Responding to the Moment: Harnessing Data to Promote Equity

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A confluence of storms ....

COVID19's disproportionate impact on specific populations **highlights the inequities in our communities**

LOUISIANA

More than 70% of Louisiana residents killed by COVID-19 are African American, Governor says

HEALTH NEWS ✓ Fact Checked

Rural America Could Be the Region Hardest Hit by the COVID-19 Outbreak

Covid-19: The painful price of ignoring health inequities

March 18, 2020

Coronavirus disease (covid-19) provides a painful reminder of why inequities harm all of us. Equity [f] 464 [t] is widely misunderstood as a zero-sum game—i.e. the gain of one individual or group results in the loss to another. Yet, covid-19 is able to enter and quickly spread because of the social cracks and fissures generated by inequities. These inequities, created and sustained by centuries of structural racism and other forms of structural discrimination, make large segments of our society vulnerable to catching and spreading a disease that affects all, with global socioeconomic impacts.

The U.S. is a case example of why racial, economic, and other inequities make us susceptible to pandemics. Ultimately these diseases are preventable only through social dependence and collaboration. 45% of U.S. adults between the ages 19 to 64 are inadequately insured and 44 million are underinsured as of 2018 leading to high co-pays and out-of-pocket costs. [1] These individuals may be less likely to seek care for early symptoms of covid-19, at high-risk of contracting the disease, and to then facilitate spread through whole populations.

African Americans may be dying from COVID-19 at a higher rate. Better data is essential, experts say.

"Our ability to fully understand and confront this pandemic requires and demands that we obtain racial data now," one advocate said.

Will pharma commit to delivering affordable therapeutics against COVID-19?

by Yannis Natsis | Apr 6, 2020 | COVID-19, Universal Access and Affordable Medicines | Analysis & Opinion

Sources:
https://www.klfy.com/louisiana/more-than-70-of-louisiana-residents-killed-by-covid-19-are-african-american-governor-says; https://blogs.bmj.com/bmj/2020/03/18/covid-19-the-painful-price-of-ignoring-health-inequities/; https://www.healthline.com/health-news/rural-america-hardest-hit-by-covid-19-outbreak; https://www.nbcnews.com/news/nbcblk/african-americans-may-be-dying-covid-19-higher-rate-better-n1178011; https://epha.org/will-pharma-commit-to-delivering-affordable-therapeutics-against-covid-19/

Rebounding back to what we had before is not an option because the "old normal" wasn't working for many of our fellow Americans
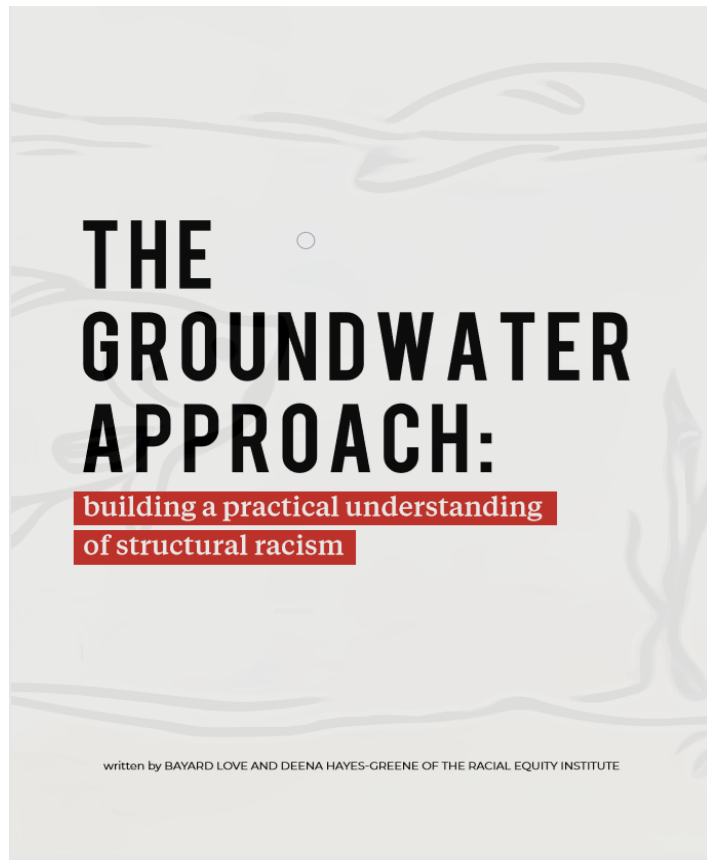
Child wellbeing inequities are widespread and persistent

