Advancing Health Equity in Population Health

Session 4: Developing Interventions II: Getting to the deep causes

Solaire Spellen, Associate Director
California Preterm Birth Initiative
Obstetrics, Gynecology & Reproductive Services
To enable live captioning:

• Go to the Zoom toolbar at the bottom of your screen
• Click on "Live Captioning"
• Select "Show Captions"
Icebreaker! As folks settle in, please share in the chat...

What is one area of health equity work that you are interested in learning more about?
Please turn your cameras on! We’d love to hear your voice and see your face. We will be successful today if everyone is able to contribute at least once.

Use the chat liberally to ask questions, make comments, indicate agreement.

Take care of yourself. Take breaks, stretch, and let us know if you need support.
Map of our learning collaborative

1: Primer on healthcare equity + population health
2: Data-driven improvement
3: Developing Interventions I: Who's at the table?
4: Developing Interventions II: Getting to the deep causes

*Office hours & sharing session
Objectives

1. Learn about tools and frameworks that advance health equity

2. Develop a shared understanding of the importance of community engagement

3. Hear from experts in the field who have put the above into practice
Welcome, Solaire!

Solaire Spellen, MPH, Associate Director
UCSF California Preterm Birth Initiative
Obstetrics, Gynecology & Reproductive Services
“Nothing About Us Without Us”
Powered by Community
Preterm Birth, 2017

Low Birthweight, 2016

Infant Mortality per 1,000 births, 2015-2016

Maternal Mortality per 100,000 births, 2013-2017

Sources: CDC WONDER Online Database; Natality public-use data, 2017; Birth Statistical Master Files, 2019; Mortality Files, 2013-2017; Linked Birth/Infant Death Files, 2015-2016
Why?
The rate of preterm birth among Black women is 47% higher than the rate among all other women.
Structural racism is a major driver of racial disparities in adverse birth outcomes.
Why America's Black Mothers and Babies Are in a Life-or-Death Crisis

The answer to the disparity in death rates has everything to do with the lived experience of being a black woman in America.

By LINDA VILLAROSA  APRIL 11, 2018
Assess with Care

Be Accountable
What Does it Take to Advance Health Equity?

- CENTERING COMMUNITY VOICES
- GARE’s Normalize, Organize, Operationalize Framework
- Race Equity 101 Toolkit
  - Anti-racism practices and tools
- Racism as a Root Cause Approach (RRC)
- Performance measures, QI, and accountability
Center Community Voices
Nothing About Us Without Us!
Who is an expert?
People who have first-hand experience of an issue are uniquely positioned to solve it.
Applying Theory

Table of Contents

Key:
- Quick Dip
- Moderate Swim
- Deep Dive

Normalize

Page Number
3. Anti-Racists Leadership Self-Assessment
   a. Evaluation Tool
   b. Scoring Process
   c. Action Planning
10. Introduction to Race Equity - Kyoko Hirose
   a. Equality vs. Equity
   b. Structural Racism
   c. Power and Privilege
   d. Initiating Conversations about Race and Equity
   e. Example Conversations on Race and Equity
15. Toolkit: Naming the Elephant in the Room
17. B.E.A.C.H. Intention Statements - for Conversations about Race and Equity
   a. B.E.A.C.H. Intention Scenarios
20. Flower Petal Activity

Organize

22. Performance Measurement
   a. Scops
      i. Bring partners in the room
      ii. Brainstorm where race equity issues might come up (areas of weakness)
      iii. Identify data you have access to (not just limited to above) and wish list data
     iv. Stratify by race
     v. Prioritize by impact
   b. Results-Based Accountability & Racial Equity Tool
26. Prototyping

Operationalize

38. HRA/Workforce
   a. Interview Questions
   b. Job Descriptions
   c. Orientation
   d. Performance Appraisal
40. Cultivating Employees Underrepresented in Leadership
42. Menu of Action Items
   a. Standing Agenda Items
   b. Race Equity Team/Committee that will create a race equity plan
   c. Book Clubs
   d. Your own race equity discussion series
   e. Cultivating employees underrepresented in leadership
   f. All-Staff meeting focused on race equity
   g. Management Accountability
   h. Contract with Black owned Businesses
   i. Communications Plan, Accountability & Follow Up
45. Moving Forward
Table of Contents

