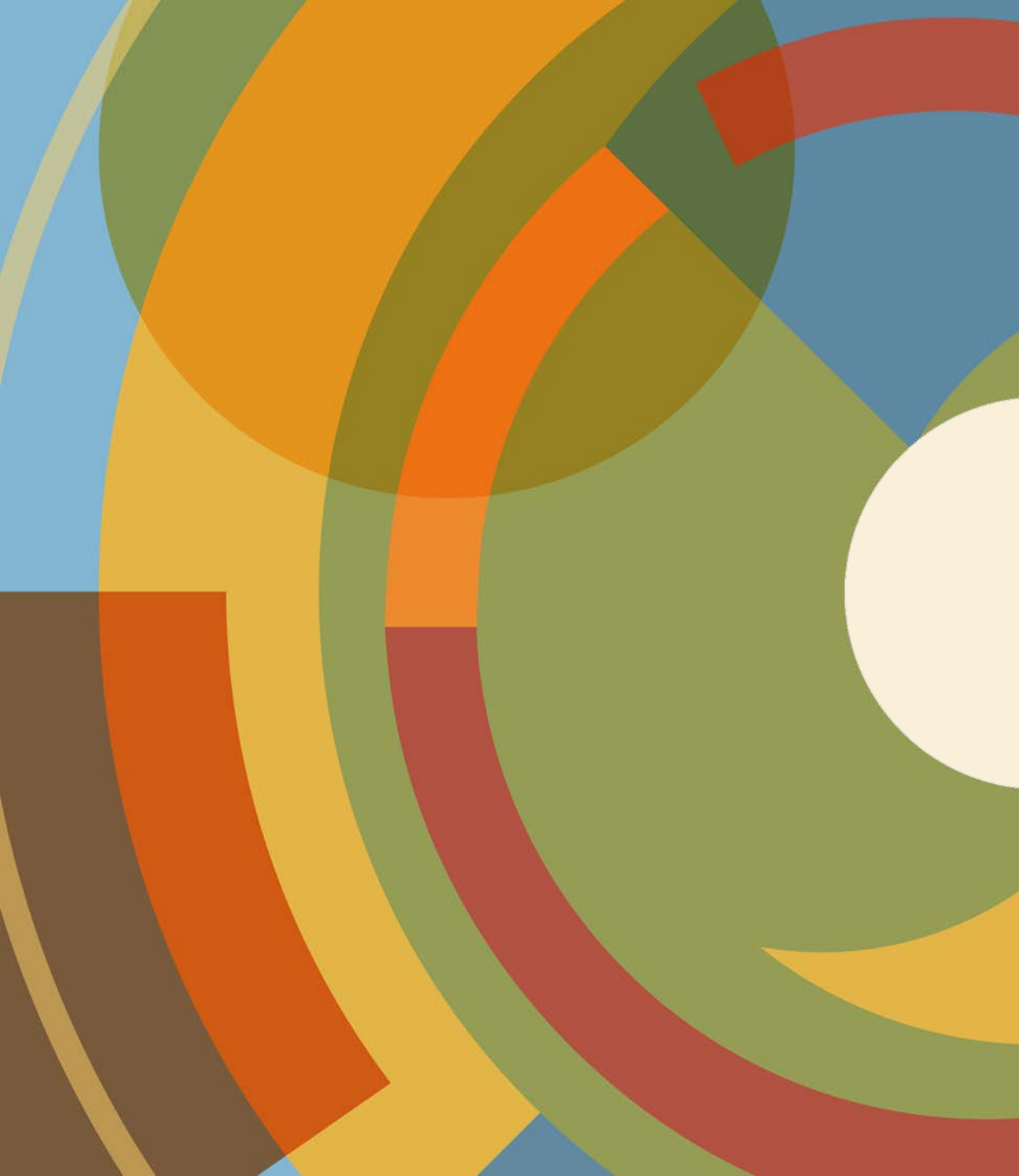




CCSI

Coordinated Care Services, Inc

Innovative Solutions in Human Service Delivery



**NYAPRS Annual Conference
2018**

Ellenville, NY

**CONFRONTING
HEALTH
INEQUITIES**

September 14, 2018

Presenter:

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Sr. Consultant - Cultural Competence &
Health Literacy

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OBJECTIVES

- Differentiate between equality and equity
- Inform participants' understanding of the historical, social, and systemic causes and results of inequities – racism and oppression
- Increase awareness that personal well-being is a human right that should be afforded to all
- Participants will explore personal approaches to achieve health equity



America is the
melting pot
where nothing
melted

Tony Kushner, Angels in America



ETHNOCULTURAL SALAD

A mixture in which all the ethnic and cultural ingredients of various groups are tossed together while still retaining their unique "flavor and taste."

It is those unique ethnocultural "flavors" that make working with clients today so fascinating, and yet so challenging.





What does
“GOOD HEALTH”
look like
to
YOU?





HEALTH DISPARITY defined

Healthy People 2020 defined health disparity as:

"... a particular type of health difference that is closely linked with economic, social, or environmental disadvantage. Health disparities adversely affect groups of people who have systematically experienced greater social or economic obstacles to health based on their racial or ethnic group, religion, socio economic status, gender, age, or mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion."

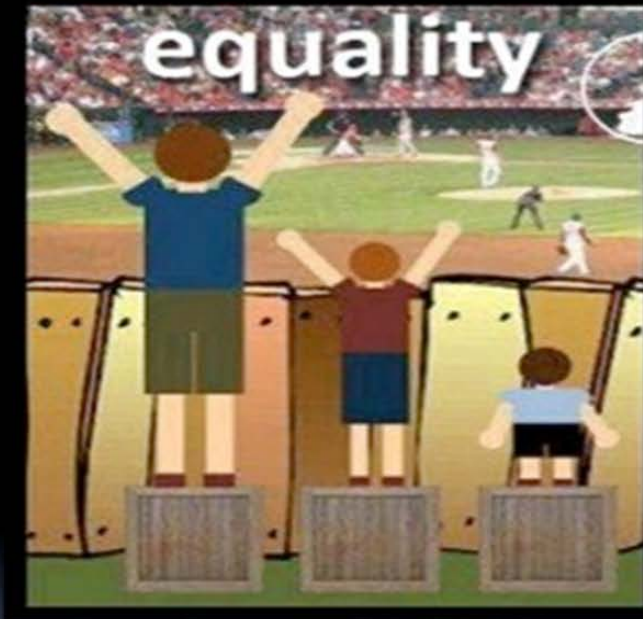


HEALTH EQUITY defined

Attainment of the highest level of health for all people. Health Equity means efforts to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives.

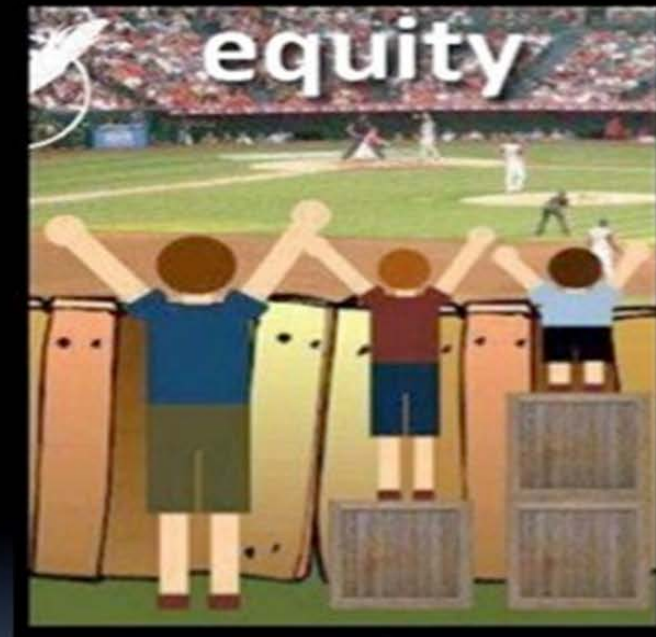


Equality vs. Equity



EQUALITY = SAMENESS

GIVING EVERYONE THE SAME THING → It only works if everyone starts from the same place