- Health outcomes
- Educational attainment
- Special education
- Preschool attendance
- School discipline
- ACEs

"How little preschool discipline is rooted in young children's behaviors as opposed to adult behaviors – due to implicit bias and gross understanding of toddler development…"

"Why Are So Many Preschoolers Getting Suspended?", December 2015
*The Atlantic*

Understanding Structural Racism

THE GROUNDWATER APPROACH:

building a practical understanding of structural racism

written by BAYARD LOVE AND DEENA HAYES-GREENE OF THE RACIAL EQUITY INSTITUTE

"We believe that effective solutions require accurate diagnoses, and that our collective understanding of why we have inequity is largely incomplete or altogether incorrect."
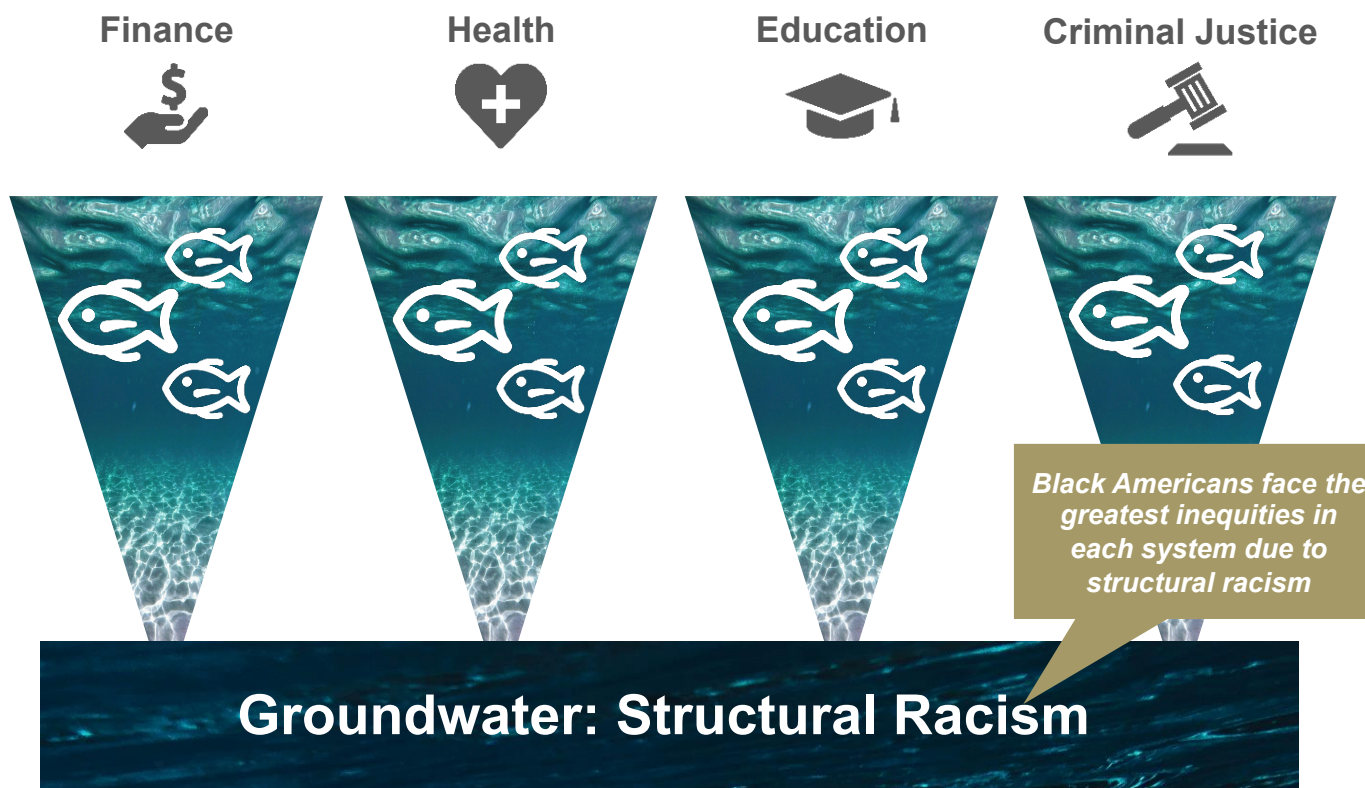
Racial Equity Institute

What to do when the fish are sick and dying?

