

Advancing Health Equity in Population Health

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

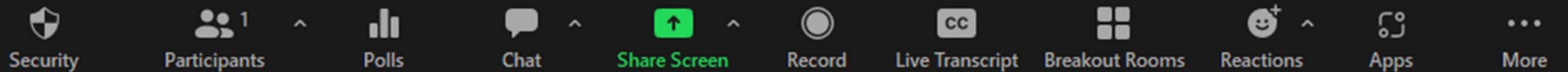
Solaire Spellman, Associate Director
California Preterm Birth Initiative
Obstetrics, Gynecology & Reproductive Services



Live Captioning

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?



Housekeeping



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



California
Preterm Birth
Initiative

“Nothing About Us Without Us”

Solaire Spellen, MPH | Associate Director

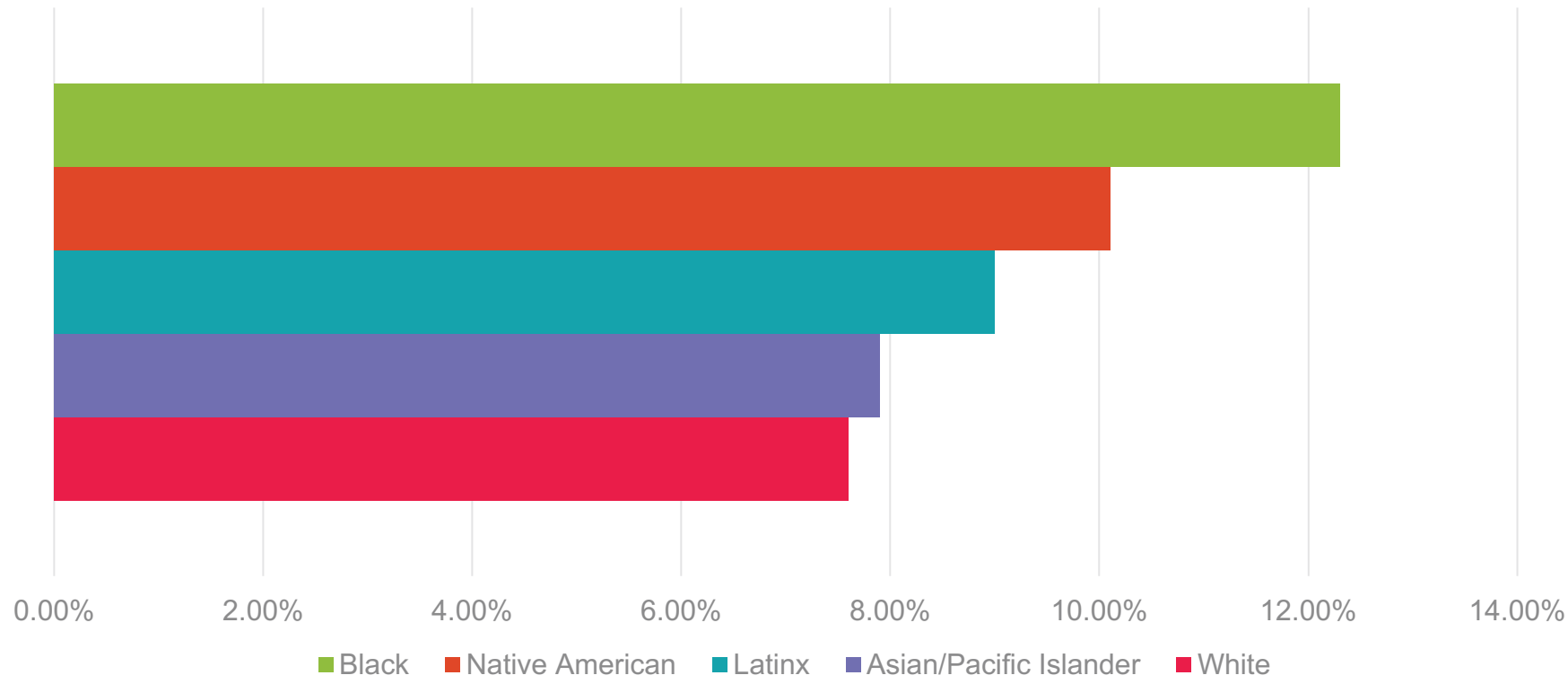


Powered by Community

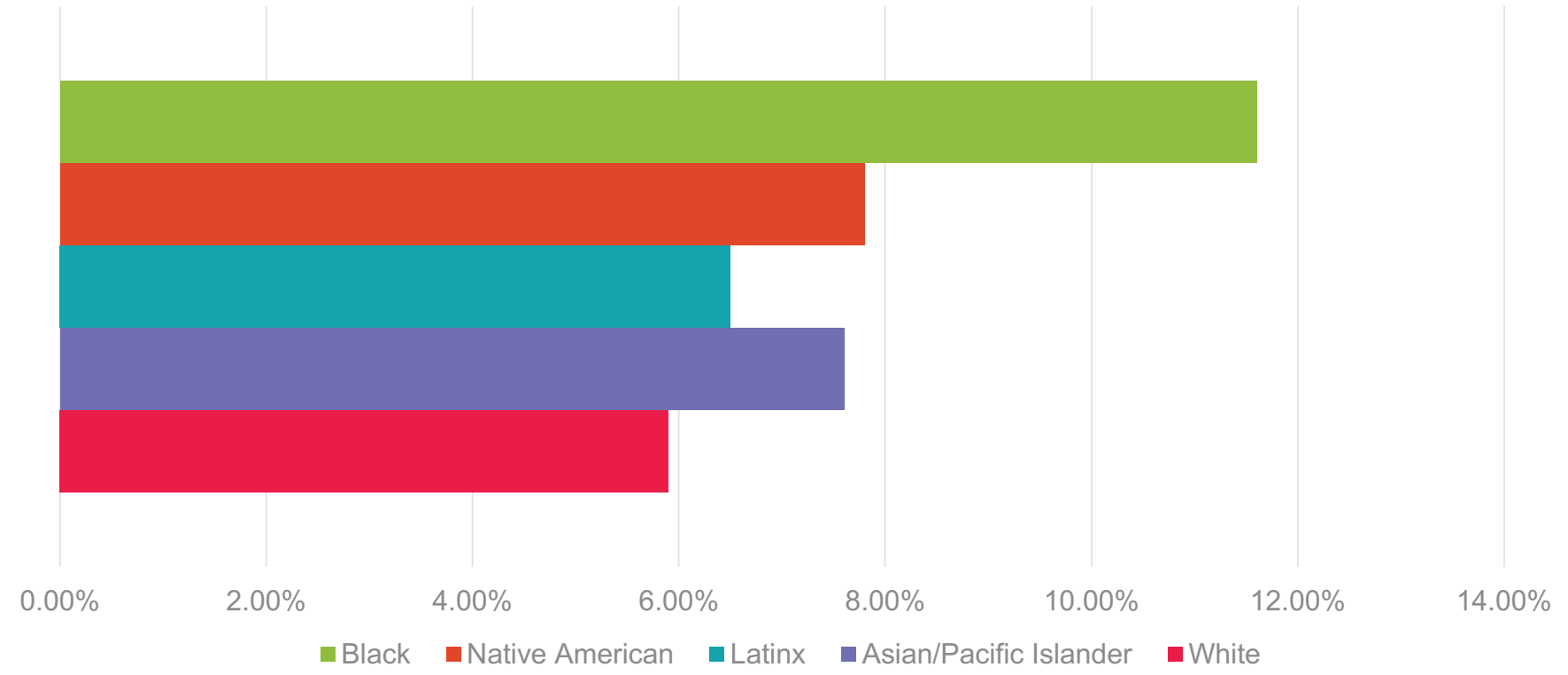


California Data

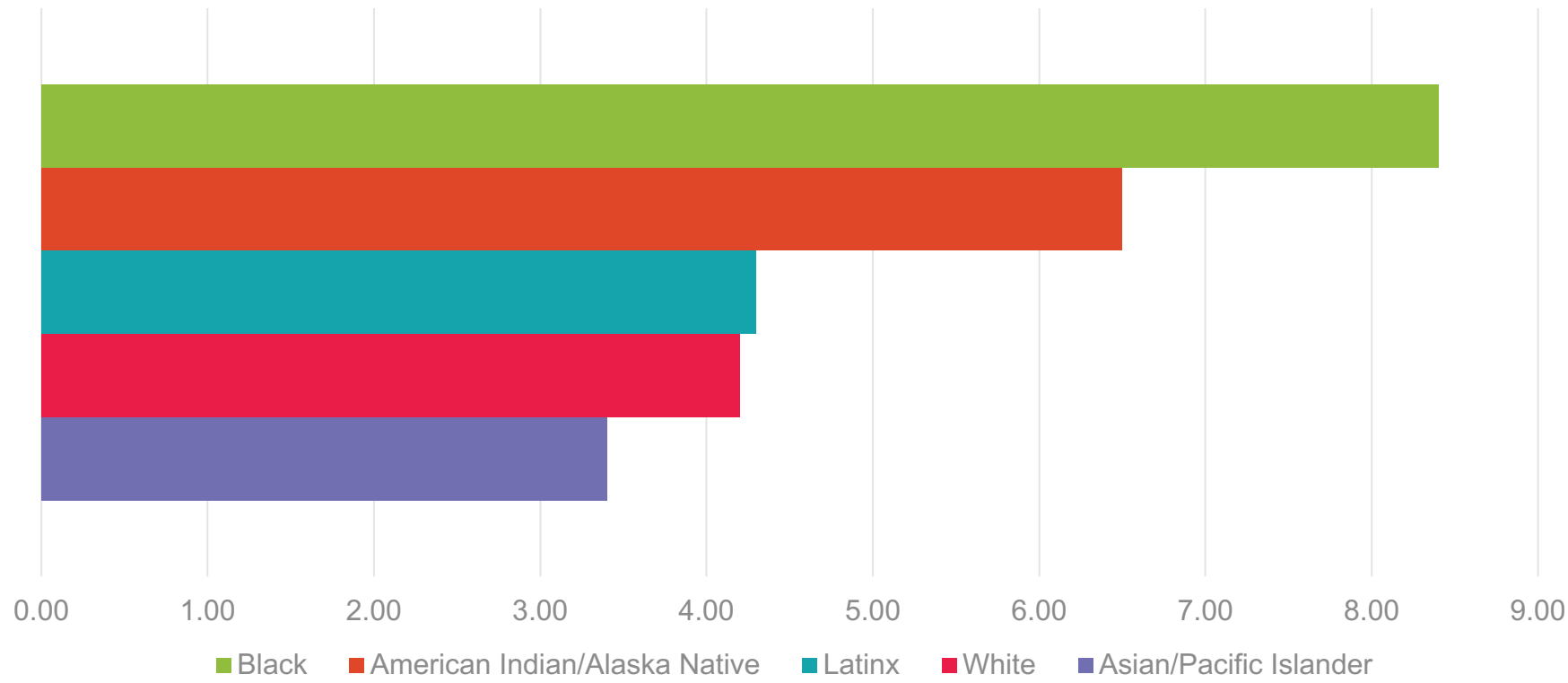
Preterm Birth, 2017



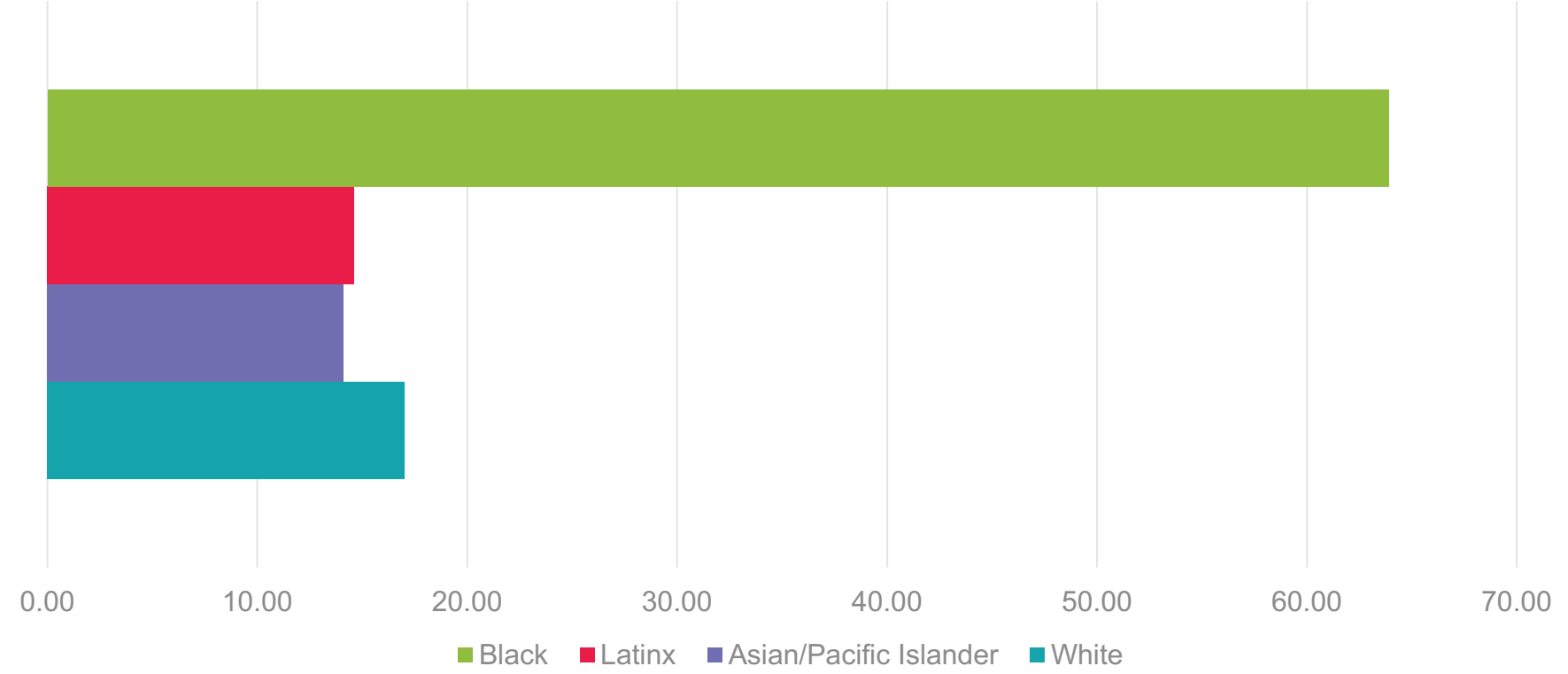
Low Birthweight, 2016



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





Soleil Irving "Just lights up a room when she smiles," Wanda Irving, her grandmother, says. (Sheila Pree Bright for ProPublica)

Nothing Protects Black Women From Dying in Pregnancy and Childbirth

Not education. Not income. Not even being an expert on racial disparities in health care.

