Health Equity 101

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Equality ≠ Equity

Equality doesn’t mean Equity
Social Determinants of Health

- Environment
- Access
- Gender
- Culture
- Jobs
- Language
- Justice
- Family
- Housing
- School
- Early childhood education
- Self-determination
- Colonization
- Racism
- Control of resources
- Away from home
- And much more
### Distinctions Among the Concepts

<table>
<thead>
<tr>
<th>Concept</th>
<th>Research question</th>
<th>Application to policy or program planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disparity</td>
<td>Is there a difference in health status rates between population groups?</td>
<td>Is the difference too large?</td>
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<tr>
<td>Inequity</td>
<td>Is the disparity in rates due to differences in social, economic, environmental or healthcare resources?</td>
<td>Is the distribution of resources <em>fair</em>?</td>
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<tr>
<td>Inequality*</td>
<td>How do rates vary with the amount of the resource, and how is the population distributed among resource groups?</td>
<td>Can the distribution of the population among resource groups and/or the rates within resource groups be influenced?</td>
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<tr>
<td>Burden</td>
<td>How many people are affected in specific groups and in the total population?</td>
<td>How many people would benefit from interventions?</td>
</tr>
</tbody>
</table>

*Questions and applications refer to ordered groups*
Moving Upstream
NASTAD BLM Credo
Call to Action

• Read books and articles, listen to podcasts, etc. that explore the lived realities of marginalized groups

• Meet with health department health equity/minority health program staff

• Invest in the leadership of staff from underrepresented communities

• Show up for client populations—their events, their demonstrations to build rapport/relationships

• Allow community input/evaluation in the creation of programs

• Intentionally bring services into underrepresented communities
NASTAD Resources

- NASTAD’s Stigma Toolkit
- NASTAD’s Optimal Care Checklist
- CEBACC CME/CNEs – HisHealth.org
- CEBACC Provider/Patient Interactions – WellVersed.org
Other Resources

- **A Practitioner’s Guide to Advancing Health Equity**, Centers for Disease Control and Prevention (CDC)
- **Health Equity Webpage**, American Public Health Association (APHA)
- **Health Equity Top 10 Resources**, Unnatural Causes
- **The Roots of Health Inequity Course**, National Association of City and County Health Officials (NACCHO)
- **Health Equity Tools**, Prevention Institute
- **A Tale of Two Zip Codes**, The California Endowment
- **Reaching for Health Equity Graphic**, CDC
Thank you!

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