Fish

Lake

Ground water

Groundwater: Structural Racism
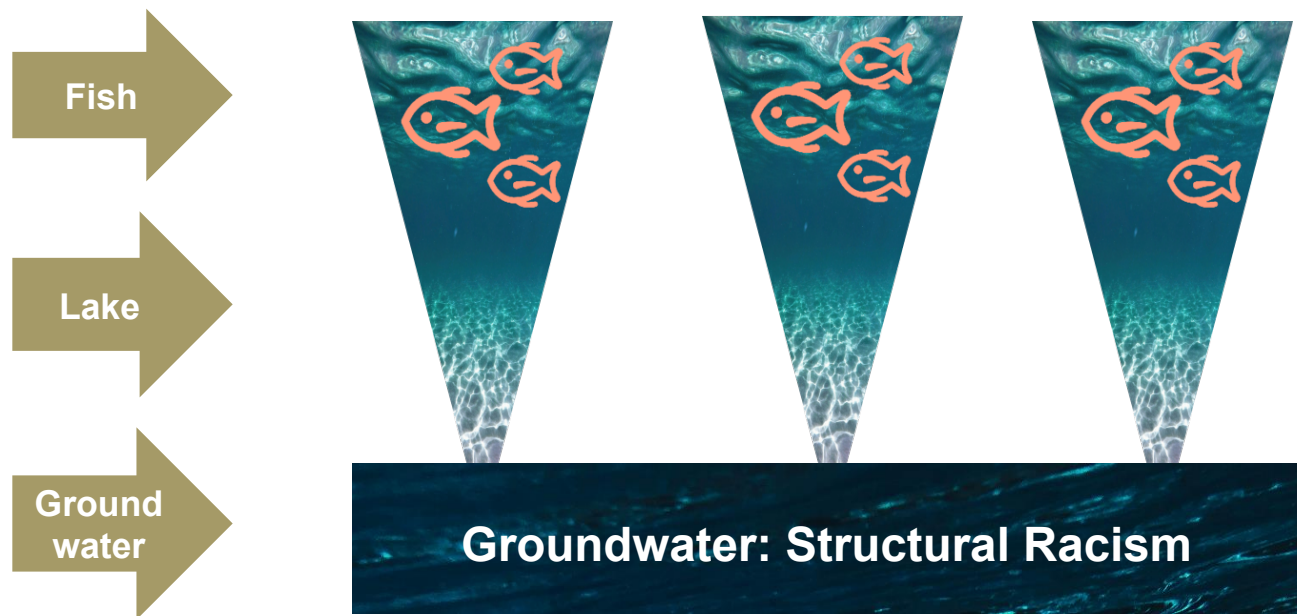
*Concept drawn from Racial Equity Institute's [Groundwater Approach](#)

Systems are **interconnected** – fed by the same groundwater that produces racial inequities

Finance

Health

Education

Criminal Justice

Black Americans face the greatest inequities in each system due to structural racism

