The Journey Towards Equity-Focused Health Practices: Tips for Finding Success

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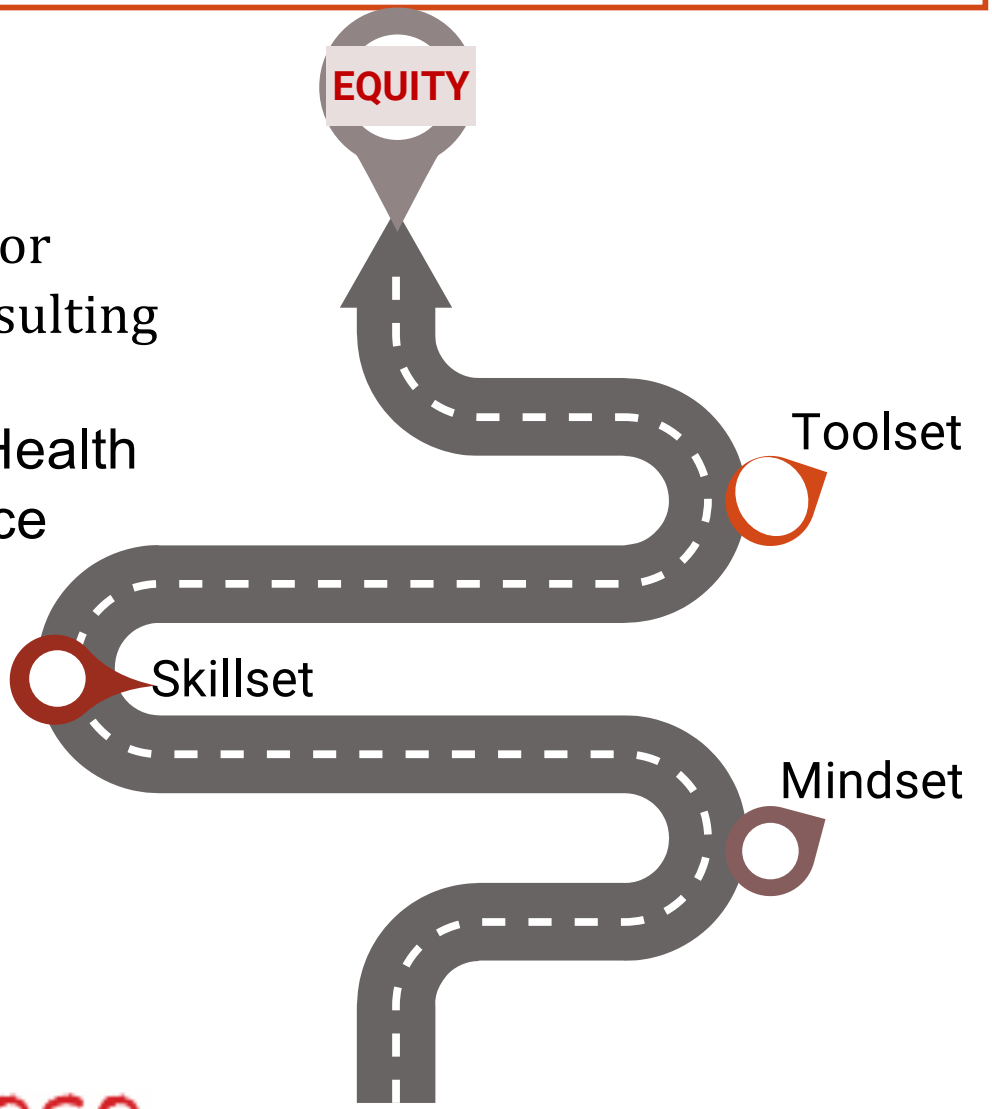
2022 Indiana School Health Network Conference



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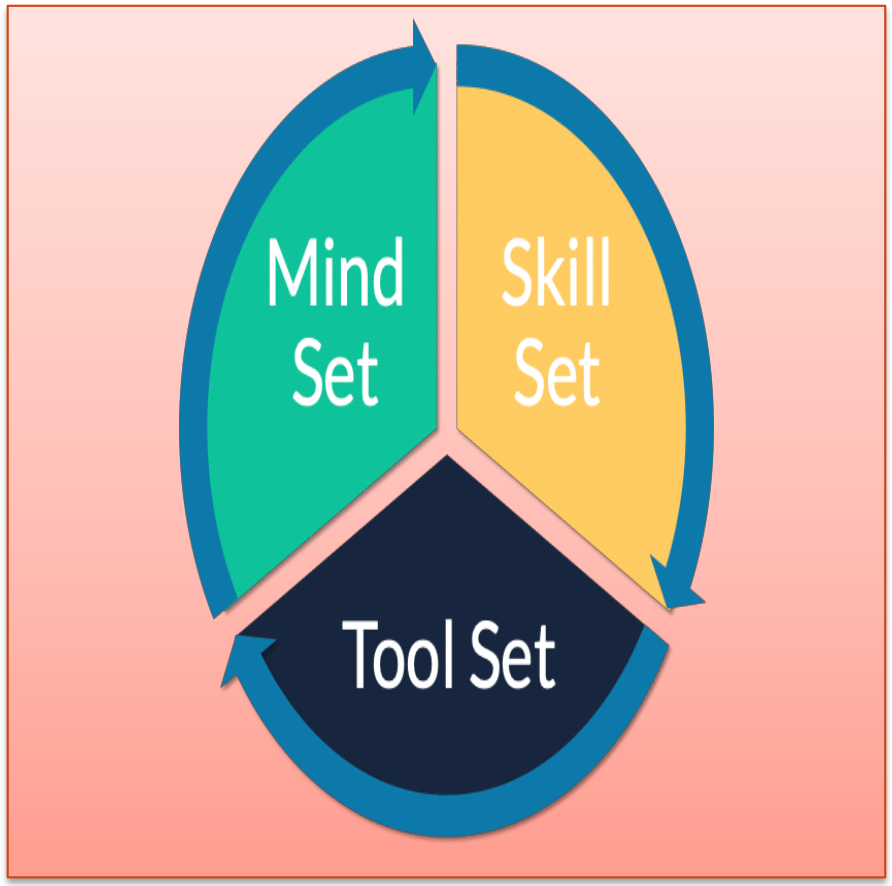
Today's Learning Objectives