The New York Times

For Serena Williams, Childbirth Was a Harrowing Ordeal. She's Not Alone.



After giving birth in September, Serena Williams was bedridden for six weeks from a string of medical complications. Martin Dokoupil/European Pressphoto Agency



Best of Mic

Crystle Galloway died after four paramedics denied her help. Now, her family wants them fired.

By Natelegé Whaley | July 31, 2018



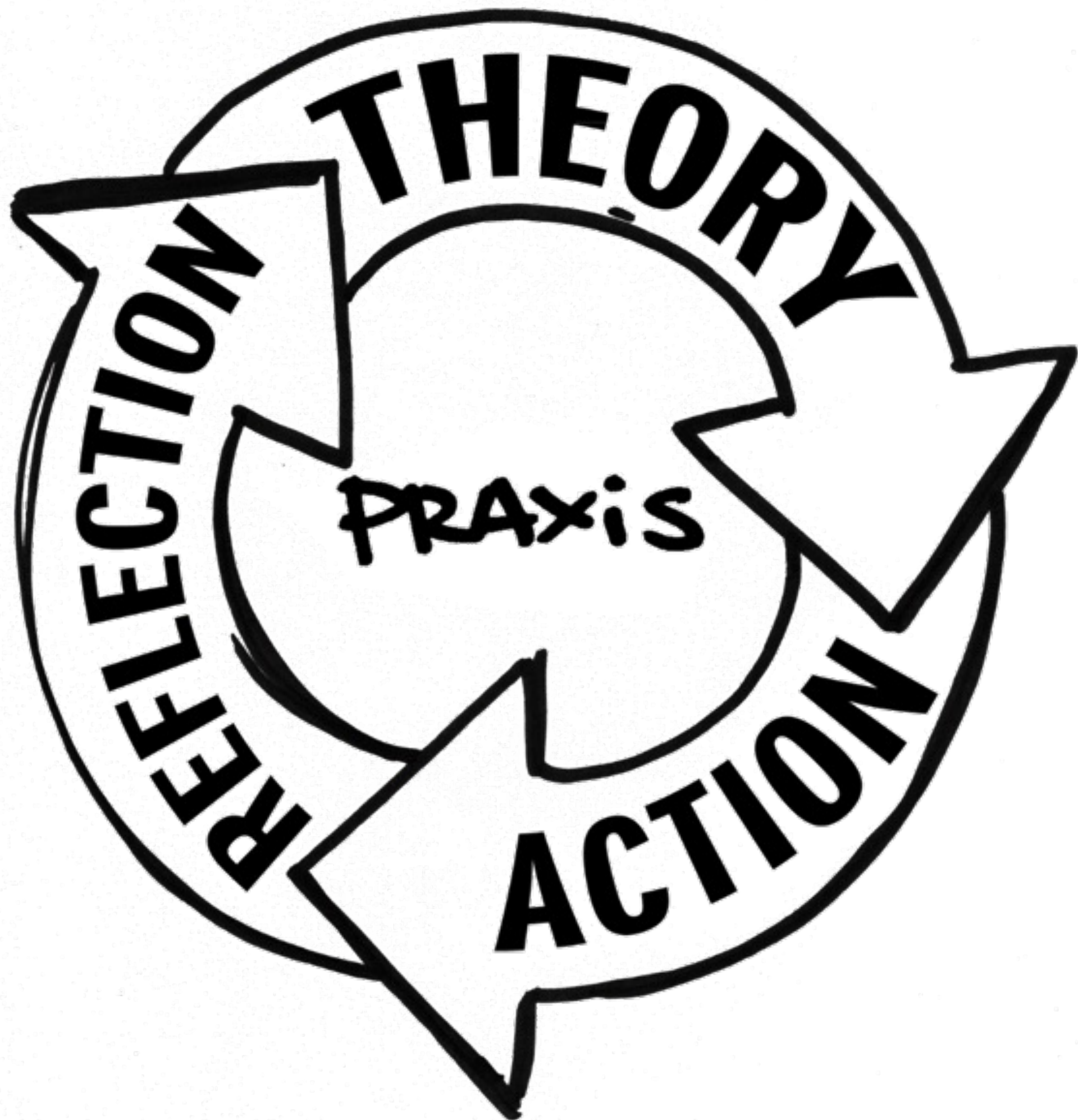
Crystle Galloway, 30, died at Tampa General Hospital in Tampa, Florida, on July 9, five days after Hillsborough County paramedics declined to transport her in an ambulance when she showed signs of a stroke. Galloway's mother, Nicole Black, ended up driving her to the hospital herself, according to the *Tampa Bay Times*.