EQUITY = FAIRNESS

ACCESS to SAME OPPORTUNITIES → We must first ensure equity before we can enjoy equality





EQUALITY

EQUITY

NO BARRIERS



Why does it Matter?



BECAUSE....

WE ALL WANT TO FEEL LIKE
WE MATTER,
WE CONTRIBUTE SOMETHING,
AND
ARE APPRECIATED & VALUED
BY THOSE WE ENCOUNTER.





WHY DOES IT MATTER?

Everyone deserves a fair chance to lead healthy and meaningful lives!

- No one should be denied this chance because of their cultural group affiliation, personal beliefs and values, socioeconomic opportunities, where they live or are from, etc.

POOR HEALTH OUTCOMES ARE OFTEN MADE WORSE BY THE INTERACTION BETWEEN INDIVIDUALS AND THEIR SOCIAL AND PHYSICAL ENVIRONMENT





What
MATTERS
to
YOU?





RACISM

Racism can be defined as, organized systems within societies that cause avoidable and unfair inequalities in power, resources, capacities and opportunities across racial or ethnic groups...

(Camara Phyllis Jones)

Racism can occur at multiple levels:

- **Internalized** – the incorporation of racist attitudes, beliefs, or ideologies into one's worldviews
- **Interpersonal** – interactions between individuals
- **Systemic** – the racist control of and access to labor, material and symbolic resources within a society

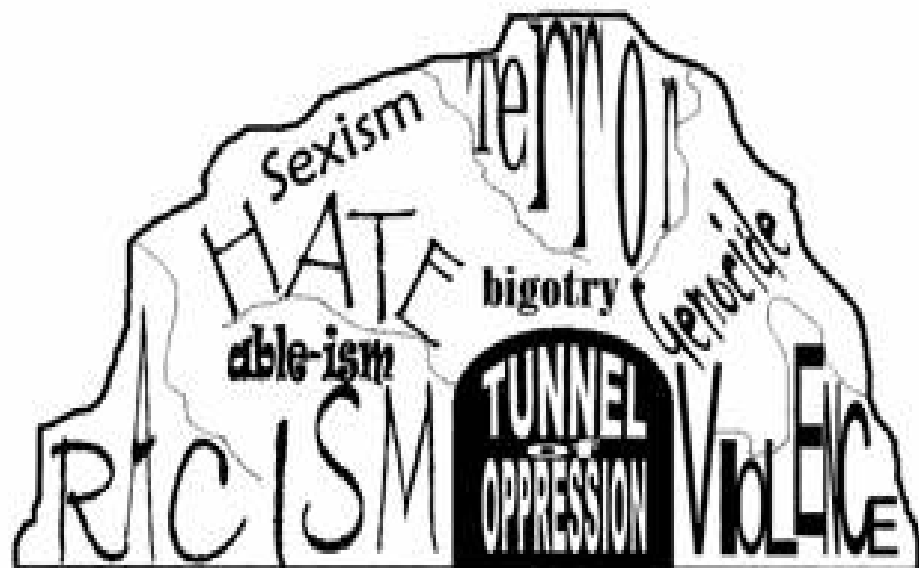


OPPRESSION

- Systemic and institutional abuse of power by one group at the expense of others and the use of force to maintain this dynamic.
- An oppressive system is built around the ideology of superiority of some groups and inferiority of others.
 - Makes those designated as inferior feel confined, 'less than', and hinders the realization of their full well-being and potential.
 - They are portrayed as "others" and are marginalized which prevents their full inclusion in the community.



