

Welcome, this web conference will begin soon

HEALTH EQUITY APPROACHES TO PREVENTING SEXUAL AND INTIMATE PARTNER VIOLENCE: AN OVERVIEW

Thursday, September 29, 2022
11:00 AM PT/2:00 PM ET



**prevent
connect**
A ValorUS® PROJECT



Meet the PreventConnect Team



Ashleigh Klein-Jimenez
Director of Prevention
she/her/hers



Tori Vandelinde
Project Manager
she/they



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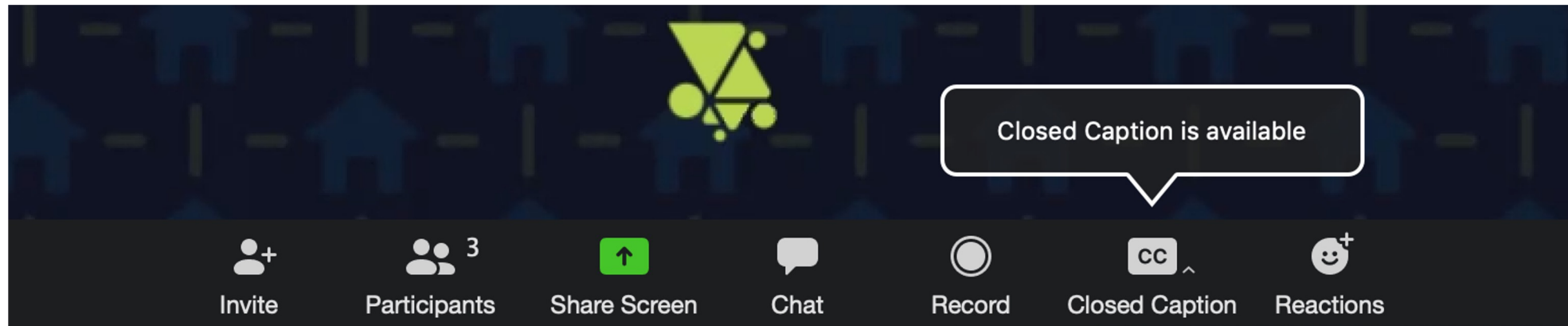
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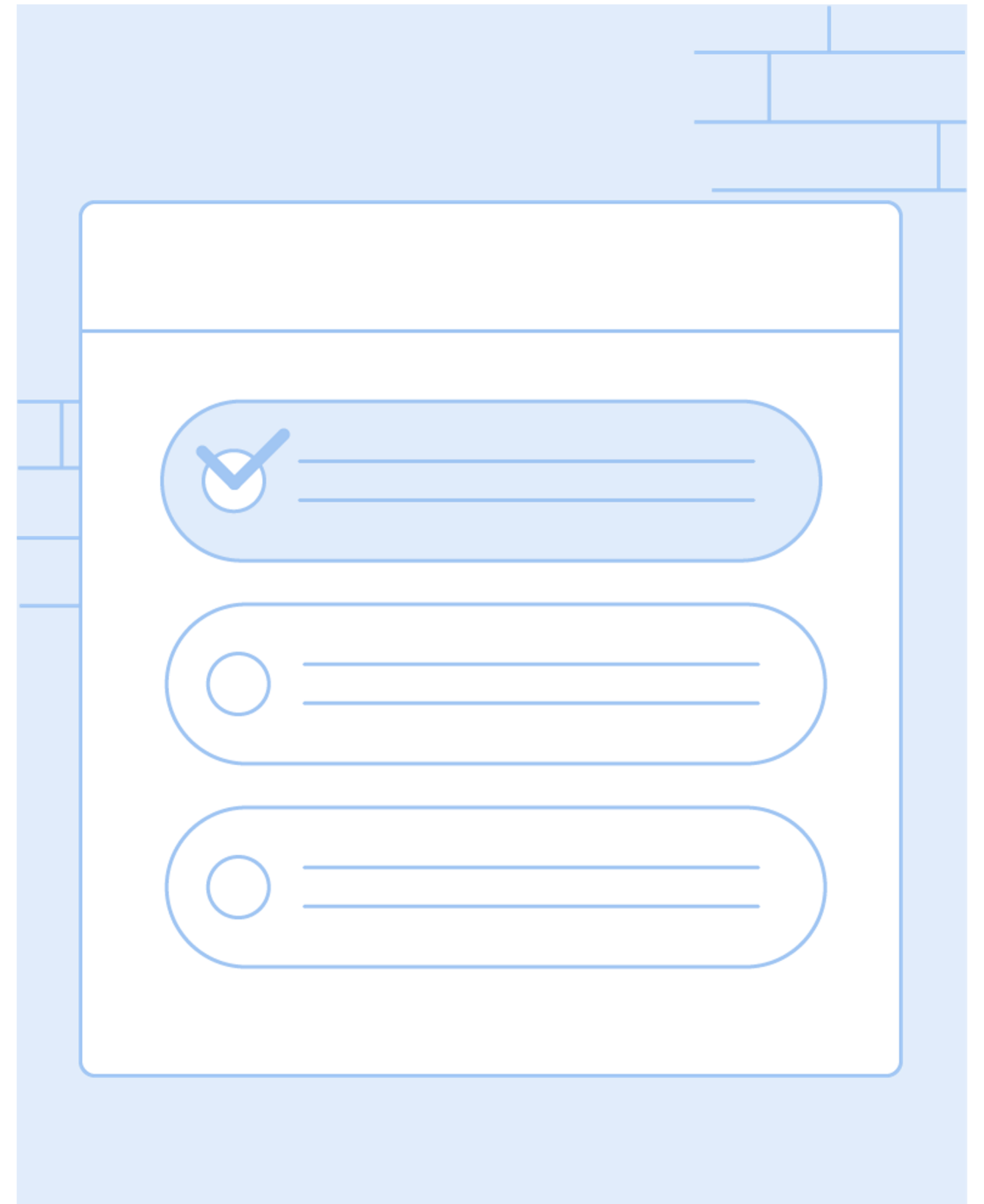
How to use Zoom

- ▶ Text chat
- ▶ PowerPoint Slides
- ▶ Polling Questions
- ▶ Phone
- ▶ Closed Captioning
- ▶ Web Conference Guidelines



Have you attended a
PreventConnect Web
Conference before?

