A Health Equity Conversation: Accelerating Transformation Through a Culture of Belonging

Past, Present and Future of Public Health: Virtual Conference
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Moderator: Casey Parnell, Project Manager, #HealthierMO

Consilience Group Presenters:
- Traci Sampson Managing Principal
- Cheryl Dickson, MD, MPH, Sr. Advisor; Associate Dean, Health Equity and Community Affairs, WMID-Homer Stryker Medical School
- Juanita Ortiz, Sr. Advisor
Health Equity for Systems Transformation

**Opportunity**

Strengthen **Health Equity** policies and practices and address **Social Determinants of Health** across foundation areas and foundational capabilities.
Session Overview

• Learn about the #HealthierMO health equity initiative and FPHS model
• Explore concept of accelerating health equity transformation through a culture of belonging
• Provide guidance on challenges and opportunities to shape our health equity initiative
• Consider opportunities to co-design this initiative
Facilitators

Traci Sampson  
Co-Founder and Managing Principal  
Consilience Group

Cheryl Dickson, MD, MPH  
Senior Advisor, Consilience Group  
Associate Dean, Health Equity and Community Affairs, WMID-Homer Stryker Medical School

Juanita Ortiz, MBA  
Senior Manager  
Consilience Group
Foundations of Health Equity

Core Constructs
Our “Coming From Place”

Guiding Principle:
Health equity is a tool for efficient and effective population health management.

Our Approach:
Facilitate shared learning and collaboration to strengthen practices and policies to support your work.
What Impacts Health?

What Goes Into Your Health?

Social Determinants of Health Contribute to 80% of a Person’s Health and Wellbeing
What is Health Equity?

Equality

Equity

Robert Wood Johnson Foundation
Socio-Ecological Model of Health

What Does This Look Like in Missouri?

Health Equity: It’s not based on choice

#HealthierMO
Transforming the future of public health in Missouri
HealthierMO.org
Socio-Ecological Model of Health

Foundations of Health Equity

Cultivating a Culture of Belonging
“Belonging is when our full humanity, as a group and as individuals, is embraced. Belonging says, you’re part of the ‘we,’ and as part of the we, you get to define the world that we live in. You get to have a voice, and I accord you human dignity. I accord you respect. I accord you acknowledgement of your humanity and equality.”

John A. Powell, Director
UC Berkeley Othering & Belonging Institute

What is Belonging?
The Power of Belonging in Action

A sense of pride and self-worth

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Equity and Belonging

EQUITY

BELONGING
We see the world not as it is, but as we are.

- Talmud
To create a culture of belonging, **we must begin by looking inward** and cultivating new levels of self-awareness.
Your Cultural and Social Identities

What aspects of your identity are most meaningful to you, at home and at work?

- Race
- Physical appearance
- Gender
- Geographic location
- Ethnicity
- Rural/urban
- Age
- Work history
- Sexual orientation
- Religion/faith practice
- Parental status
- Physical abilities
- Family role/structure
- Partnership status
- Cognitive ability
- Socio-economic status
- Citizenship status
- Education Level
- Professional Cultures
Your Cultural and Social Identities

- What are the differences between the dimensions you chose for your home and work environments? What is the same?

- Which of the dimensions you chose for home and work are apparent to other people in those environments -- without you sharing that information with them?
The Iceberg Concept of Cultural and Social Identity

Tip of the Iceberg

- Dress and appearance
- Race/Skin color
- Language
- Religious belief
- Art
- Music
- Food
- Dance
- Literature
The Iceberg Concept of Culture

**Under the Waterline**

- Notions of beauty and modesty
- Ideals for child raising, courtship and family interaction
- Notions of leadership, logic and validity, patterns of decision making and problem solving
- Conceptions of status, patterns of conversation, and preference for competition/cooperation
- Concept of past, future and time
- Notions of friendship
- Concepts of the self, body language and handling emotions
- Conception of the self, body language and patterns of handling emotions
- Importance of the role of religion in daily life

Edward T. Hall, 1976
Everyone Has a Unique Cultural and Social Identity

- Learned, shared, and continually changing
- Localized and created through interactions
- Evaluative: values are embedded in behaviors and choices
- Broad with specific subcultures
Identity is Dynamic in Nature

*Individuals may identify with multiple cultures over the course of their lifetimes*
Now, revisiting your reflection take a moment to consider:

• What is your unique ‘intersectionality’?

• What is most important to you – and of those things what are above the waterline and which are below?
Strengthening a Culture of Belonging

• How does “othering” and “belonging” relate to health equity practice in your agency and community?
#HealthierMO
Health Equity & Social Determinants of Health

Moving Forward
How Will We Work?

Co-Design Team

- Baseline Survey
- Healthy Equity Training and Tools Review
- Health Equity Implementation Plan
Gathering Your Insights

Opportunity

Strengthen **Health Equity** policies and practices and address **Social Determinants of Health** across foundation areas and foundational capabilities.
What is your Guidance?

• What should we consider as we implement this initiative -- what are some requirements for success?
  • Co-Design Team
  • Baseline Survey
  • Healthy Equity Training and Tools Review
  • Health Equity Implementation Plan

• What do you think you and others across the state might need to take your equity work to the next level? Specific training topics? Specific tools? Other resources?
Join us!

Sign up in the chat or email me at cparnell@healthiermo.org