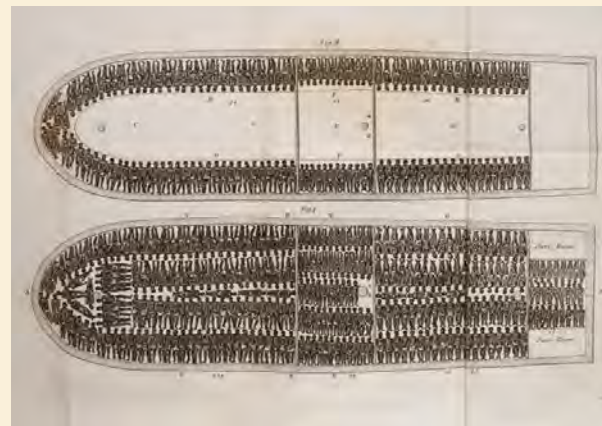
FIVE FACES OF OPPRESSION



1. EXPLOITATION
2. MARGINALIZATION
3. POWERLESSNESS
4. "CULTURE OF SILENCE"
5. CULTURAL IMPERIALISM

(Iris Young)





AMERICAN SLAVERY



JIM CROW LAWS



It underscores the notion that we've rid Jim Crow of much of our society, ... But Jim Crow still lives in the criminal justice system, and we've got to root it out.

PRISON PIPELINE AND INDUSTRIAL COMPLEX



**WESTERN DEFENSE COMMAND AND FOURTH
WARTIME CIVIL CONTROL ADMINISTRATION**
 Presidio of San Francisco, California
 May 15, 1942

**INSTRUCTIONS
TO ALL PERSONS OF
JAPANESE
ANCESTRY**

Living in the Following Area:

That portion of the County of Elgin, State of Washington, within the business improvement district as set forth in the following County Ordinance: Paper Street, between streets northward and eastward from the Western Street, (State National Street) Street and north and following the line of said Western Street to the Marine Park of the Elgin, between streets and following the Marine Park of the Commercial Street, and the line of said Western Street from U. S. Highway No. 10 to 12th Street, between streets northward and Highway No. 10 (including 11th Street) to 12th Street (line of 12th Street) (lines northward along the west line of Lake Washington to the 12th Street) between streets along West 12th Street (eastward from 12th Street to Paper Street), those portions of the district of Elgin bounded by the points of beginning.

That the provisions of General Executive Order No. 9066, Washington, dated May 14, 1942, concerning persons, both alien and naturalized, will be construed from the date hereof to 12:00 A. M. on Monday, May 18, 1942.

That persons will be permitted to enter, leave, or stay at, the above area after 12:00 A. M. on May 15, 1942, without obtaining special permission from the representative of the Western Defense Command of the Civil Control Administration at:

122 Highland Avenue
 Kirkland, Washington



INTERNMENT OF JAPANESE AMERICANS



NATIVE AMERICAN BOARDING SCHOOLS

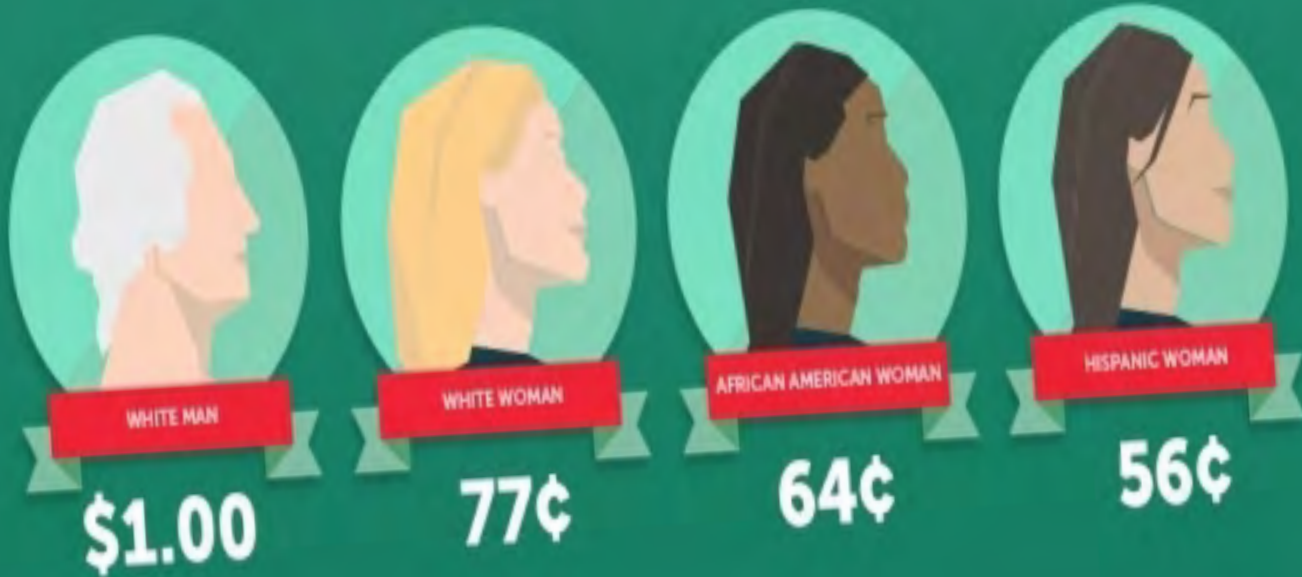
TODAY....

