

Addressing Equity

Spokane Regional Law and Justice Council

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Spokane Regional Health District

Equity vs. Equality

Equality



Equity



"...isms" Impact Outcomes

Racism

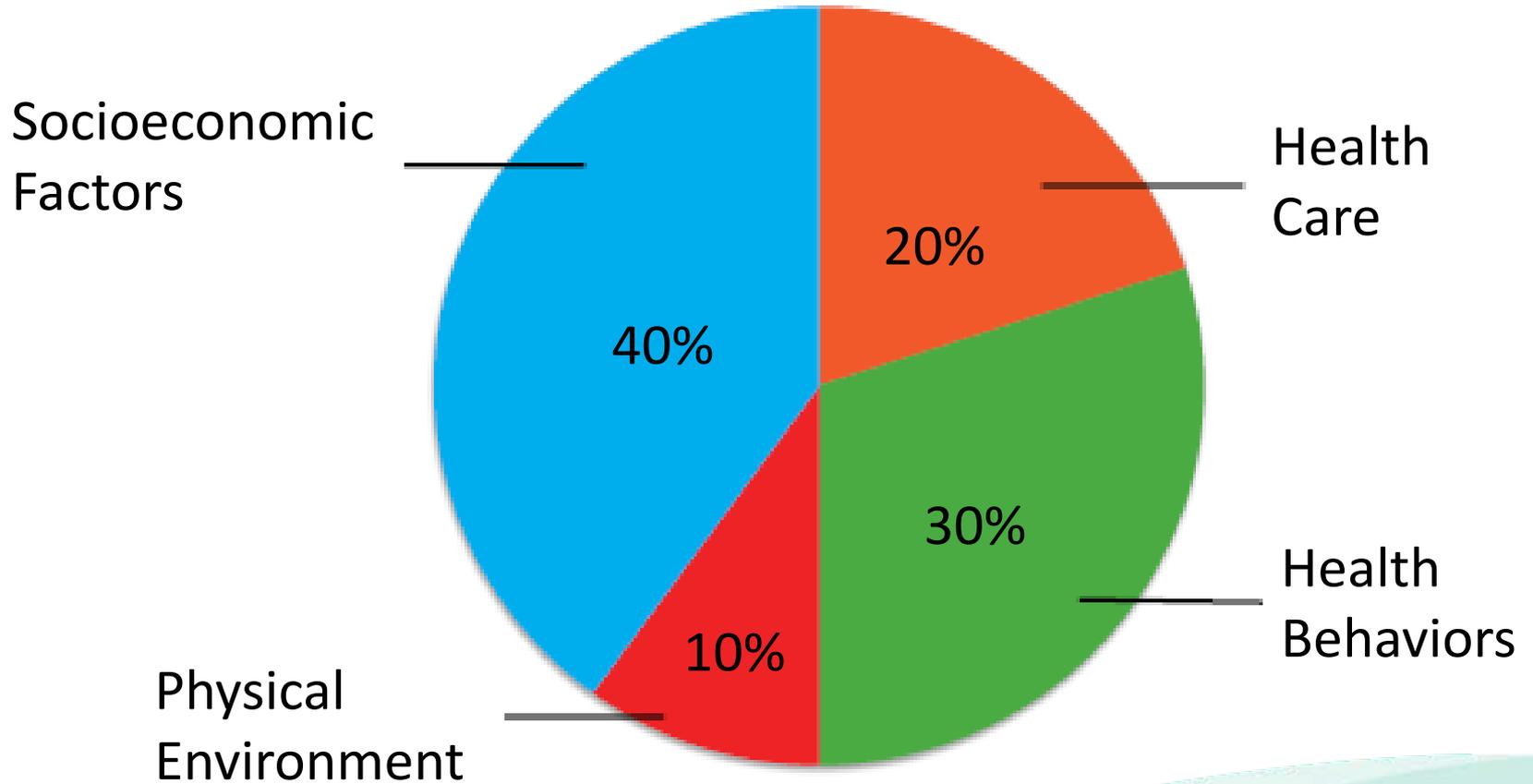
Classism

Sexism

Ableism

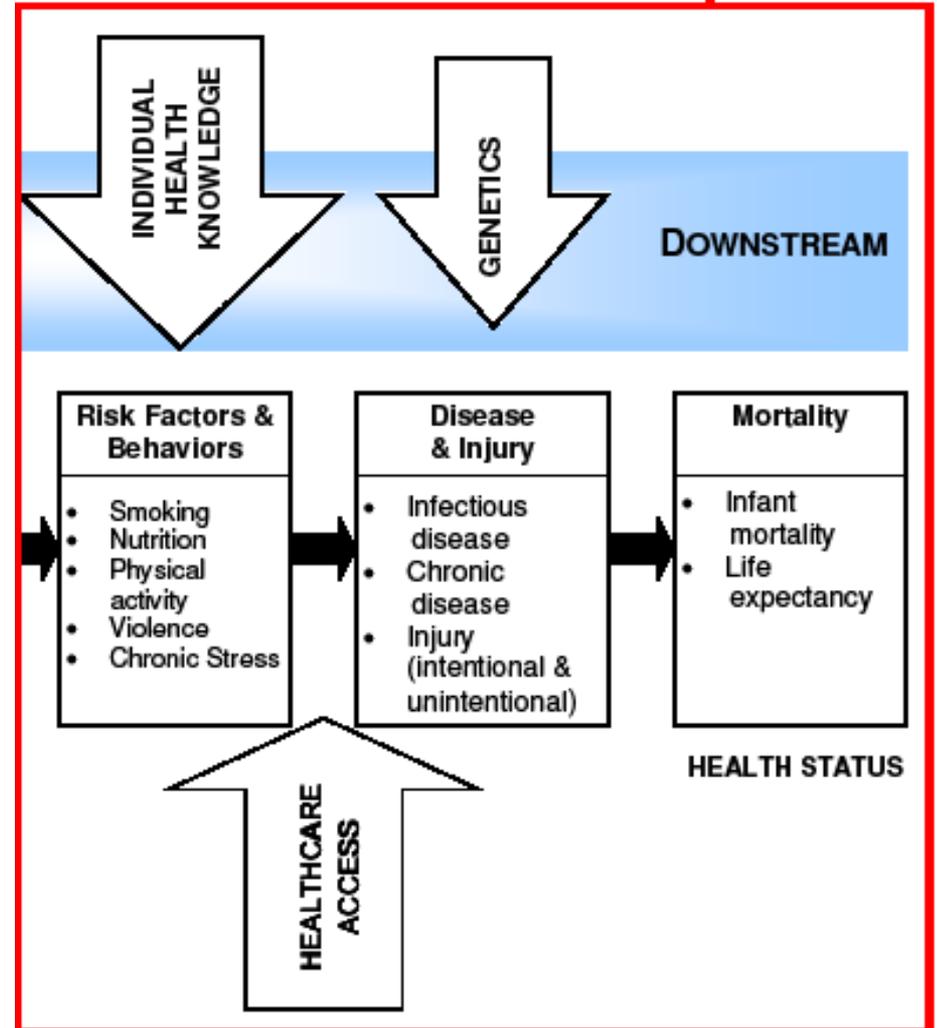
Hetero-
sexism

SRHD Perspective: Health Equity



A Framework for Health Equity