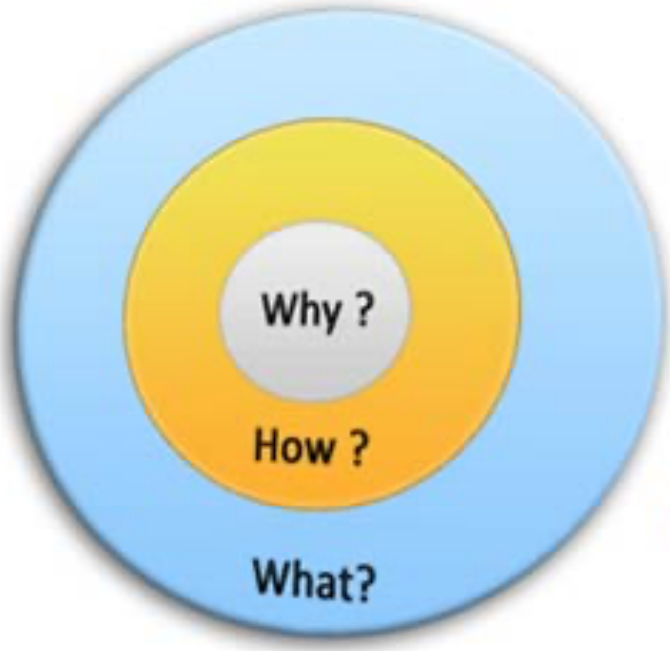
Participants will:

- Understand the importance of developing Equity-focused mindsets
- Assess the degree to which they possess the skillsets required to identify and disrupt inequitable systems
- Reflect on current implementation of Equity-focused tools (practices) in their organization



WHAT'S YOUR
WHY?

Simon Sinek's Golden Circle



Why = The Purpose

What is your cause? What do you believe?

How = The Process

Specific actions taken to realize the Why.

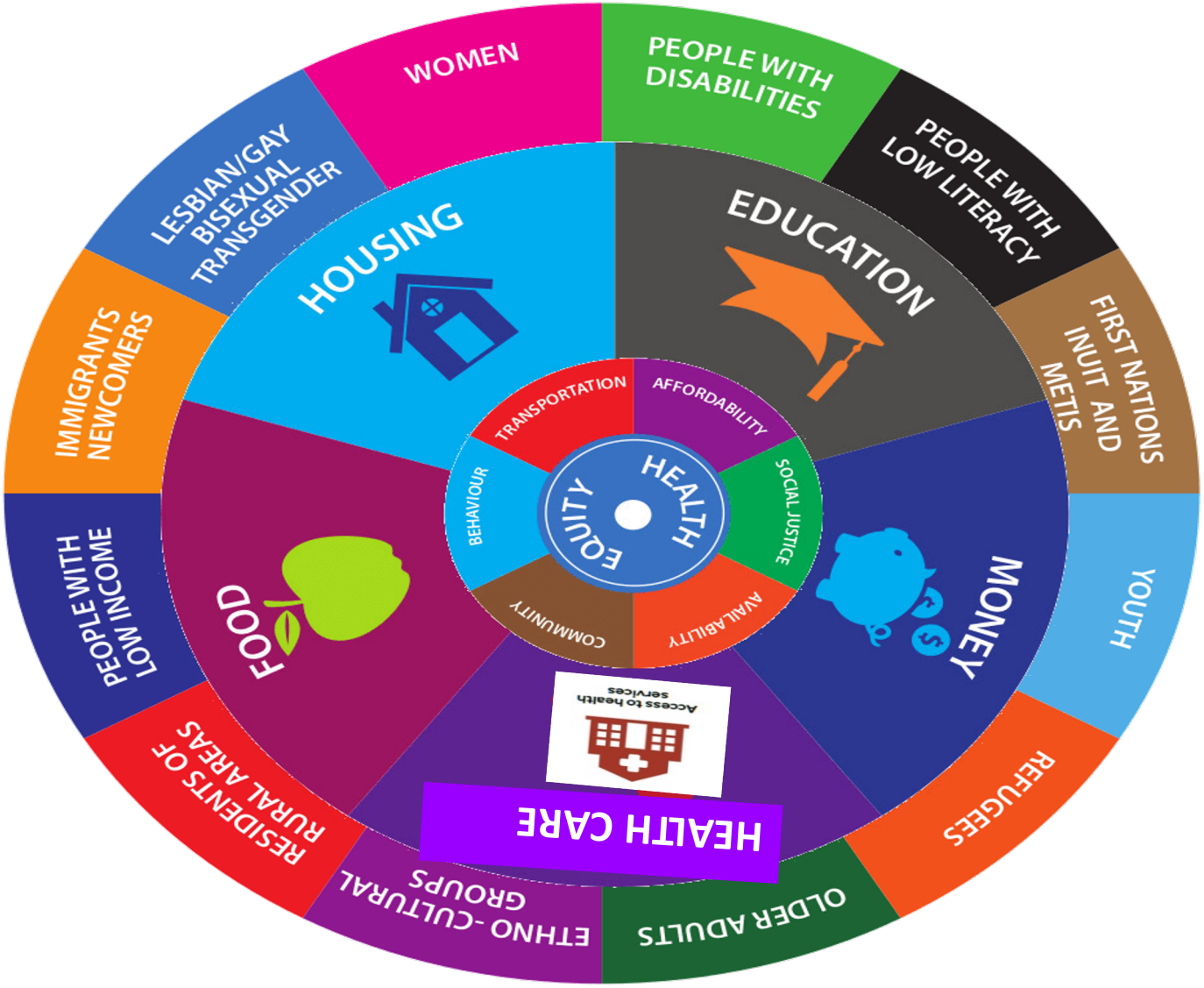
What = The Result

What do you do? The result of Why. Proof.