Key:
- Quick Dip
- Moderate Swim
- Deep Dive

Operationalize

29. SMART Goals
31. Improving Engagement with our Black Clients
35. Non-Violent Communication Tool

38. HR/Workforce
   a. Interview Questions
   b. Job Descriptions
   c. Orientation
   d. Performance Appraisal
40. Cultivating Employees Underrepresented in Leadership
42. Menu of Action Items
   a. Standing Agenda Items
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   d. Your own race equity discussion series
   e. Cultivating employees underrepresented in leadership
   f. All-Staff meeting focused on race equity
   g. Management Accountability
   h. Contract with Black-owned Businesses

Organize

22. Performance Measurement
   a. Steps
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26. Prototyping
Racism as a Root Cause (RRC) Approach

- Long-Term
- Systems Change
- Precise Impact
- Reparations

Dr. Zea Malawa, Jenna Gaarde, Solaire Spellen
Precise Impact

Precisely impacts the racially marginalized group(s)
Systems Change

Focuses on changing policies, systems, and environments as opposed to changing people

Dr. Zea Malawa, Jenna Gaarde, Solaire Spellen
Long Term

Sustainable and/or institutionalized for long-term impact

Dr. Zea Malawa, Jenna Gaarde, Solaire Spellen
Reparations

Seeks to repair historical injustices by shifting resources, power, and opportunities to marginalized racial groups
RRC for Individuals

- Long-Term
- Systems Change
- Precise Impact
- Reparations

Dr. Zea Malawa, Jenna Gaarde, Solaire Spellen
Long Term

- Long term commitments to anti-racism. No one-offs
- Lifelong learning (and unlearning)
Precise Impact

Center on the most marginalized

Dr. Zea Malawa, Jenna Gaarde, Solaire Spellen
Systems Change

• Get political in your free time
• Vote and support voting rights
• Call your politicians
• Partner with groups focused on systems change
Reparations

**Share your power**—invite community members to participate in decision-making, seek and elevate perspectives of Black colleagues

**Share your opportunities**—mentor/sponsor Black students, make sure Black staff get training priority, create an internship

**Share your resources**—Donate to Black-led organizations, pay Black people for their work, expertise, and emotional labor

Dr. Zea Malawa, Jenna Gaarde, Solaire Spellen
Be Accountable

- Results Based Accountability
- SMART Goals
- Community-defined Measures of Success
What is the outcome you would like to see in a population as a result of your program? What are the racial equity implications?

**Whole Population**
Population Accountability & Indicators
- Rate of preterm birth by race
- Unemployment rate by race
- Average salary by race
- High school graduation rate

**Client Population**
Performance Accountability & Measures
- How much did we do?
- How well did we do it?
- Is anyone better off?

**Results-Based Accountability & Racial Equity**
Performance Measures
(What WE are doing to advance racial equity)

**Quantity**
- How much did we do?
  - % of clients served, stratified by race
  - % of clients seen in their own language
  - % staff trained by race
  - % of activities completed by type of activity, stratified by neighborhood

**Effort**
- How well did we do it?
  - % Common Measures
  - % clients seen in timely manner stratified by race
  - % activities completed in D10
  - % renovation funds dedicated to clinics serving majority black clients

**Quantity**
- How well did we do it?
  - % Behavior
  - % Attitude/Opinion
  - % Circumstances
  - % Knowledge/Skills

**Is anyone better off?**
- % Behavior
  - % of clients served, stratified by race
  - % of clients seen in their own language

When in doubt, stratify by race. Please also note that race is just a proxy for measuring experiences of racism. It is imperfect, but a place to start.
Thoughts, Questions, Comments?
Welcome, panelists!

Ocean Berg, Perinatal Clinical Nurse Specialist
Nurse-Family Partnership, San Francisco Department of Public Health's Maternal Child Adolescent Health Division

Alexis Cobbins, MSW
Executive Director, California Preterm Birth Initiative, University of California, San Francisco

Ana Delgado, MS, RN, CNM
Clinical Professor, UCSF Department of Obstetrics, Gynecology and Reproductive Sciences, San Francisco General Hospital Division

Jasmine Powell, BS
Equity & Justice Specialist, Bixby Center for Global Reproductive Health, University of California, San Francisco

Larry Rand, MD
Director of Perinatal Services, UCSF Fetal Treatment Center, Principal Investigator UCSF California Preterm Birth Initiative
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Office hours & sharing session
Sharing Session

• 3-5 minute shareout

• Guiding questions:
  o What are you working on related to health and healthcare equity?
  o What have been your accomplishments to date?
  o What challenges have you faced in doing this work?
  o What ideas or support would be helpful to hear from others?
Thoughts, Questions, Comments?
Wrap Up

Please remember to complete the post-session survey.
THANK YOU!