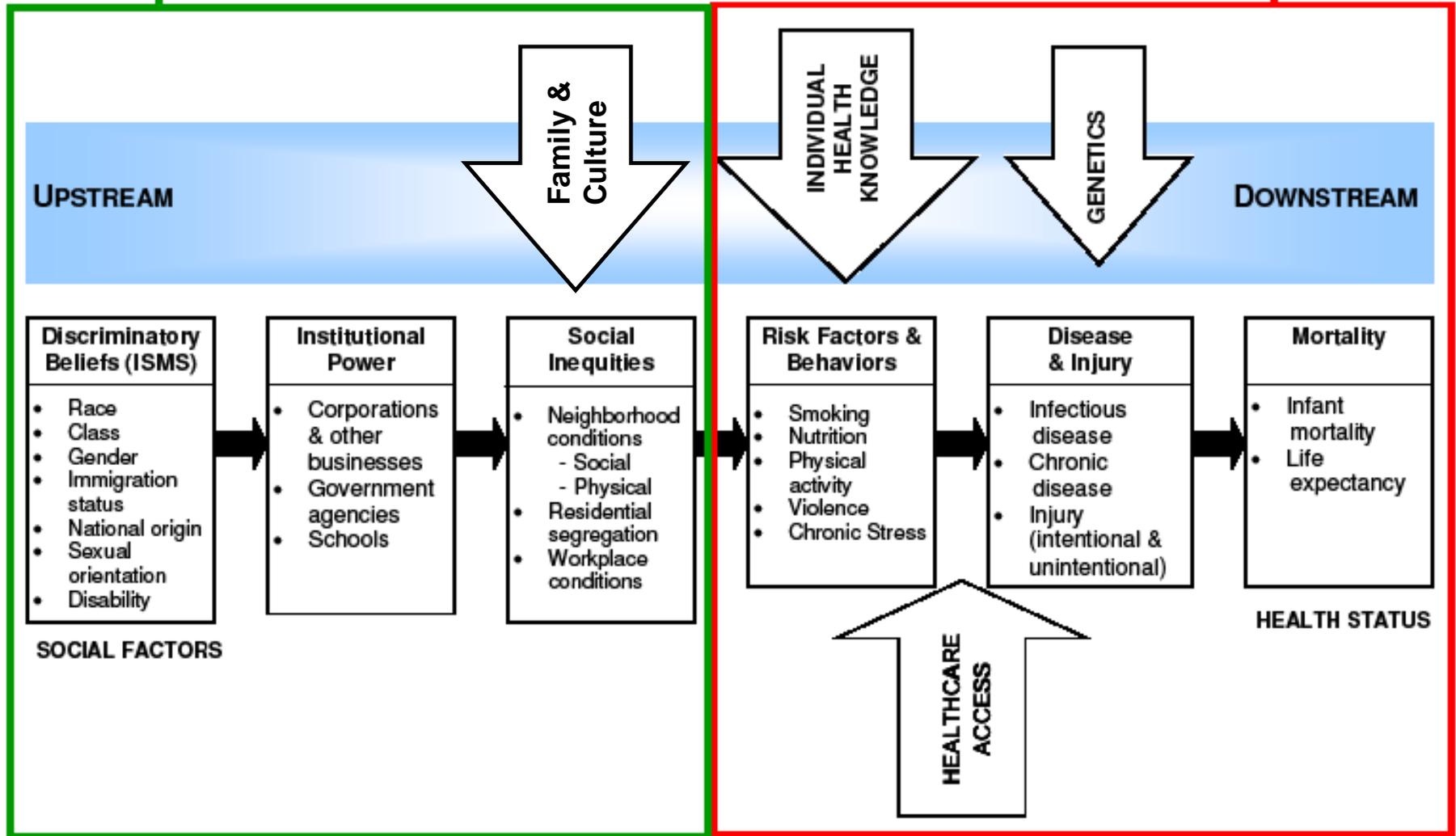
Medical Model



A Framework for Health Equity

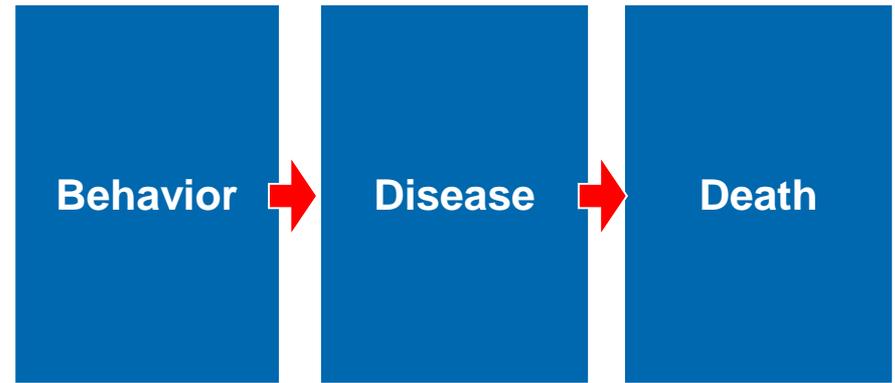
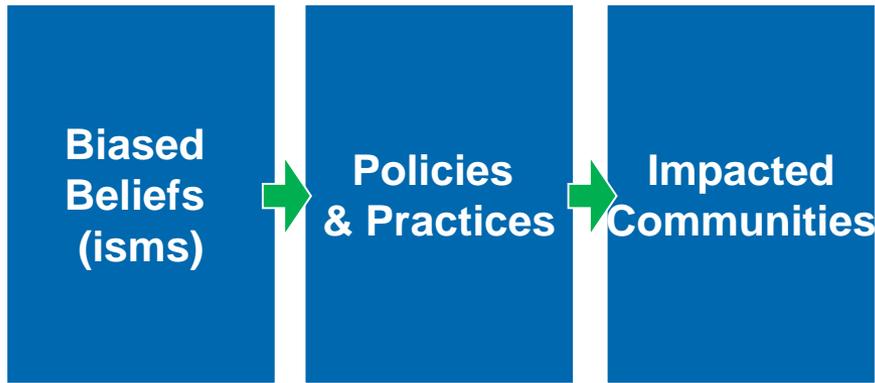
Socio-Ecological