Polling Question



PreventConnect

- ▶ Domestic violence/intimate partner violence
- ▶ Sexual violence
- ▶ Violence across the lifespan, including child sexual abuse
- ▶ Prevent before violence starts
- ▶ Connect to other forms of violence and oppression
- ▶ Connect to other prevention practitioners

HEALTH EQUITY APPROACHES TO PREVENTING SEXUAL AND INTIMATE PARTNER VIOLENCE: AN OVERVIEW

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PreventConnect is a national project of ValorUS sponsored by the U.S. Centers for Disease Control and Prevention. The views and information provided in this web conference do not necessarily represent the official views of the U.S. government, CDC or VALOR.

Objectives

- ▶ Define and explain the concept of health equity
- ▶ Identify specific factors (social determinants of health) that contribute to health disparities
- ▶ Identify examples of health equity approaches to preventing sexual and intimate partner violence

Meet Today's Guest Speaker



Mighty Fine

Director

Center for Public Health Practice and
Professional Development

American Public Health Association

What does 'health' mean to you?

Text Chat Question



Chat

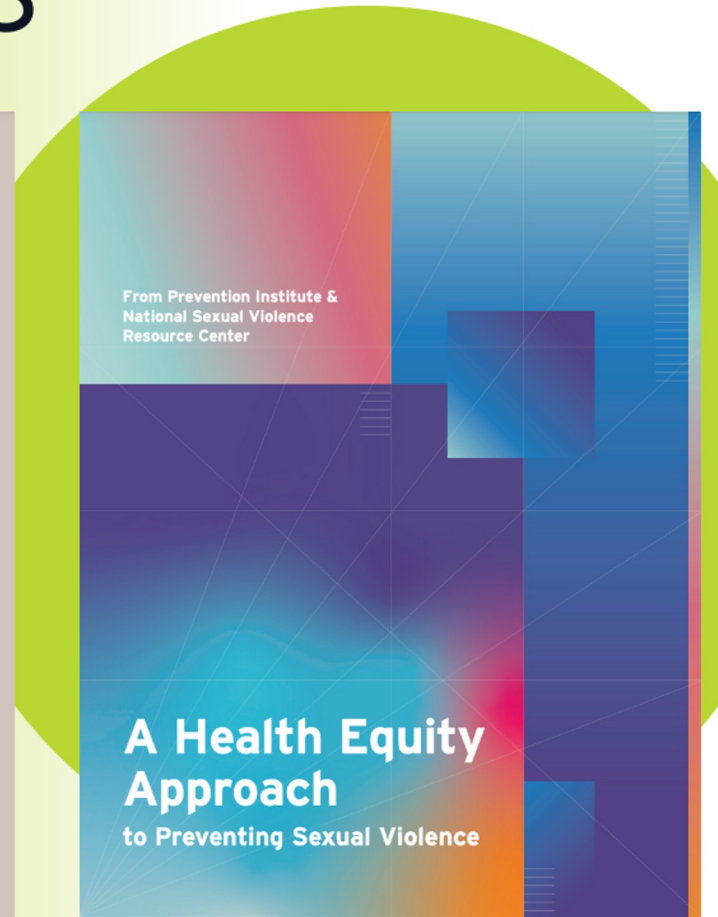
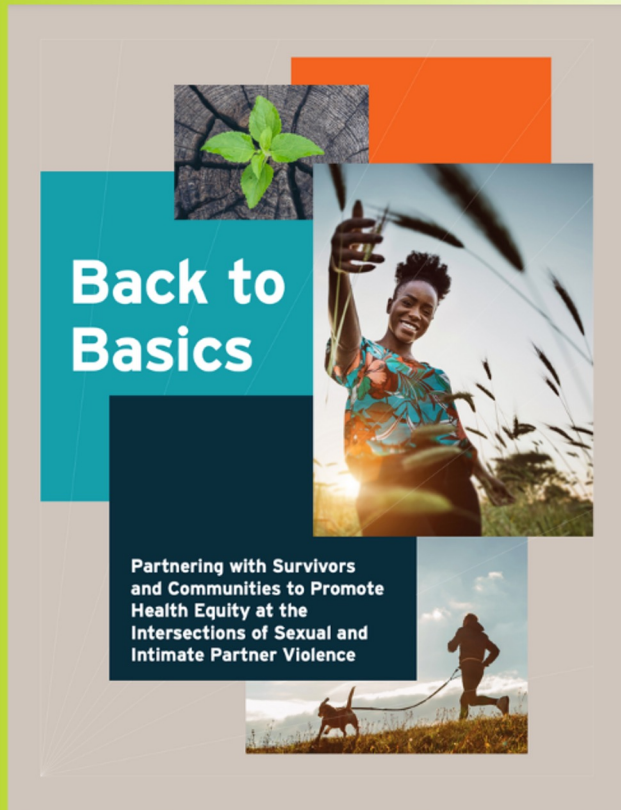
From Me to **Everyone**:

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To: **Everyone** ▼

Type message here...

HEALTH EQUITY & VIOLENCE PREVENTION RESOURCES



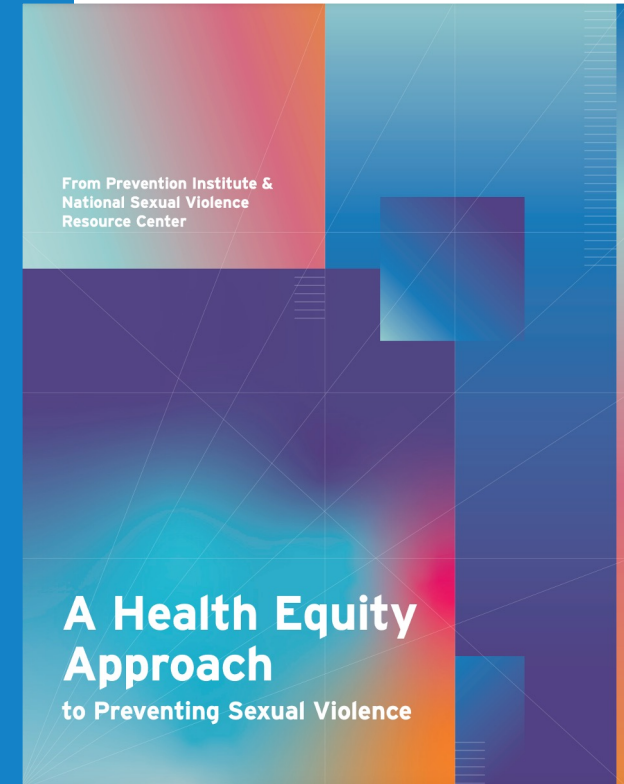
<https://www.nsvrc.org/backtobasics>

<https://www.nsvrc.org/resource/2500/health-equity-approach-preventing-sexual-violence>

Health Equity - What is it?