Why America's Black Mothers and Babies Are in a Life-or-Death Crisis

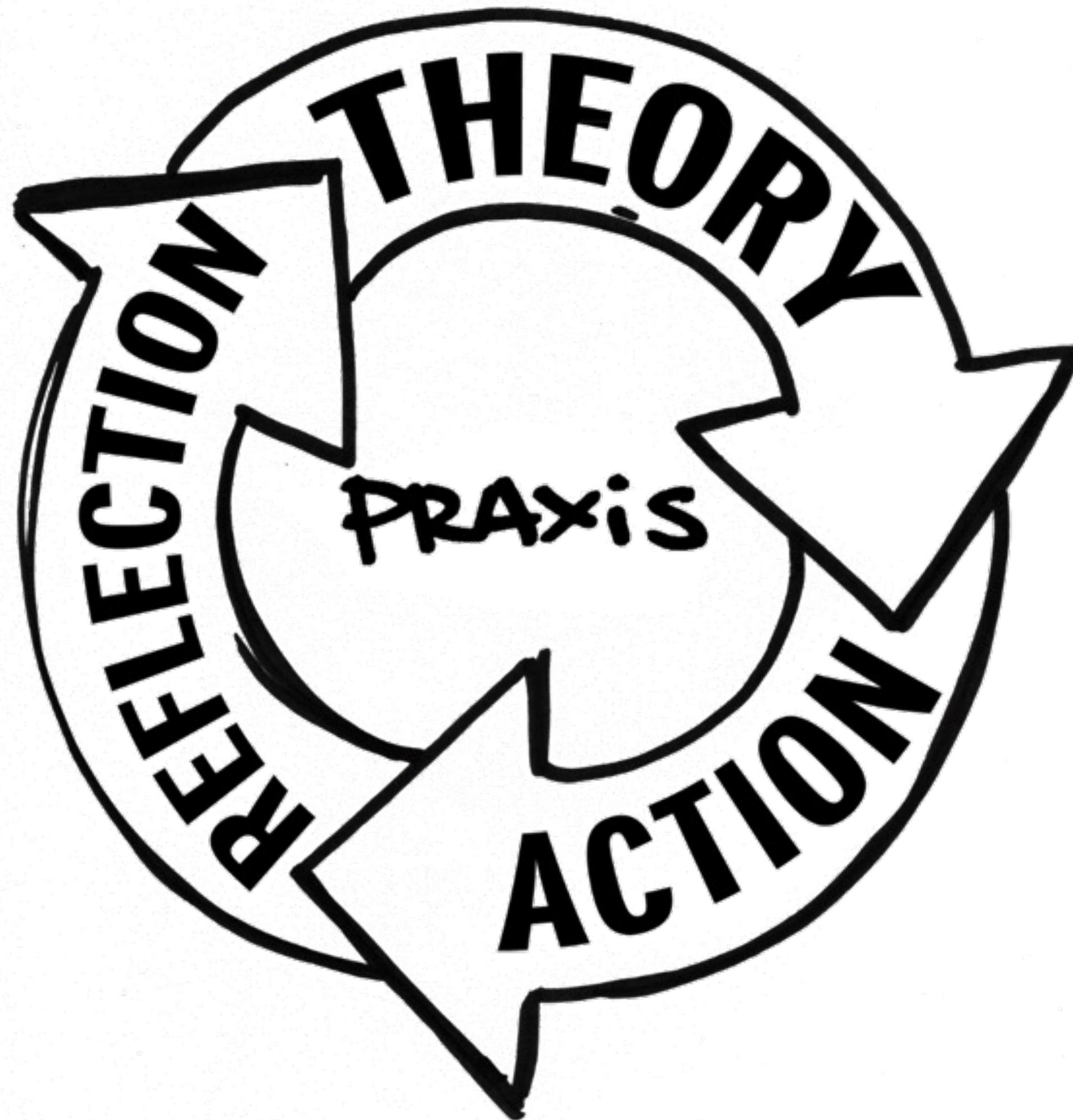
The answer to the disparity in death rates has everything to do with the lived experience of being a black woman in America.

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.



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 Conversation 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. Steps 
 - 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 

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

Operationalize




















- 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 
 - 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:


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
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
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
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

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
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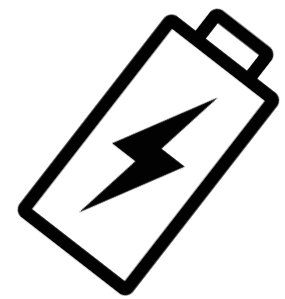
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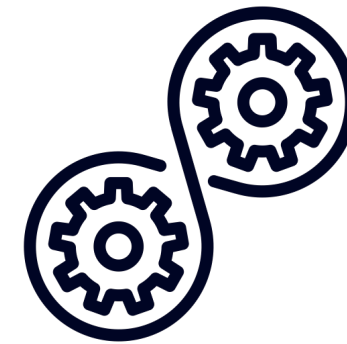
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45. Moving Forward