Medical Model



Socio-Ecological (society)

Medical Model (individuals)



Drivers of change



Disparities in consequences

SRHD Equity Focus: Race



INTERNALIZED
Beliefs within individuals
Stereotype threat



INTERPERSONAL
Bigotry between individuals,
Racial anxiety

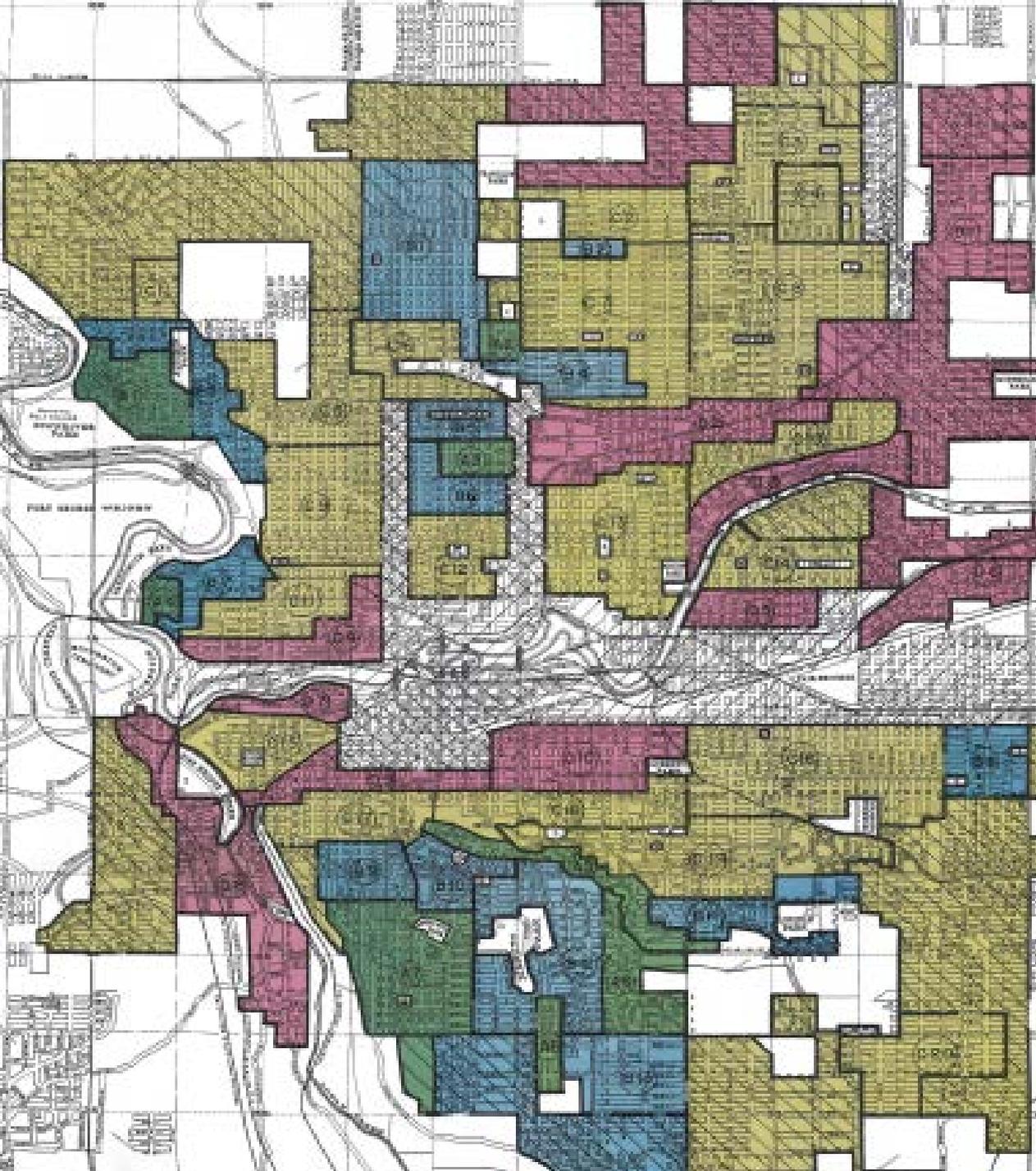


INSTITUTIONAL
Bias within an agency, school...



STRUCTURAL
Cumulative among institutions, durable,
multigenerational

Red-Lining in Spokane



-  Best
-  Still Desirable
-  Definitely Declining
-  Hazardous

Life Expectancy

by Block Group
2012 - 2016

Minimum difference
in life expectancy is
14 years



SRHD Process to Achieve Health Equity

Build Internal Infrastructure	Work Across Government	Foster Community Partnerships	Champion Transformative Change