“Health equity means that everyone has a fair and just opportunity to attain their full health potential and that no one is disadvantaged, excluded, or dismissed from achieving this potential.”

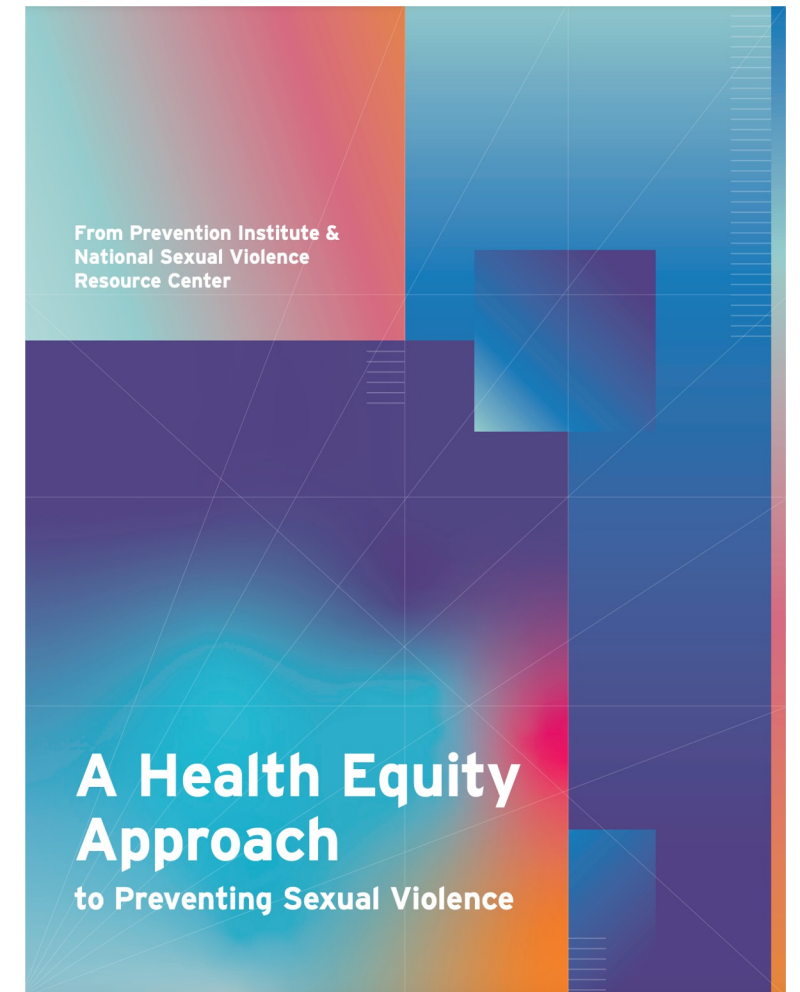
Prevention Institute, (NSVRC, 2019).”



https://www.nsvrc.org/sites/default/files/2021-06/health_equity_approach_to_preventing_sv_final508_0.pdf

Why are sexual and intimate partner violence health equity issues?

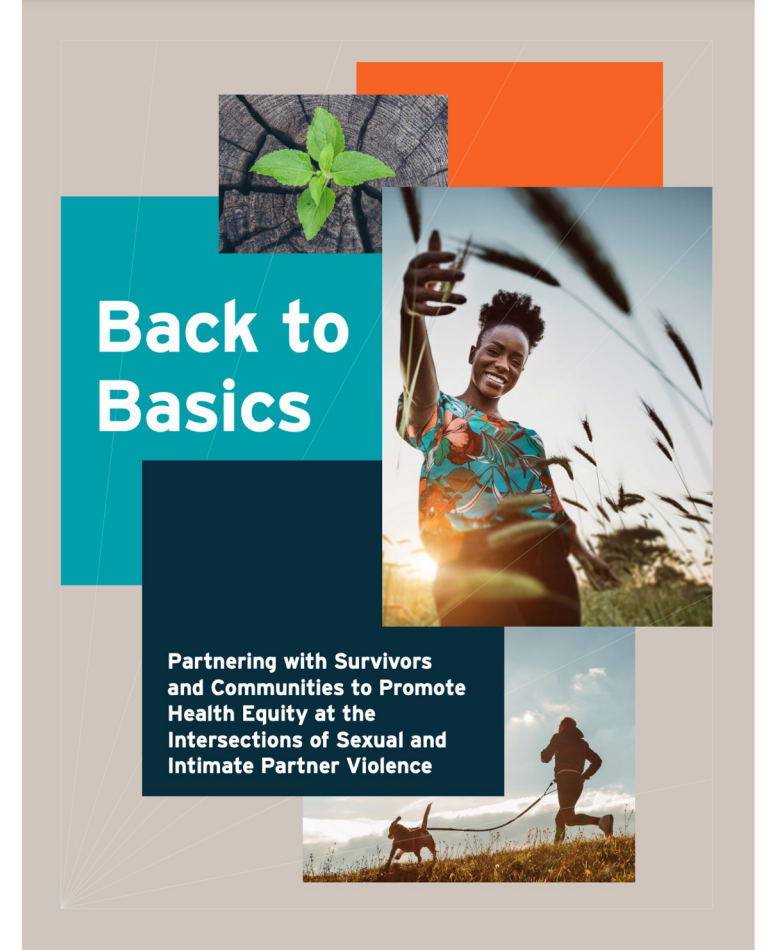
Systemic issues create a disproportionate burden of violence on some communities.



https://www.nsvrc.org/sites/default/files/2021-06/health_equity_approach_to_preventing_sv_final508_0.pdf