In the
NEWS

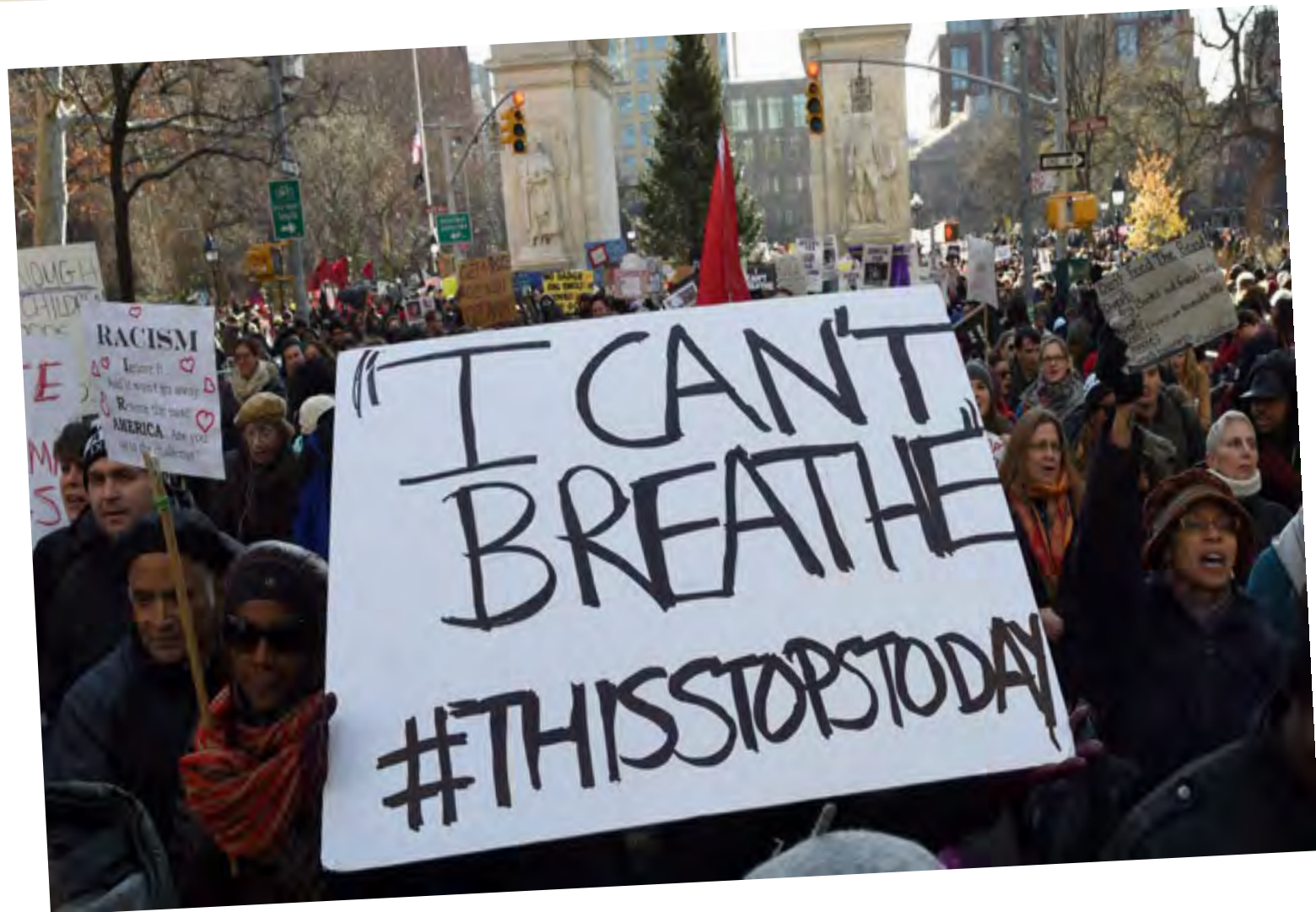




Compared with white men, African American and Hispanic women make even less than white women:



EQUAL PAYBACK PROJECT







Did You
Know...


**Asthma is the top
cause for children
missing school.**



Asthma and Allergy
Foundation of America

Visit aafa.org to learn more.





Believe in something.
Even if it means sacrificing everything.



Just do it.



**AFTER BEING
EXPOSED TO THE
RADICAL TRUTH,
HOW CAN YOU
REMAIN SILENT...**



ADDRESSING THE ROOT CAUSES OF RACISM & OPRESSION:

Dealing with Historical & Continuing Racial Trauma

1. Accept that the feelings expressed by people of color are real and warranted.
2. Associate that those feelings have emerged out of centuries of American systemic racial oppression rooted in the lie that people of color are inferior to White people.
3. This effort to overcome oppression cannot happen overnight.
4. Understand how system of racial oppression has affect people of color, then *strategically* and *collectively* take the necessary steps to dismantle and rebuild the system
5. Acknowledge that the system isn't "broken", it was designed to do exactly what it is doing.





HOW DO WE WORK TO ACHIEVE HEALTH EQUITY?

To achieve health equity, we must eliminate avoidable health inequities and health disparities requiring short-and long-term actions, including:

- Attention to the root causes of health inequities and health disparities, specifically, health determinants.
- Particular attention to groups that have experienced major obstacles to health associated with socio-economic disadvantages and historical and contemporary injustices.
- Promotion of equal opportunities for all people to be healthy and to seek the highest level of health possible.
- Distribution of socio-economic resources needed to be healthy in a manner that progressively reduces health disparities and improves health for all.
- Continuous efforts to maintain a desired state of equity after avoidable health inequities and health disparities are eliminated.





“of all the forms of inequality, injustice in health care is the most shocking and inhuman”

~ *Martin Luther King Jr.*



OUR LIVES BEGIN TO END
THE DAY WE BECOME
SILENT ABOUT
THINGS THAT MATTER
Martin Luther King Jr.



It is much more important to know what sort
of a patient has a disease, than what sort of
disease a patient has

-William Osler



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The image features a vibrant, abstract background composed of numerous overlapping, semi-transparent circular shapes in various colors including orange, yellow, green, red, and blue. In the center of this composition is a solid white circle. Inside this white circle, the text "www.CCSI.org" is displayed in a bold, brown, sans-serif font.

www.CCSI.org