Groundwater: Structural Racism

Source: "The Groundwater Approach", REI, 2018

Strategies for change can target different levels of REI's Groundwater Framework

Fish

Lake

Ground water

Groundwater: Structural Racism
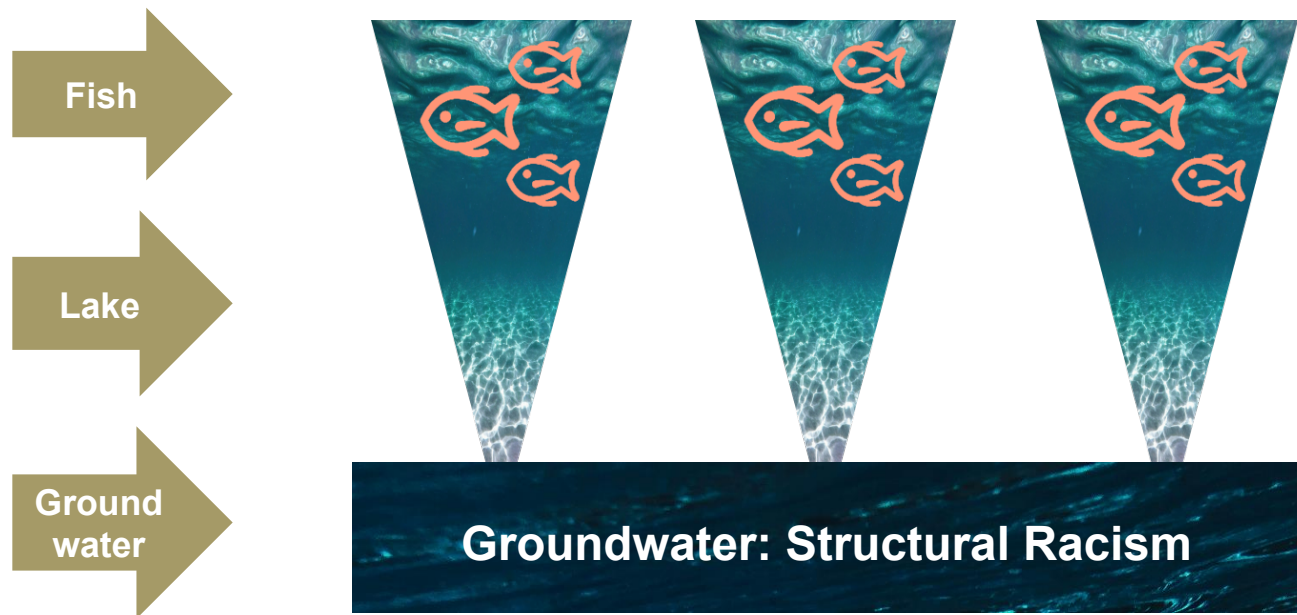
*Concept drawn from Racial Equity Institute's Groundwater Approach

How can we work toward systems change – *fixing the groundwater*?