Social Determinants of Health (SDoH)

https://www.cdc.gov/publichealthgateway/sdoh/index.html

Centering Equity within SDoH



https://tinyurl.com/SDOHEquity

What is Equity?

Equity

- Equity in education is raising the achievement of all students while: narrowing the gaps between the highest and lowest performing students; and eliminating the predictability and disproportionality of which student groups occupy the highest and lowest achievement categories.

  -Singleton (2015)

- Health Equity is improving outcomes related to the SDoH for all children and families while addressing and responding to the ways in which systemic factors impact subgroups differentially, thereby eliminating the predictability and disproportionality of the subgroups occupying the highest and lowest health outcomes.

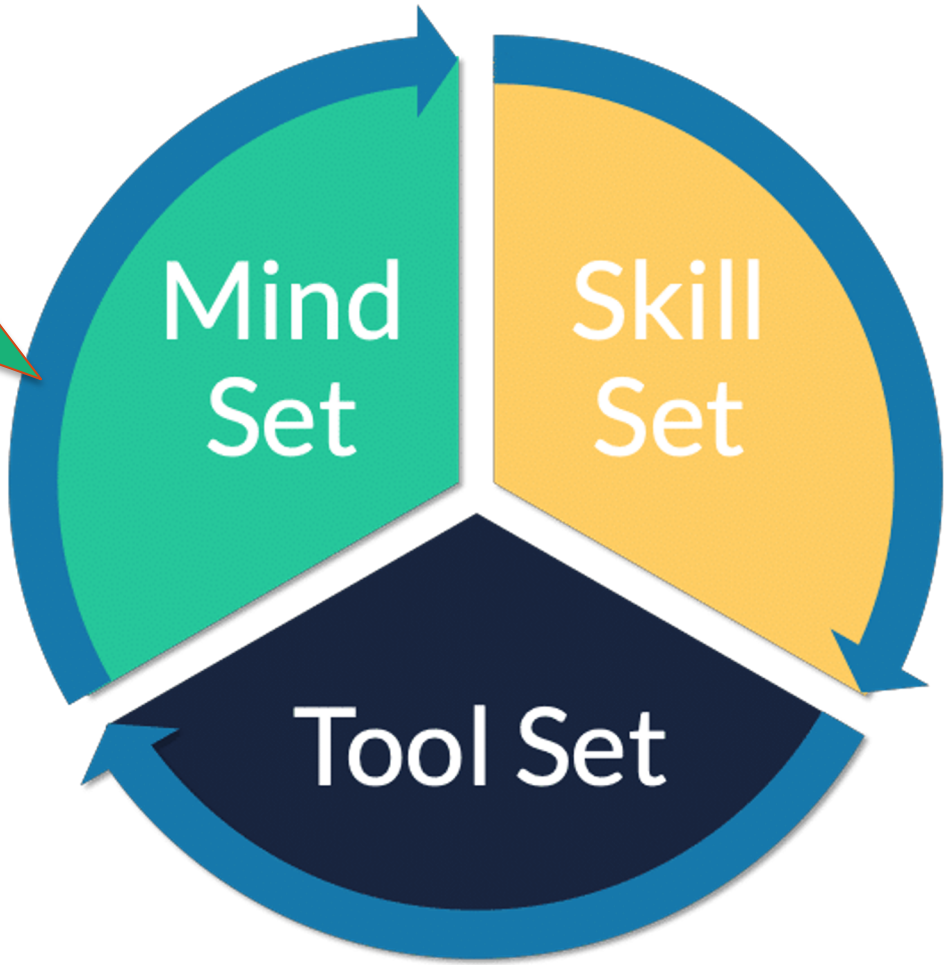
  -Azziz (2022)

- Achieving Equity requires a comprehensive review and revision of policies, practices, and procedures in order to ensure that all subgroups benefit equally. Requires a focus on all aspects of Organizational Climate and Culture.

  -Azziz (2017)