<p>Mobilize Data, Research & Evaluation</p> 	<p>Build Government Alliances</p> 	<p>Share Power with Communities</p> 	<p>Confront the Root Causes</p> 
<p>Build Organizational Capacity</p> 	<p>Develop a Shared Analysis</p> 	<p>Build Community Alliances</p> 	<p>Develop Leadership & Support Innovation</p> 
<p>Change Internal Practices and Processes</p> 	<p>Broaden Regulatory Scope</p> 	<p>Engage in Movements</p> 	<p>Change the Conversation</p> 
<p>Prioritize Upstream Policy Change</p> 			<p>Build a Health & Equity Movement</p> 
<p>Allocate Resources</p> 			



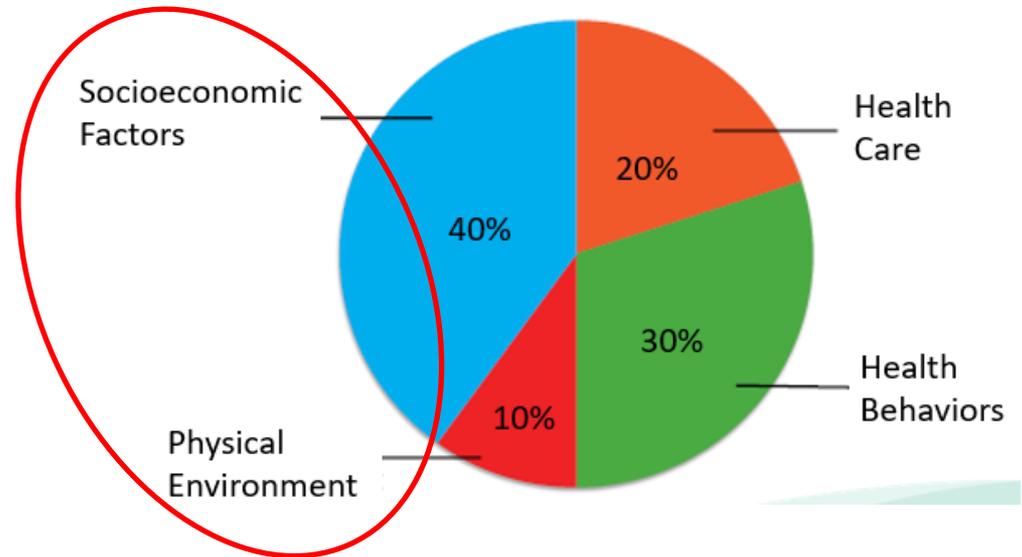
policy partner

a tool for assessing health and equity in policymaking

Social Determinants

Addressing key drivers of outcomes and inequities.

- Social, physical, and economic factors
- Applicable to decision-making across sectors and policy areas.