Health Equity *is* Our Work

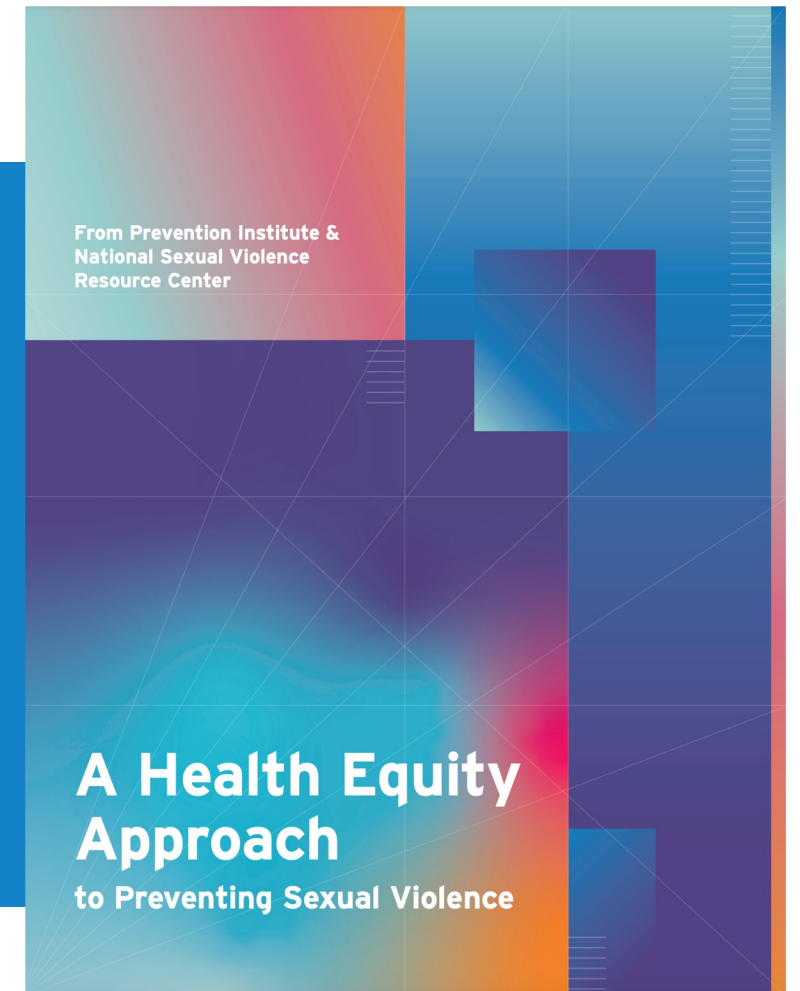
“In our work to prevent gender-based violence, we share a vision for a world where individuals, families, and communities thrive. To realize this vision we must create social and physical environments that provide every person the opportunities for good health and positive well-being. This means that **health equity** is our work.”



<https://www.nsvrc.org/sites/default/files/2021-10/backtobasicsfinal.pdf>

What is a health equity approach to preventing violence?

“A health equity approach to preventing sexual violence means that we need to both understand and address the factors that contribute to violence and safety and factors that expose some communities — especially communities that have been historically oppressed — to higher rates of sexual violence.” (NSVRC, 2019)



https://www.nsvrc.org/sites/default/files/2021-06/health_equity_approach_to_preventing_sv_final508_0.pdf

People are advancing health equity in sexual violence prevention by:

Elevating
community
leadership and
resilience

Creating spaces
for healing in
prevention efforts

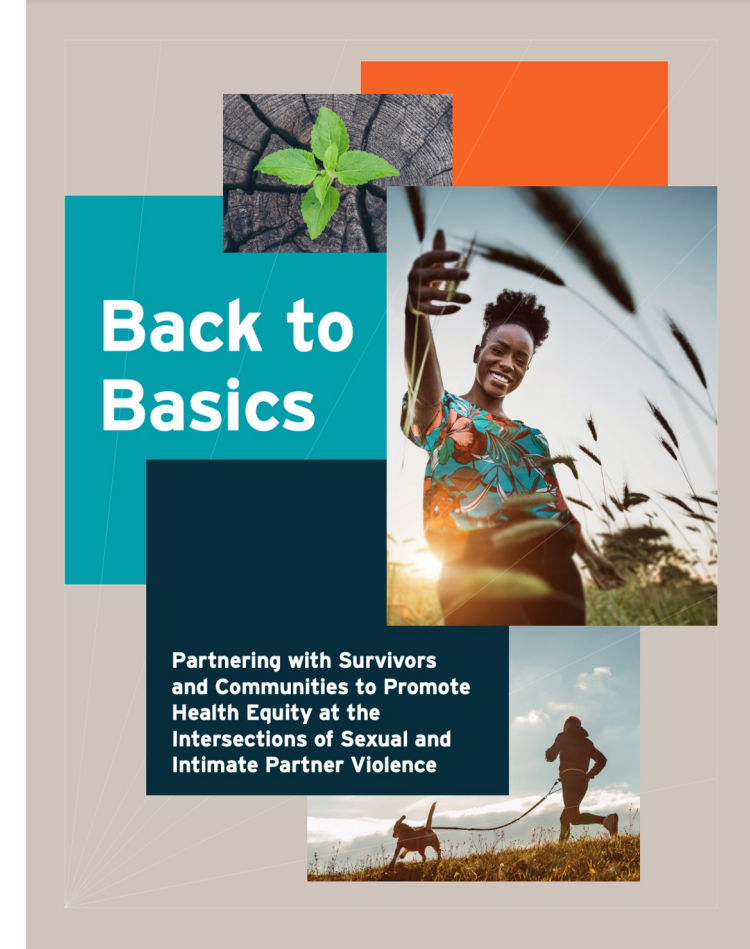
Facilitating
internal
organizational
change

Addressing
underlying factors
that contribute to
violence and safety

Partnering across
fields and
movements

Building Capacity for Health Equity

1. Make health equity a strategic priority
2. Build infrastructure to support health equity
3. Address multiple determinants of health
4. Eliminate racism and other forms of oppression
5. Partner with the community to improve health equity



Meet Today's Guest Speaker



Mighty Fine

Director

Center for Public Health Practice and
Professional Development

American Public Health Association



Applying a Health Equity Lens to Prevention

September 29, 2022

Mighty Fine, MPH, CHES

Director

Center for Public Health Practice

Mighty.fine@apha.org



Agenda

- Overview of definitions
- Examine the determinants of health and equity
- Define racism and racial equity
- Describe a health equity approach to violence prevention

My Journey to Public Health

My Hometown: Brooklyn, NY



My Journey to Public Health

HiTOPS



Equity and Equality



Inequality

- How does inequality operate?