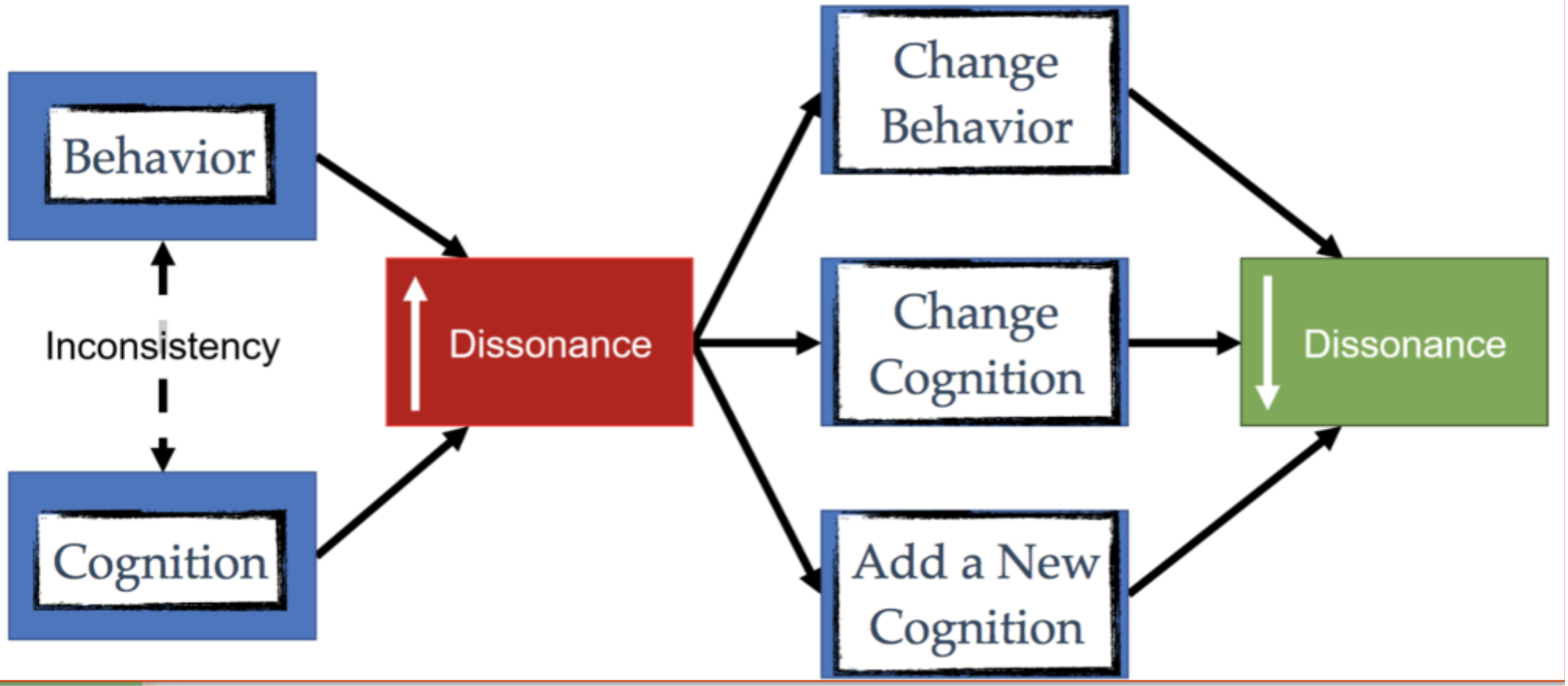
The Journey Towards Equity-Focused Health Practices

Beliefs and Actions that *actively* focus on dismantling the structures, policies, institutions, and systems that create barriers and perpetuate systemic inequality.



1. What do you want to accomplish? What about your organization?
2. What values, character, qualities, priorities are important to you? To your organization?
3. What is your organization good at? What do others say you are good at?
4. What gives you energy in your work?
5. What impact do you want to leave on those your serve? What about your organization?

Cognitive Dissonance



Are Your Actions Aligned With Your Why?
If Not, Why Not?

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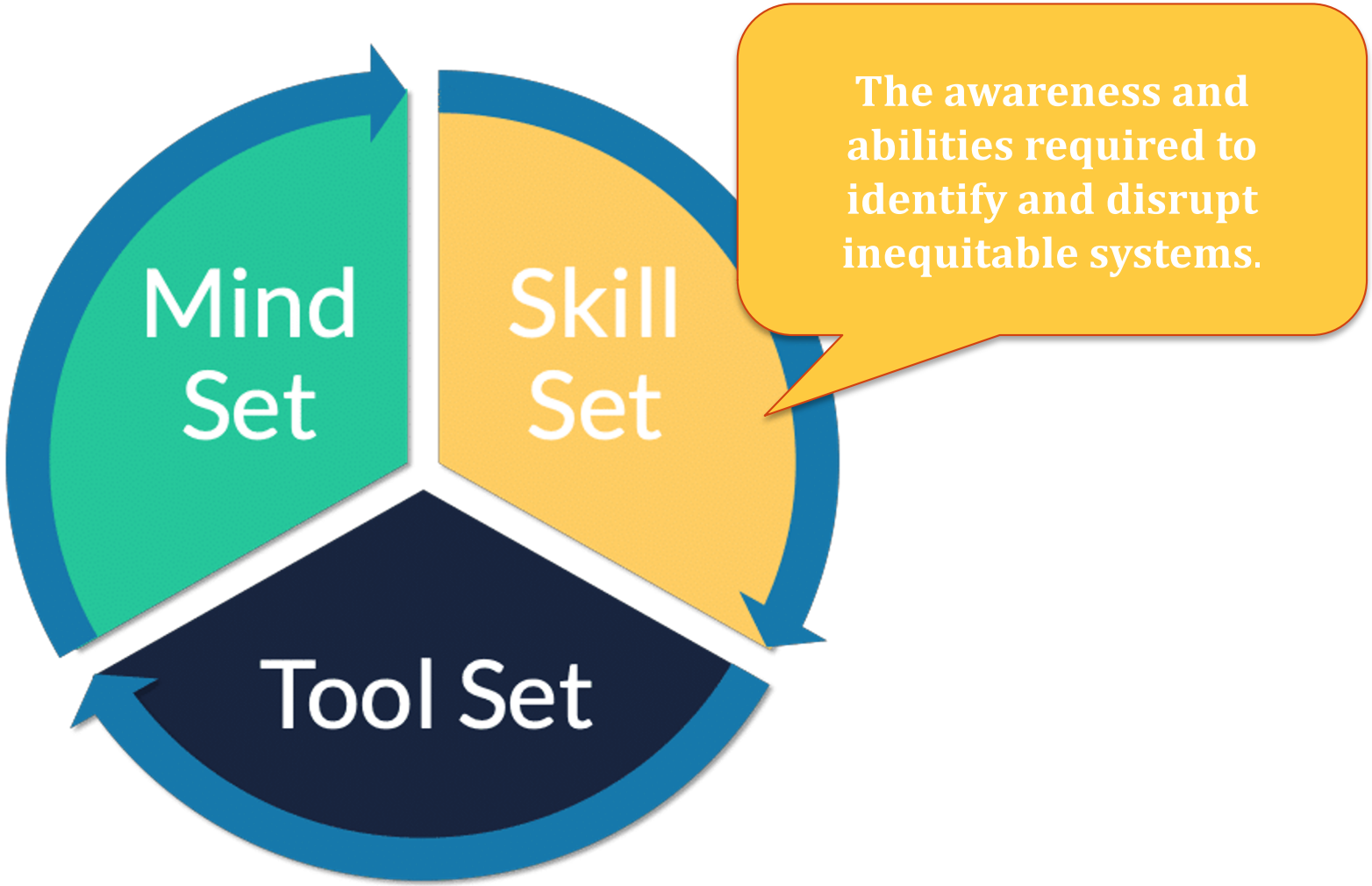

“

NOT EVERYTHING THAT IS FACED
CAN BE CHANGED,
BUT NOTHING CAN BE CHANGED
UNTIL IT IS FACED.