Policy Process and Tool

Analysis of policies against standard set of indicators

- Proactive and thorough
- Critical thinking and analysis
- Objectivity
- Identify negative impacts and avoid unintended consequences
- Identify when additional study (HIA) is needed
- Evaluate policies following implementation

Policy Partner Tool

10 Domains and 80 Factors

- Health
- Economic Vitality
- Transportation
- Education
- Housing
- Arts, Culture and Recreation
- Environment
- Public Safety
- Community Vitality
- Democratic Engagement

Scoring Mechanism

Scoring definitions:

- **Positive:** Documented or recognized positive impact.
- **Neutral:** No expected impacts or the impacts are no better or worse than any other policy or action.
- **Negative:** Documented or recognized negative impact.
- **Don't know:** Minimal research available or results of studies have been inconclusive or studies have contradictory results.

Policy Partner Tool

	HOUSING	Overall Impact	Equity Impact	Comments/Population(s) Affected
	Affordability: <i>What is the effect of the policy on the opportunity to have affordable housing that meets an individual's/family's needs?</i>	Neutral <input type="button" value="v"/>	Negative <input type="button" value="v"/>	People with lower incomes may be pushed out by gentrification as areas become more desirable and accessible, leading to new development and investment and higher rental and ownership costs.
	Access: <i>What is the effect of the policy on access to housing?</i>	Positive <input type="button" value="v"/>	Don't Know <input type="button" value="v"/>	
	Insecurity: <i>What is the effect of the policy on housing insecurity?</i>	Neutral <input type="button" value="v"/>	Don't Know <input type="button" value="v"/>	
	Quality: <i>What is the effect of the policy on the quality of housing?</i>	Positive <input type="button" value="v"/>	Negative <input type="button" value="v"/>	Same as above.
	Satisfaction: <i>What is the effect of the policy on satisfaction with housing?</i>	Positive <input type="button" value="v"/>	Don't Know <input type="button" value="v"/>	
	Homelessness: <i>What is the effect of the policy on homelessness?</i>	Neutral <input type="button" value="v"/>	Neutral <input type="button" value="v"/>	
	Associated Costs: <i>What is the effect of the policy on associated costs of housing (taxes, utilities, etc.)?</i>	Neutral <input type="button" value="v"/>	Negative <input type="button" value="v"/>	Property taxes might increase, which would impact lower income populations more than others.

Policy Partner Tool

HOUSING	100	%	0	0
PUBLIC SAFETY	100	%	0	0
TRANSPORTATION	78	%	2	0
Overall Health Impact Score	97.8	%	2	0
Equity Impact Scores				
	Domain Scores		Negatives	Don't Knows
ARTS, CULTURE AND RECREATION	100	%	0	0
COMMUNITY VITALITY	100	%	0	0
DEMOCRATIC ENGAGEMENT	100	%	0	0
ECONOMIC VITALITY	71	%	2	0
EDUCATION	100	%	0	0
ENVIRONMENT	100	%	0	0
HEALTH	100	%	0	0
HOUSING	14	%	3	3
PUBLIC SAFETY	92	%	0	1
TRANSPORTATION	100	%	0	0
Overall Equity Impact Score	87.7	%	5	4

Policy Partner Tool

HOUSING	100	%	0	0
PUBLIC SAFETY	100	%	0	0
TRANSPORTATION	78	%	2	0
Overall Health Impact Score	97.8	%	2	0
Equity Impact Scores		Domain Scores		Negatives
				Don't Knows
ARTS, CULTURE AND RECREATION	100	%	0	0
COMMUNITY VITALITY	100	%	0	0
DEMOCRATIC ENGAGEMENT	100	%	0	0
ECONOMIC VITALITY	71	%	2	0
EDUCATION	100	%	0	0
ENVIRONMENT	100	%	0	0
HEALTH	100	%	0	0
HOUSING	14	%	3	3
PUBLIC SAFETY	92	%	0	1
TRANSPORTATION	100	%	0	0
Overall Equity Impact Score	87.7	%	5	4

Analysis of results:

- Stop
- Modify policy
- Mitigate impacts
- More research

Deliberate consideration of negatives, especially in equity

Policy Partner Demo

- Handle with Care –

- Police response with children present
- School is notified to ‘handle with care’
- School staff monitor child and employ trauma informed practices

Questions/Discussion

About SRHD

Mission

As a leader and partner in public health, we protect, improve and promote the health and well-being of all people through evidence-based practices.

Vision

Healthy Lives. Safe Environments. Thriving Communities.

Values

- Integrity
- Compassion
- Respect
- Equity
- Collaboration
- Innovation