Source: <https://medium.com/busara-center-blog/is-your-data-inclusive-ddd59933f108>

Equality

- How does equality operate?



Source: <https://medium.com/busara-center-blog/is-your-data-inclusive-ddd59933f108>

Equity

- How does equity operate?



Source: <https://medium.com/busara-center-blog/is-your-data-inclusive-ddd59933f108>

Social Justice

- Why is justice the goal?

Justice

Fixing the system
to offer equal access
to both tools and
opportunities



Source: <https://medium.com/busara-center-blog/is-your-data-inclusive-ddd59933f108>

Equity...

When everyone gets the opportunity to be on a level playing field with their peers, it means that there is an *unusual level* of fairness to compete.

Equity

- Advancing equity is both a process and an outcome
 - As a **process**, we apply an equity lens when those most impacted by structural inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.
 - As an **outcome**, we achieve equity when one's identity will no longer predict opportunities, outcomes, or the distribution of resources

Determinants of Health



What community-level factors do you feel influence health?

Text Chat Question



Chat

From Me to **Everyone**:

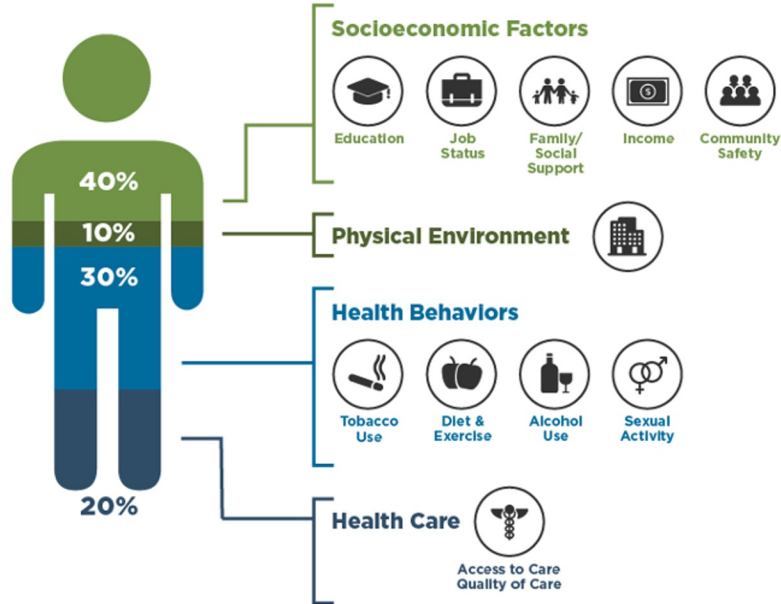
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Type message here...

Determinants of Health

What Goes Into Your Health?



Source: Institute for Clinical Systems Improvement, Going Beyond Clinical Walls: Solving Complex Problems (October 2014)

Adapted from The Bridgespan Group

Figure 1
Social Determinants of Health

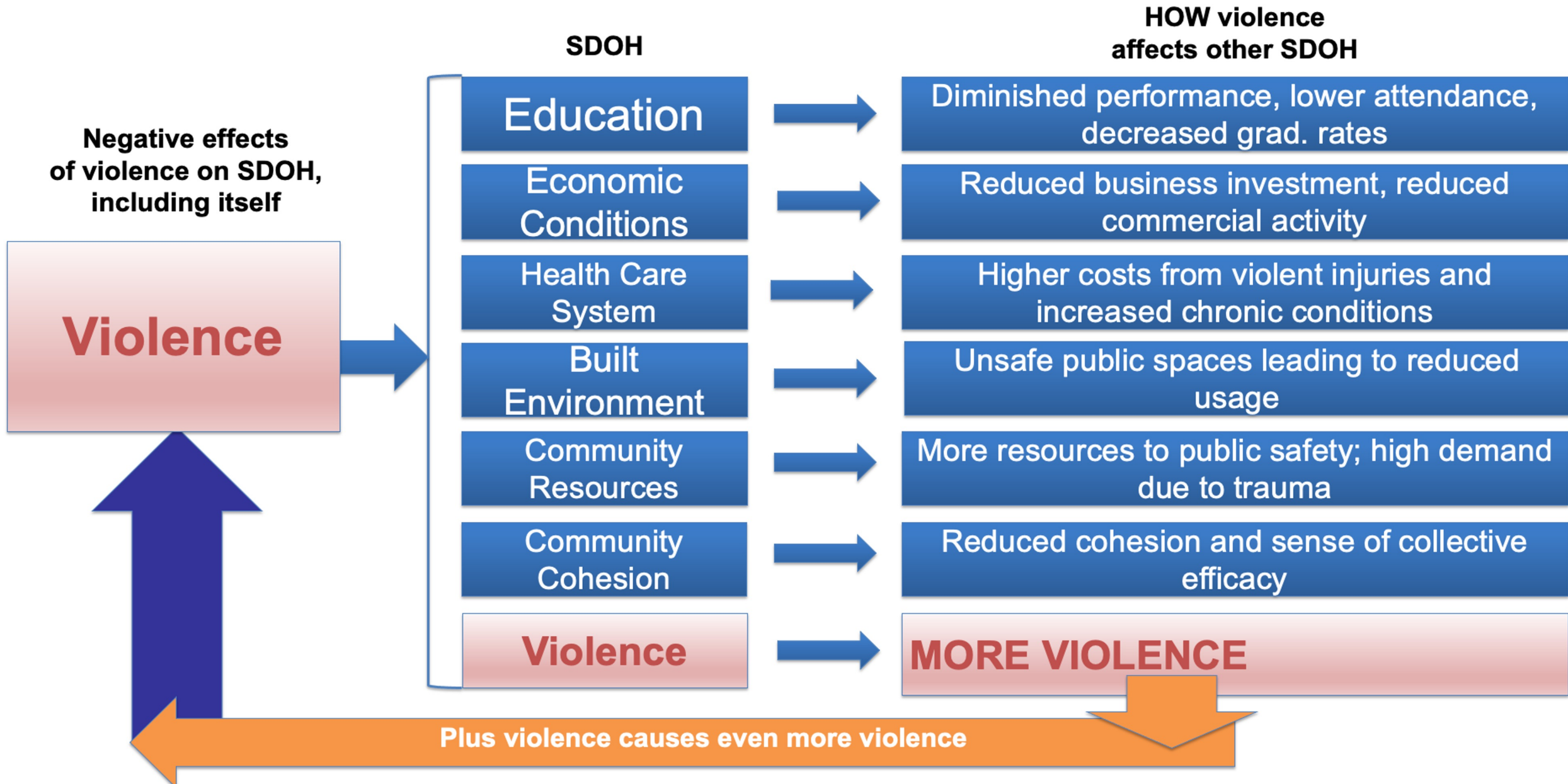
Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	
Medical bills	Playgrounds	Higher education		Stress	Quality of care
Support	Walkability				
	Zip code / geography				
Health Outcomes					
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations					