JAMES BALDWIN QUOTES

”

Equity Response Skillset

- The awareness and abilities required to identify and disrupt inequitable systems.
  - Ability to read, recast and resolve culturally mediated encounters.
- **Read**: Recognizing when situations are impacted/mediated by culture
  - Tuning in to culturally stressful or conflicting situations
- **Recast**: Noticing your reaction(s)/non-reaction(s) to culturally mediated situations and reframing them as situations that can be addressed effectively
  - Silence implies agreement
- **Resolve**: Being able to make decisions that are not an underreaction or an overreaction.
  - Performative vs. Authentic

Adapted from Stevenson(2014) "Racial Literacy"

Culture: What Is It? Why is it Important?

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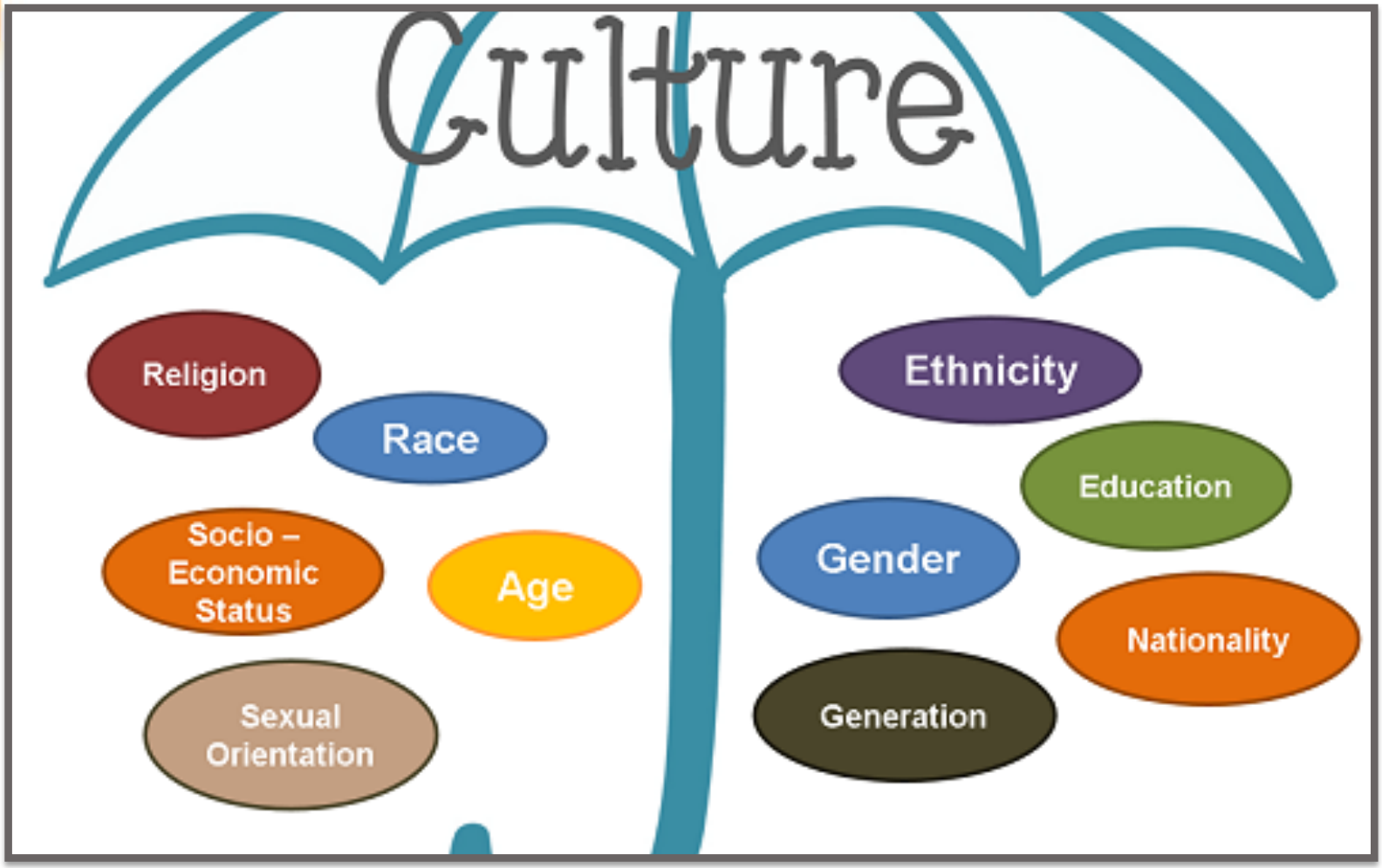
What is Culture?

Culture: the language, beliefs, values, norms, behaviors, and material objects that are passed from one generation to another.

http://tinyurl.com/kisspngculture

What is Culture?
Why is it Important?



Culture: What Is It? Why is it Important?