Racism as a Root Cause (RRC) Approach



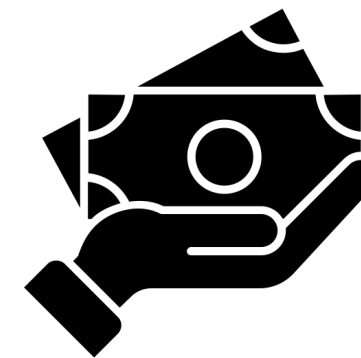
Long-Term



Systems Change



Precise Impact



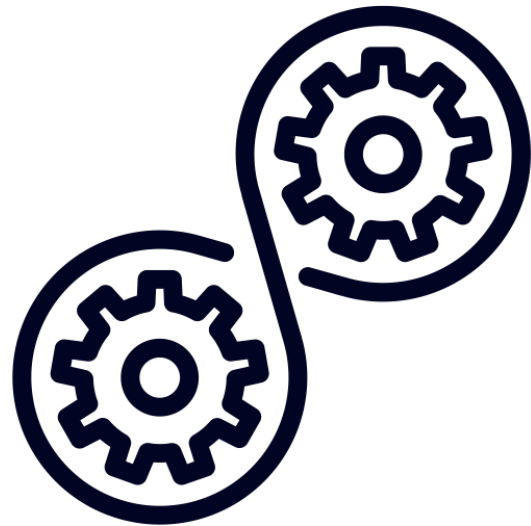
Reparations

Precise Impact



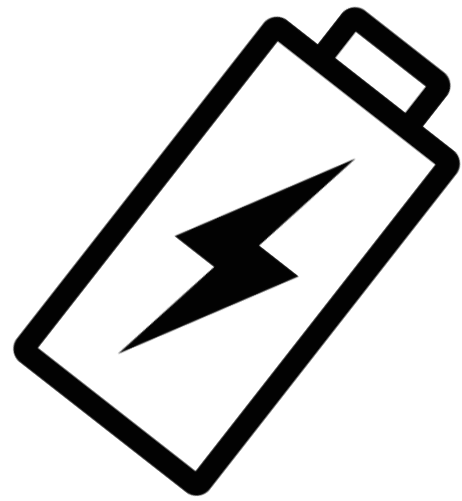
Precisely impacts the racially marginalized group(s)

Systems Change



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

Long Term



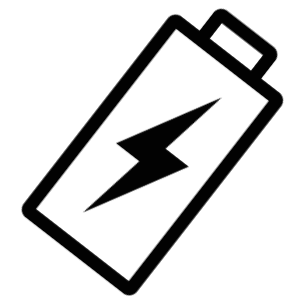
Sustainable and/or
institutionalized for long- term
impact

Reparations

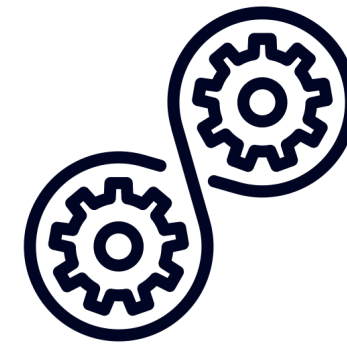


Seeks to repair historical injustices by shifting **resources, power, and opportunities** to marginalized racial groups

RRC for Individuals



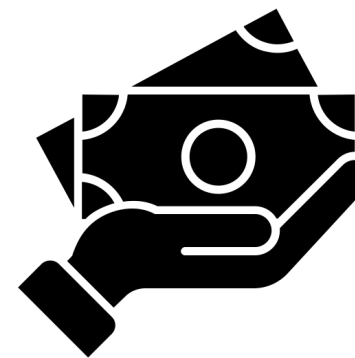
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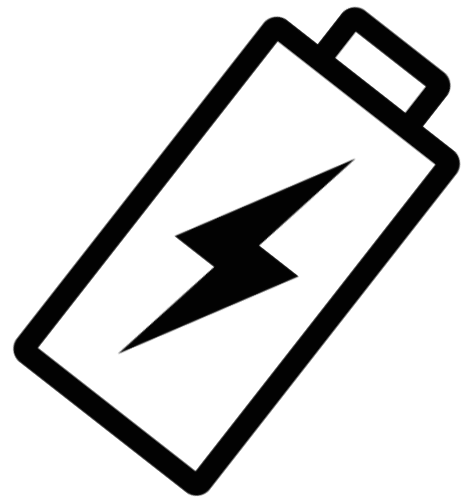


Precise Impact



Reparations

Long Term



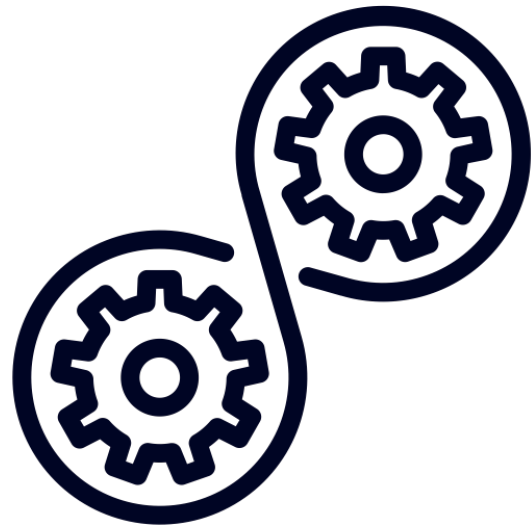
- Long term commitments to anti-racism. No one-offs
- Lifelong learning (and unlearning)