Concentrated Disadvantage



Social Determinants of Health & Violence



“It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural and physical environment conspire against such change.”

-Institute of Medicine



We optimize the conditions in which people are born, grow, live, work, learn and age. We work with other sectors to address the factors that influence health, including employment, housing, education, health care, public safety and food access. We name racism as a force in determining how these social determinants are distributed.



Determinants of Equity

- Monitoring inequities in exposures, opportunities disparities in outcomes
- Examining of structures, policies, norms and values
- Rectifying historical injustices
- Distributing resources according to need
- Transforming structures and systems of power (e.g. racism)
- Result = Eliminate inequities and disparities; achieve social justice

Racial equity = Health Equity



RACIAL EQUITY

- The condition where one's race identity has no influence on how one fares in society.
- Must be addressed at the root causes and not just the manifestations.
- Requires elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race.

U.S. Climate Action Network. Justice Equity Diversity and Inclusion Glossary
https://www.usclimatenetwork.org/justice_equality_diversity_and_inclusion

RACIAL EQUITY LENS

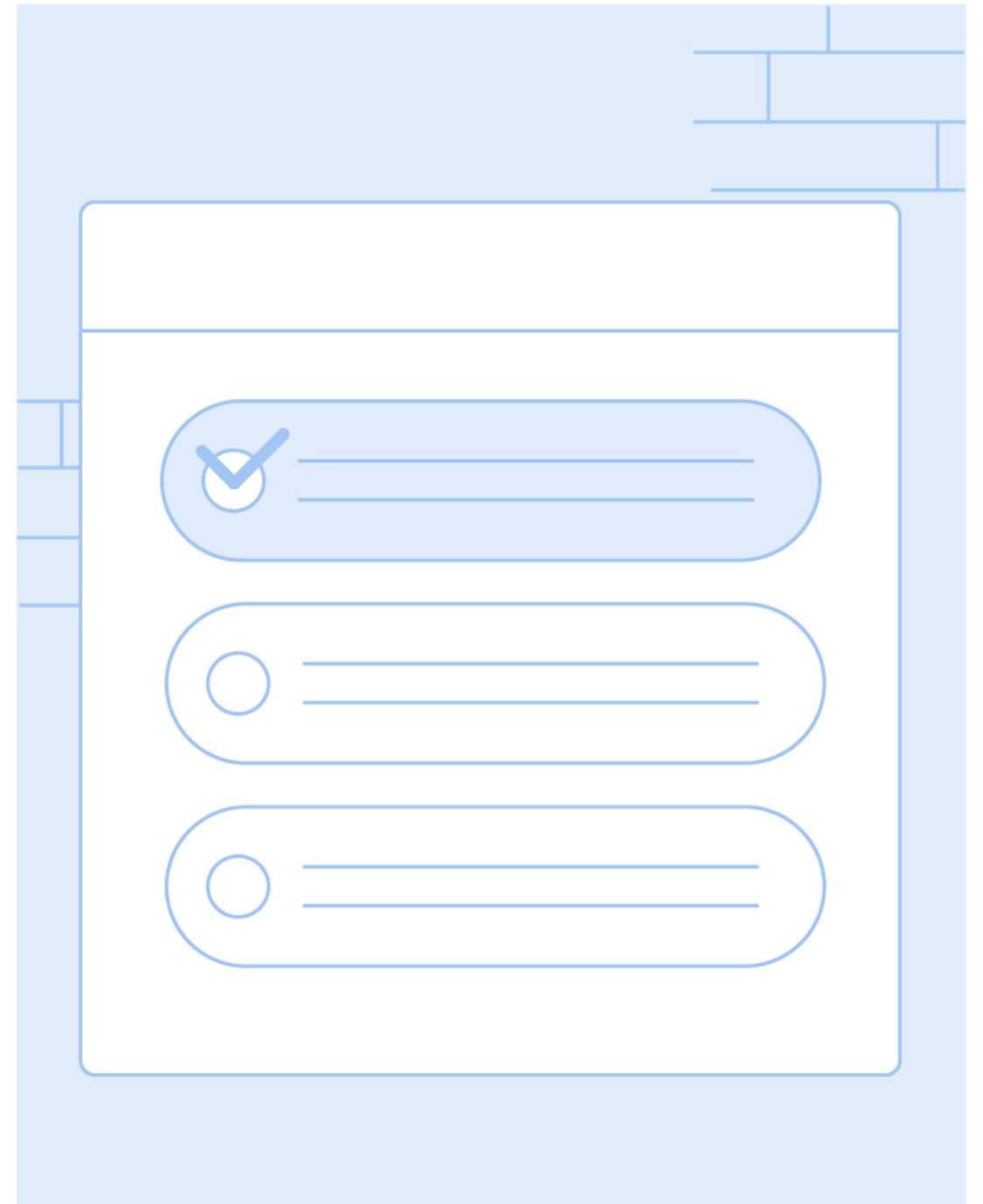
- The process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success.
- Rejects a “color blind” approach
- Helps illuminate disparate outcomes, patterns of disadvantage, and root cause.