- **Every person on the planet is a member of at least one culture**

(Glenn Hoffarth,2002)

4 ESSENTIAL CULTURAL ANALOGIES

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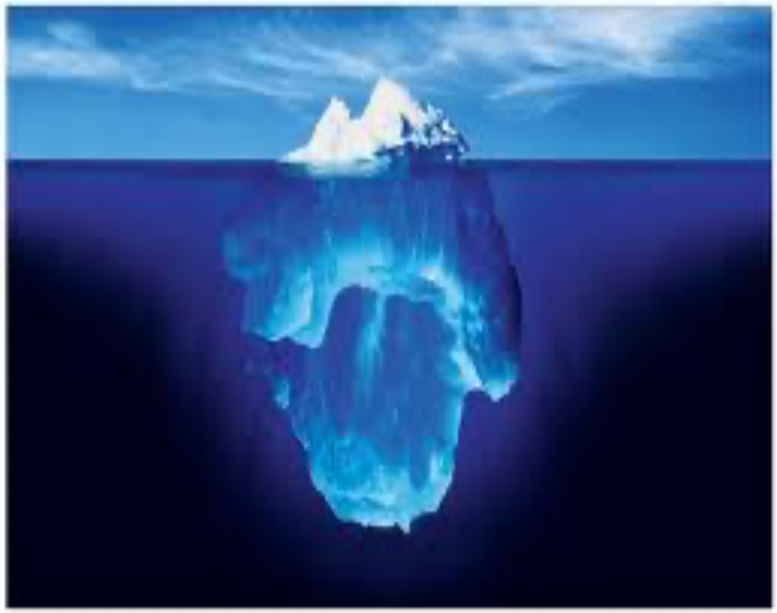
Culture is to humans as water is to fish



Culture is like an Iceberg

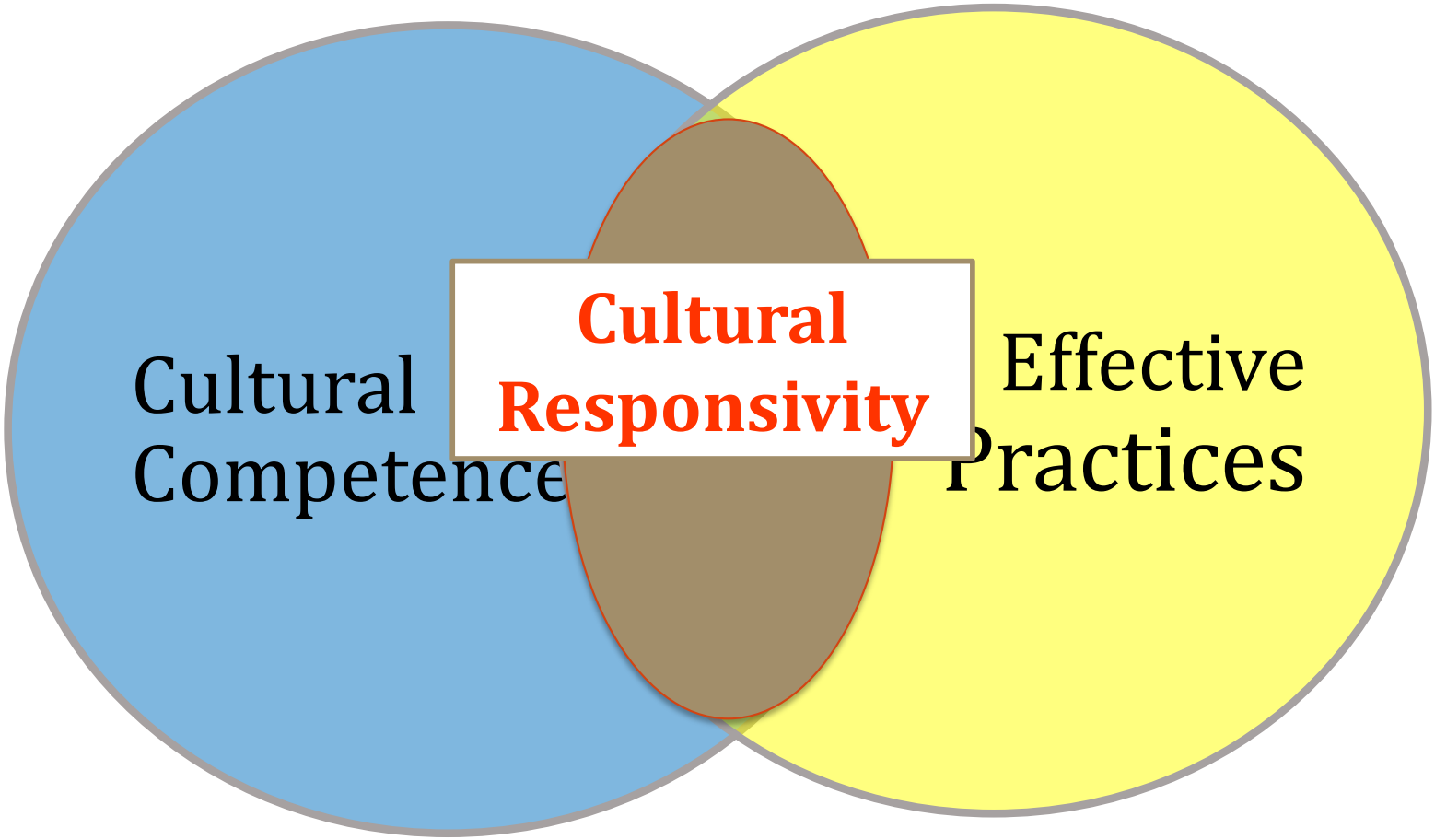
Culture is like an Onion

We don’t see things as they are…
we see things as We are.

Culture is a problem-solving resource we need to draw on, not a problem to be solved.