Systems change is a process of shifting the conditions that create and perpetuate social problems
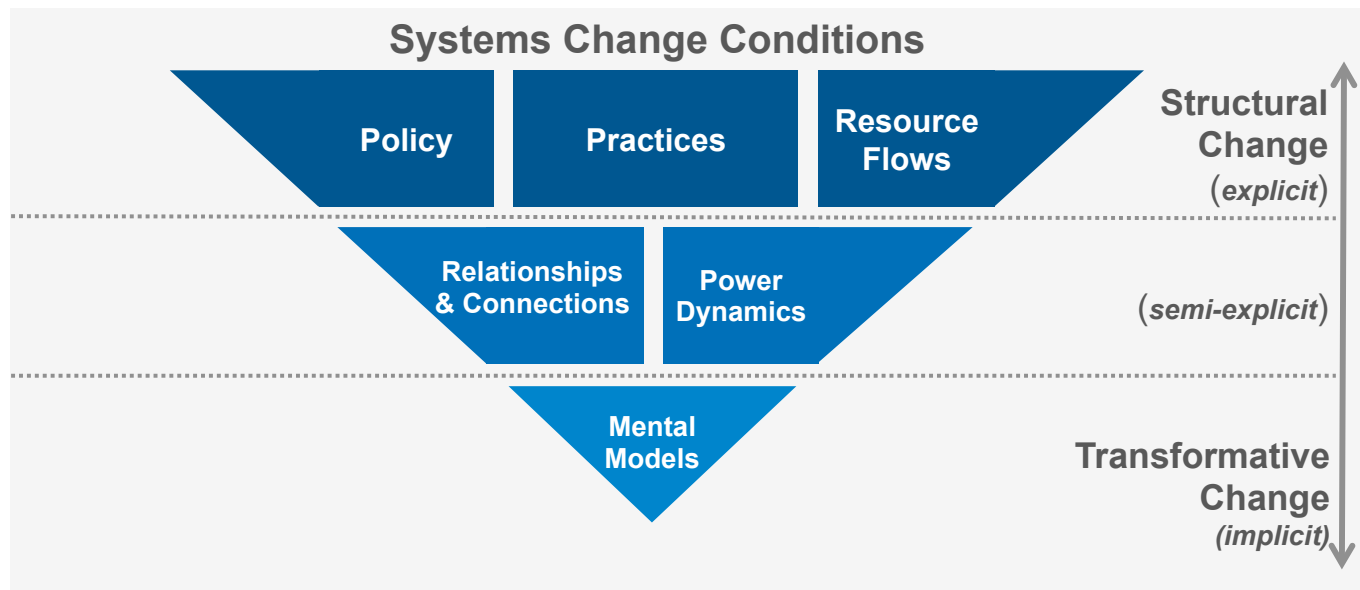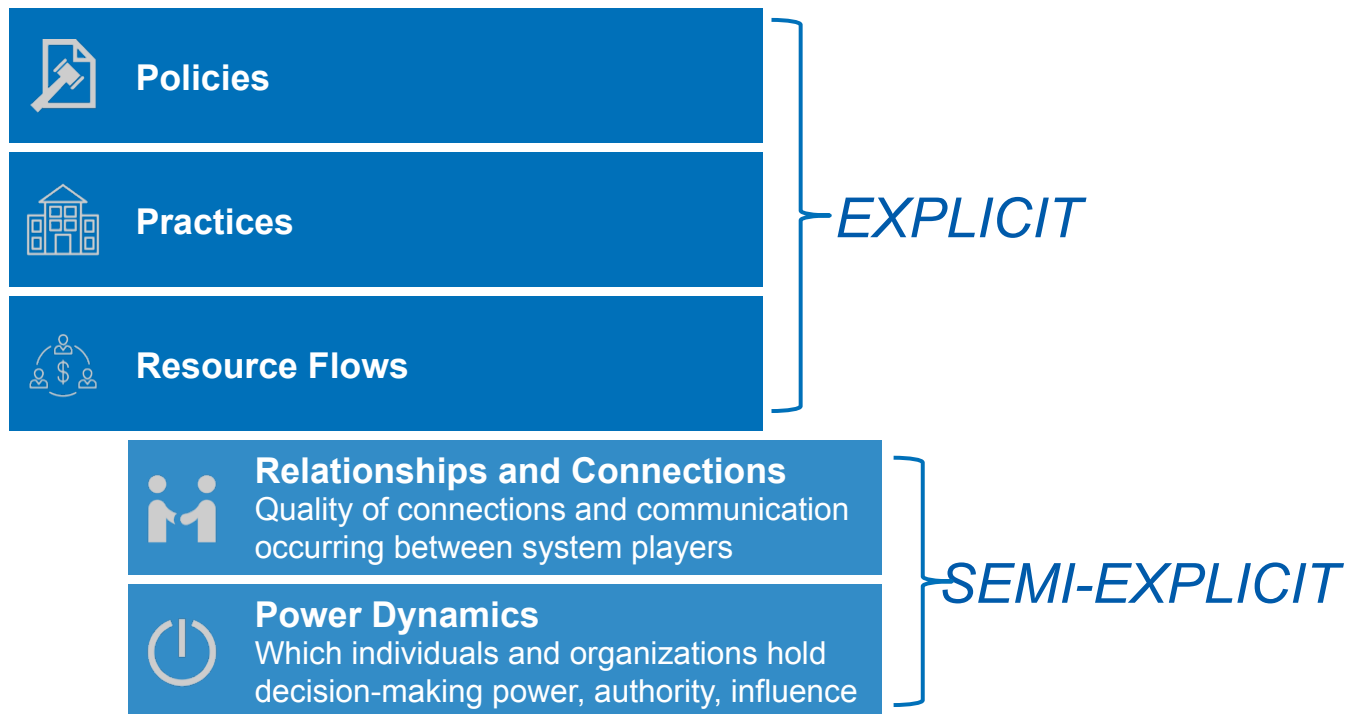

Source: John Kania, Mark Kramer, and Peter Senge, "The Water of Systems Change"

There are several leverage points in the system, some of which are more explicit than others

Policies
Government rules, regulations and priorities that guide its and others' actions

Practices
Organizational and practitioner activities that reflect their values and priorities

Resource Flows
How money, people, knowledge and information are allocated and distributed across a system

EXPLICIT

There are several leverage points in the system, some of which are more explicit than others

Policies

Practices

Resource Flows

EXPLICIT

Relationships and Connections
Quality of connections and communication occurring between system players

Power Dynamics
Which individuals and organizations hold decision-making power, authority, influence

SEMI-EXPLICIT

There are several leverage points in the system,
some of which are more explicit than others

Policies

Practices

Resource Flows

EXPLICIT

Relationships and Connections

Power Dynamics

SEMI-EXPLICIT

Mental Models
Deeply held beliefs and assumptions that
influence one's actions

IMPLICIT

How can we use data to change the "groundwater"?

- What data are you collecting? Is it only about the flaws of the "fish"?

- Who is the audience? Who are you seeking to influence? Who could be activated by the data?

- What story are you telling and with what language?

- Who are your partners? Who gets to decide how to make meaning from the data? Who is included and who isn't?

- How is the data contributing to all 6 elements of systems change?

Questions?