Grantcraft (2017). *Grantmaking with a Racial Equity Lens*. <http://grantcraft.org/content/guides/grantmaking-with-a-racial-equity-lens/>

U.S. Climate Action Network. *Justice Equity Diversity and Inclusion Glossary*
https://www.usclimatenetwork.org/justice_equity_diversity_and_inclusion

What are the top 2
challenges that you
encounter doing
racial equity work?

Polling Question



The image shows a stylized graphic of a poll interface. It features a white rectangular area with rounded corners, set against a light blue background with a faint grid pattern. Inside the white area, there are three rounded rectangular buttons stacked vertically. Each button contains a radio button icon on the left and two horizontal lines representing text on the right. The top button has a blue checkmark inside its radio button, indicating it is the selected option. The other two buttons have empty radio buttons.

Barriers to Achieving Health Equity



American Public Health Association

Narrow Focus on the Individual

- Self interest narrowly defined
- Limited sense of collective efficacy
- Systems and structures as invisible or irrelevant

Source: Camara P. Jones, MD, MPH, PhD

American Public Health Association

A-historical Stance

- The present as disconnected from the past
- Current distribution of advantages/disadvantages as happenstance
- Systems and structures as given and immutable

Source: Camara P. Jones, MD, MPH, PhD

American Public Health Association

Myth of meritocracy

- “If you work hard you will make it”
- Denial of racism
- Two babies: Equal potential or equal opportunity?

Source: Camara P. Jones, MD, MPH, PhD

American Public Health Association

Myth of zero-sum game

- If you gain, I lose
- Fosters competition over cooperation
- Masks the costs on inequity

Source: Camara P. Jones, MD, MPH, PhD

American Public Health Association

Limited future orientation

- Disregard for the children
- No *“How are the children”*? focus

Source: Camara P. Jones, MD, MPH, PhD

American Public Health Association

Myth of American exceptionalism

- Disinterest in learning from others
- Sense of US entitlement

Source: Camara P. Jones, MD, MPH, PhD

Declaring Racism a Public Health Crisis



RACISM DEFINED

- A **system** of structuring opportunity and assigning value based on the social interpretation of how a person looks.
- The result is a system that:
 - Unfairly disadvantages some
 - Unfairly advantages others
 - Saps the strength of the whole society through the waste of human resources

Jones CP. Confronting Institutionalized Racism. Phylon 2003;50(1-2):7-22.

LEVELS OF RACISM

- **Institutional**
 - Differential access to opportunities, goods and services by race.
- **Personally mediated**
 - Bias, prejudice and discrimination
- **Internalized**
 - Acceptance of negative messages about abilities and intrinsic worth

*Jones CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. Am J Public Health 2000;90(8):1212-1215.
<https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.90.8.1212>*

Racism: A Public Health Crisis

- Affects large numbers of people
 - Growing demographic of communities of color; concentrated poverty; opportunity/income/wealth gap
- Threatens health over the long-term
 - Disparities in life expectancy; rates of chronic disease; maternal and infant mortality
- Requires the adoption of large-scale solutions
 - Policy and systems changes vs. individual intervention

Health Equity Approach



Implementing a Health Equity Approach

- Community engagement and leadership
- Address the underlying factors
- Support cohesion and healing

Health Equity Approach to Violence Prevention



Actions

Racial equity specific policies and programs

- Minneapolis (MN); Evaluate City Charter and all Cities policies and procedures to prioritize racial equity
- Allegheny County (PA): Advocate for policies that improve health for communities of color, including the “Black Mamas Matter” policy agenda

Agency/Organizational Capacity

- Douglas County (NE): Conduct all HR, vendor selection and grant management activities through and RE lens , including review of internal policies and practices (e.g. leadership appointments, hiring)
- Boulder County (CO): Courageous Conversations about Race (CCAR) trainings and ongoing discussions for all Boulder County employees

Actions

Funding

- Boston (MA): Redirects \$12 million from police overtime funds to equity and inclusion efforts, including new funds for the Boston Public Health Commission
- Minneapolis (MN): Requests allocation of funds for small business development, housing, and community-based infrastructure. Sustainable fund for youth development.

Elevating community leadership and resilience, y Creating spaces for healing in prevention efforts, y Facilitating internal organizational change, y Addressing underlying factors that contribute to violence and safety, and y Partnering across fields and movements.

What to include

Background (Whereas) Section

- Define racism
- Describe the connection between racism and health
- Demonstrate how racism impacts the health of your community

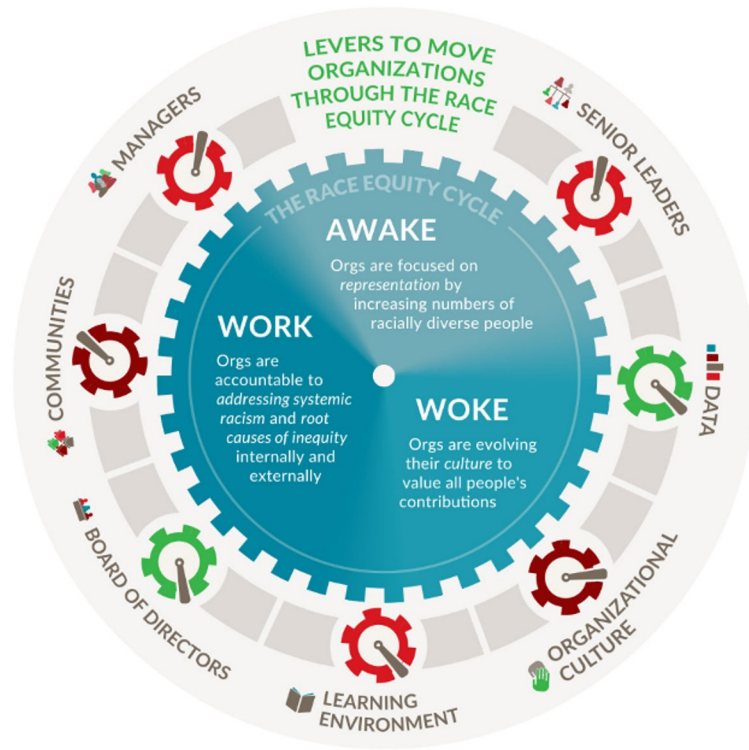
Action ('Be it resolved') Section

- Assert racism to be declared a public health crisis in your jurisdiction
- State commitment to further action, in areas to include:
 - Data & Accountability
 - Community Engagement
 - Racial Equity Policies Practices and Programs
 - Agency/Organizational Capacity
 - Funding

Resources for Advancing Racial Equity



Awake to Woke to Work: Building a Race Equity Culture



AWAKE: Focused on *people* and on building a workforce and boards comprised of individuals from different race backgrounds. The primary goal is *representation diversity*).