-Terry Cross

The Sweet Spot of Cultural Responsivity



Five Aspects of Cultural Competency

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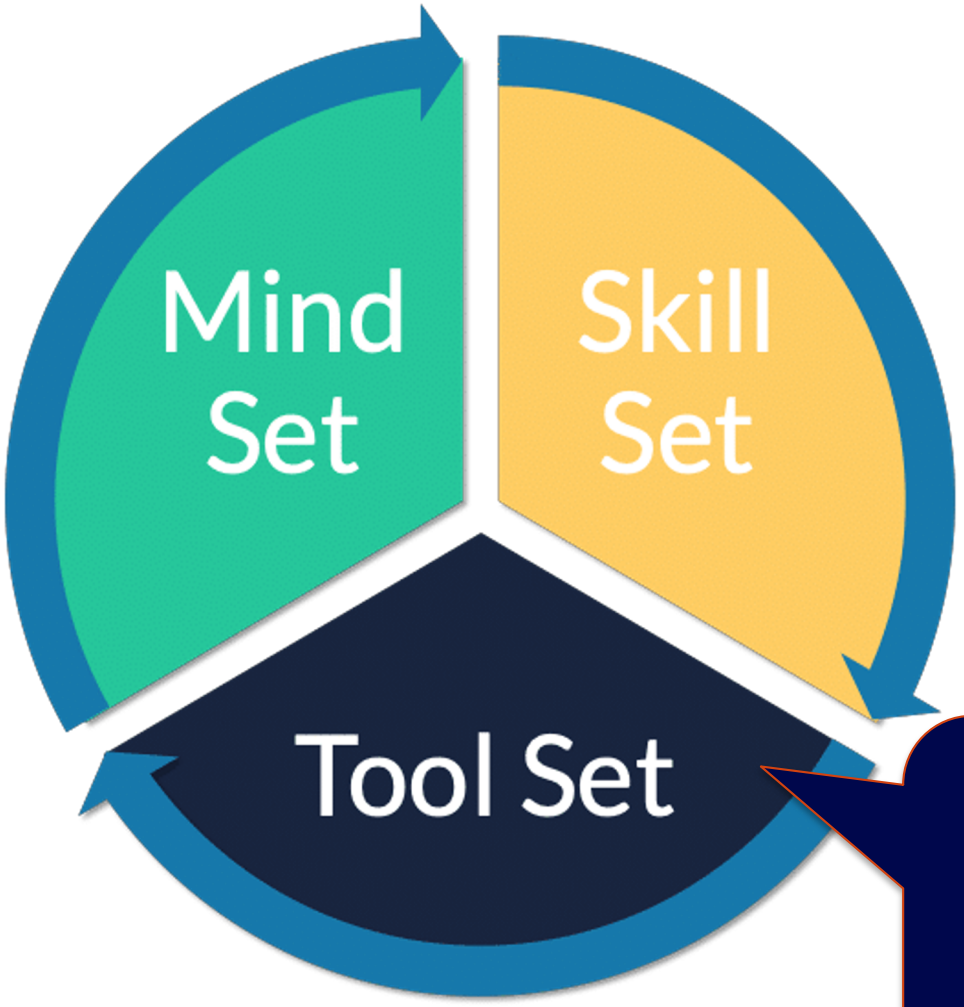
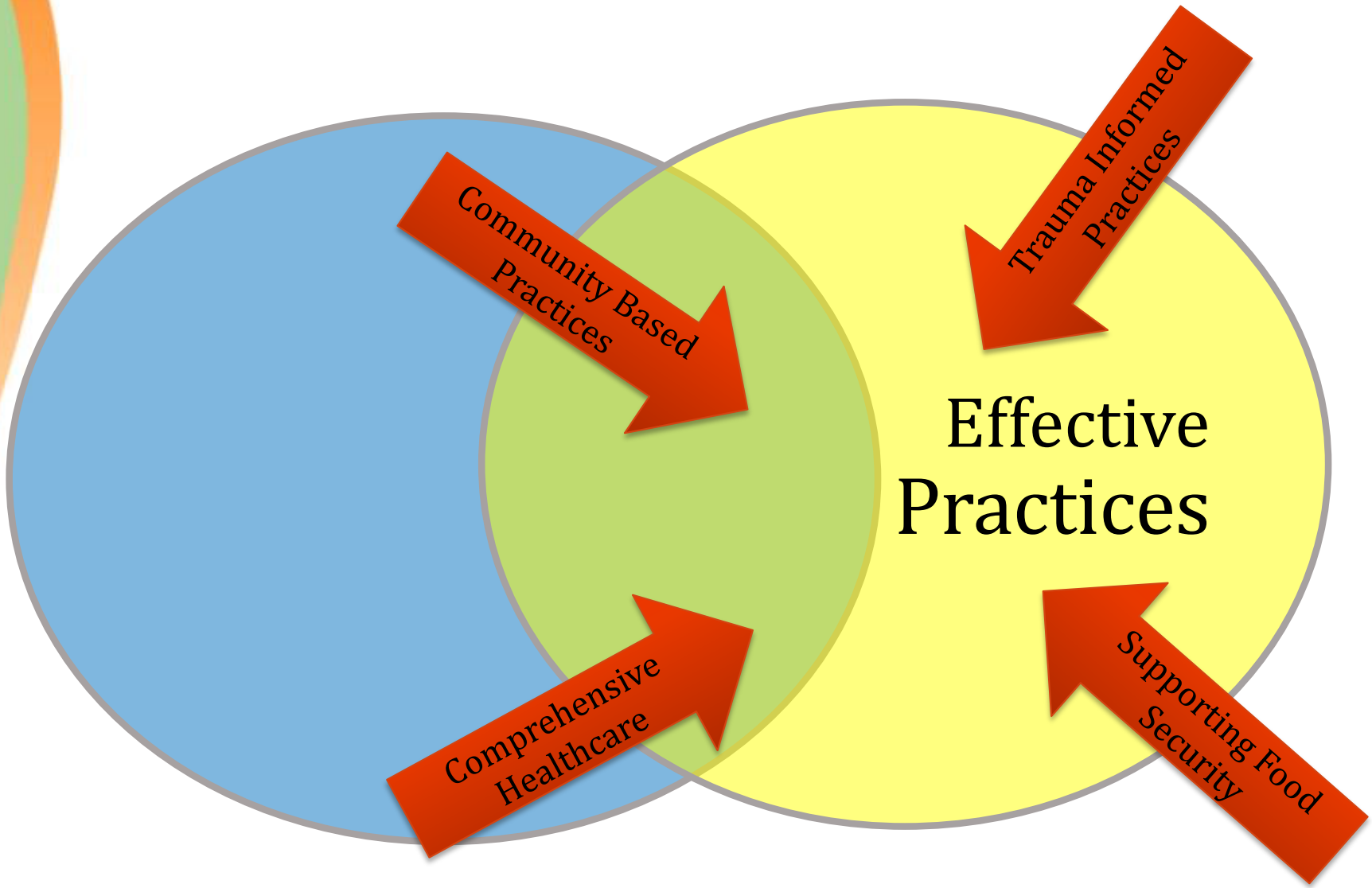