Precise Impact



Center on the most
marginalized

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

Be Accountable

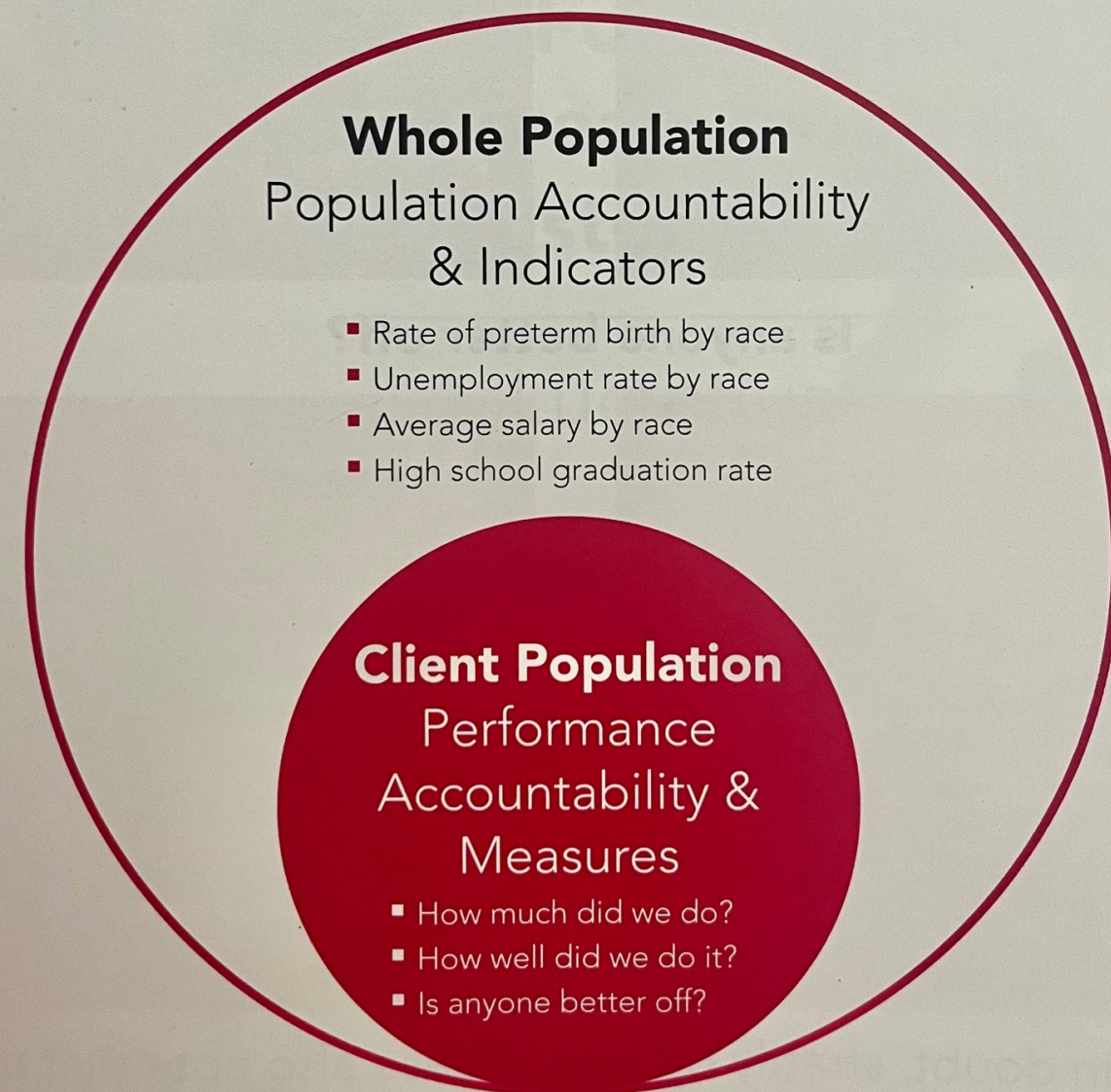
- Results Based Accountability
- SMART Goals
- Community-defined Measures of Success

Results-Based Accountability & Racial Equity

Population Indicators

(What is happening on a population level)