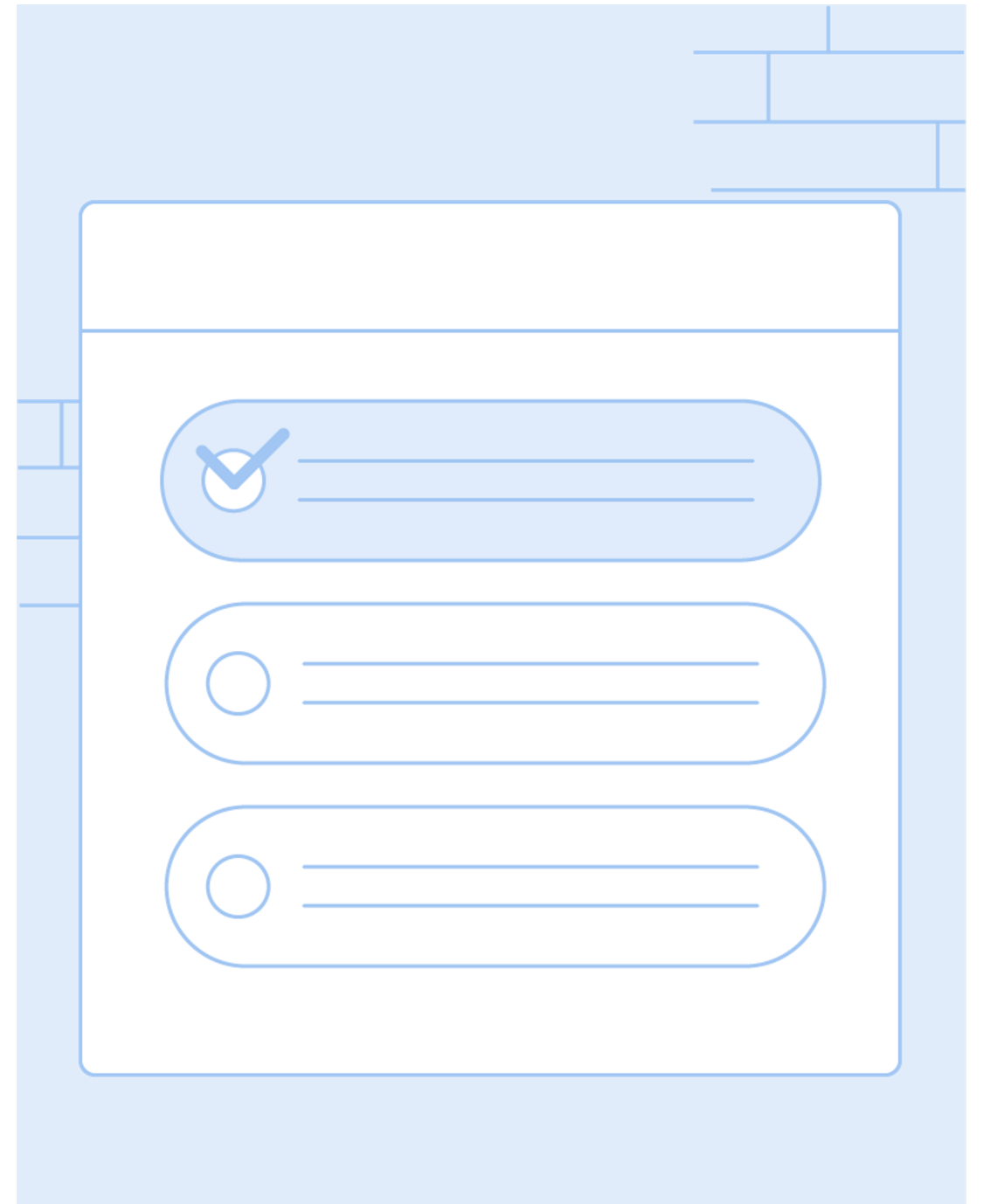
WOKE: focused on *culture* and on creating an environment where everyone is comfortable sharing their experiences, and everyone is equipped to talk about race equity and inequities. The primary goal is *inclusion*.

WORK: Focused on *systems* to improve race equity. The primary goal is *integration of a race equity lens* into all aspects of an organization.

<https://equityinthecenter.org/aww/>

Where is your organization on the spectrum of building a racial equity culture?

Polling Question



The image shows a stylized graphic of a polling question interface. It features a white rectangular box with rounded corners, set against a light blue background with a faint brick pattern. The box contains three radio button options, each represented by a rounded rectangle with a small circle on the left and two horizontal lines on the right. The top option has a blue checkmark inside its circle, while the other two have empty circles. The entire graphic is positioned on the right side of the slide.



- Small non-profits
- Guides board and staff members in exploring their current racial diversity, equity and inclusion practices
- Assesses E-D-I imbalance in five key organizational areas of focus; and
- Connects board and staff members to resources and tools on how to make improvements within those five organizational areas.

Inclusion Scale

Appreciation	You see differences as positives and consider them to possess traits you value. You enjoy and choose to be around them.
Acceptance	Someone's differences don't matter to you. You notice how they are the same as you in general.
Tolerance	You're slightly uncomfortable with someone's differences. You think they should be treated respectfully but you'd rather not interact with them.
Avoidance	You feel very uncomfortable around people with these differences. You try to avoid them and do not want to work with them.
Repulsion	You strongly believe that these people are different in ways that are not normal, and they do not belong.

THANK YOU

Mighty.fine@apha.org

APHA racism resources: <http://www.apha.org/racism>



Text Chat Question



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Thank you!

Questions?

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<https://humanimpact-hip.medium.com> – blog

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COMMUNITY ENGAGEMENT FOR PREVENTION PART 2 AUTHENTICITY IN PRACTICE

Monday, May 23, 2022
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