The evidenced-based practices, methodologies, systems, and frameworks used to create and sustain equitable systems.

Developing the Cultural Lens



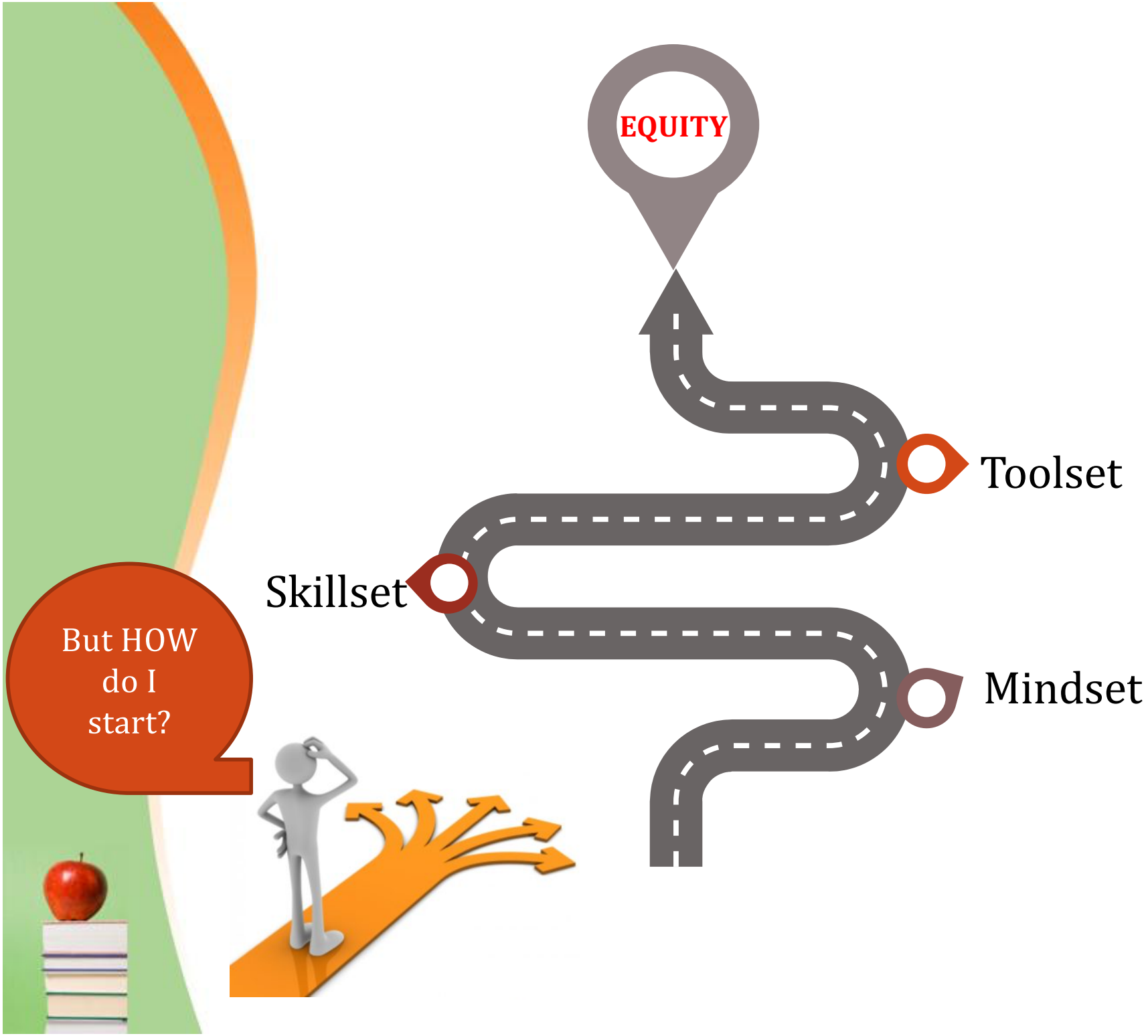
Culturally Responsive Practice

Culturally	Responsive	Practice
Deep understanding of the dimensions of culture and the ways in which culture may impact patterns of behavior, communication, and our perceptions.	Knowing ***WHEN*** and ***WHY*** there may be a need to differentiate practices to support cultural and/or linguistic diversity and ***HOW*** to do so with relevancy.	Strategies to support positive health outcomes for ALL.

Culturally Responsive Practice is a CONSTRUCT not a variable.

(Adapted from Schletchy, 2012)

CLOSING THOUGHTS


EQUITY
Toolset
Skillset
Mindset
But HOW do I start?

Breakout Session Learning Outcomes

Participants will:

- Assess of levels of readiness for Equity-focused work
- Evaluate current practices and alignment with best practices to illuminate strengths and opportunities for growth
- Prioritize next best steps for individual and organizational Equity work

This is a Journey…
Not a Destination

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Always
REMEMBER
YOUR Why

THANK YOU

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