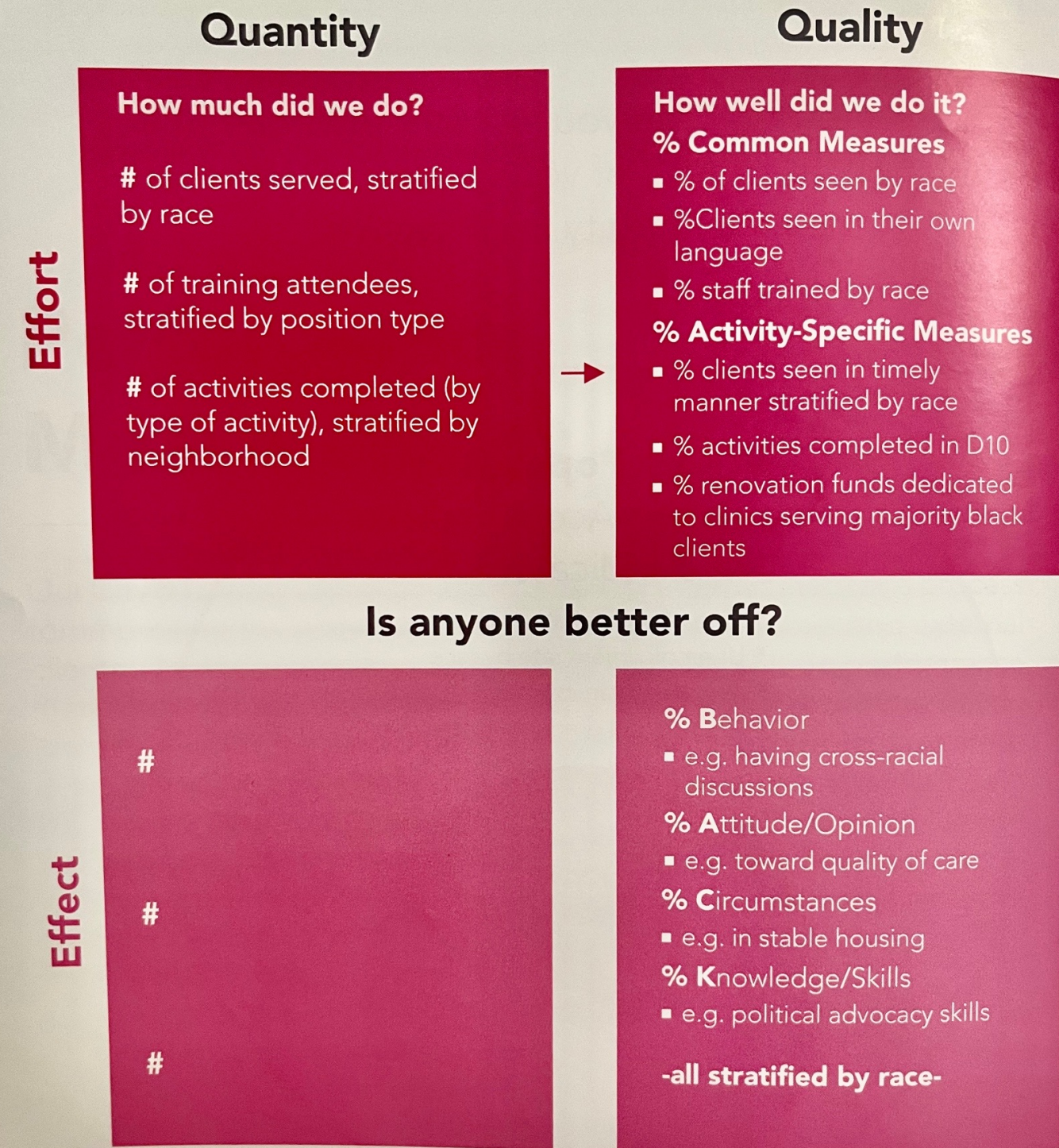
What is the outcome you would like to see in a population as a result of your program? What are the racial equity implications?



Results-Based Accountability & Racial Equity

Performance Measures

(What WE are doing to advance racial equity)



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



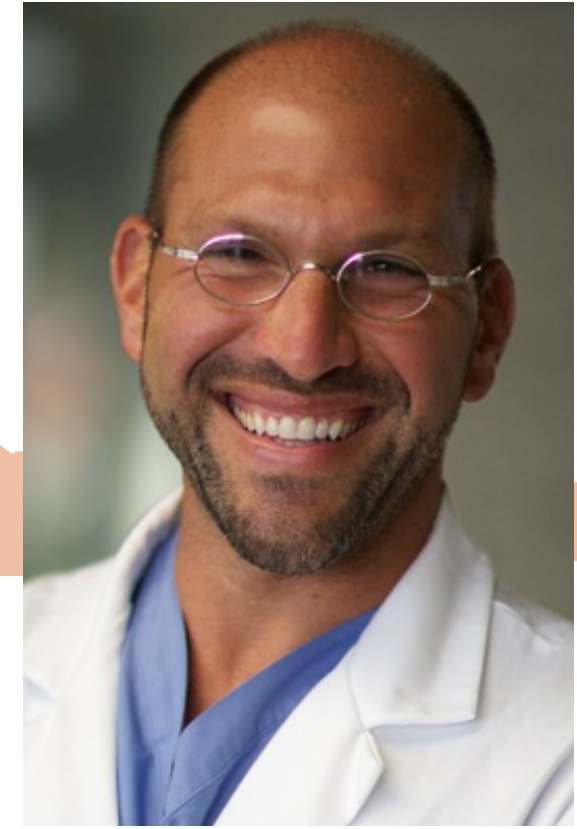
Alexis Cobbins, MSW
Executive Director,
California Preterm Birth
Initiative, University of
California, San Francisco



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

Advancing Health Equity in Population Health

- 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



Sharing Session

- 3-5 minute shareout
- Guiding questions:
 - What are you working on related to health and healthcare equity?
 - What have been your accomplishments to date?
 - What challenges have you faced in doing this work?
 - 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!

