



# Massachusetts Department of Public Health

## RACIAL EQUITY & HOSPICE CARE



September 17<sup>th</sup>, 2020  
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# Agenda

- Introductions & Container-Making
- Why Racial Equity
- Racial Equity & Palliative Care
- DPH Racial Equity Movement

# Acknowledgements

Content, data and framing is drawn directly from trainings and other materials developed by:

Racial Equity Institute, NC

Health Resources In Action, MA

Bay Love,

Abigail Ortiz,

Nashira Baril and

DPH staff

# Container-Making

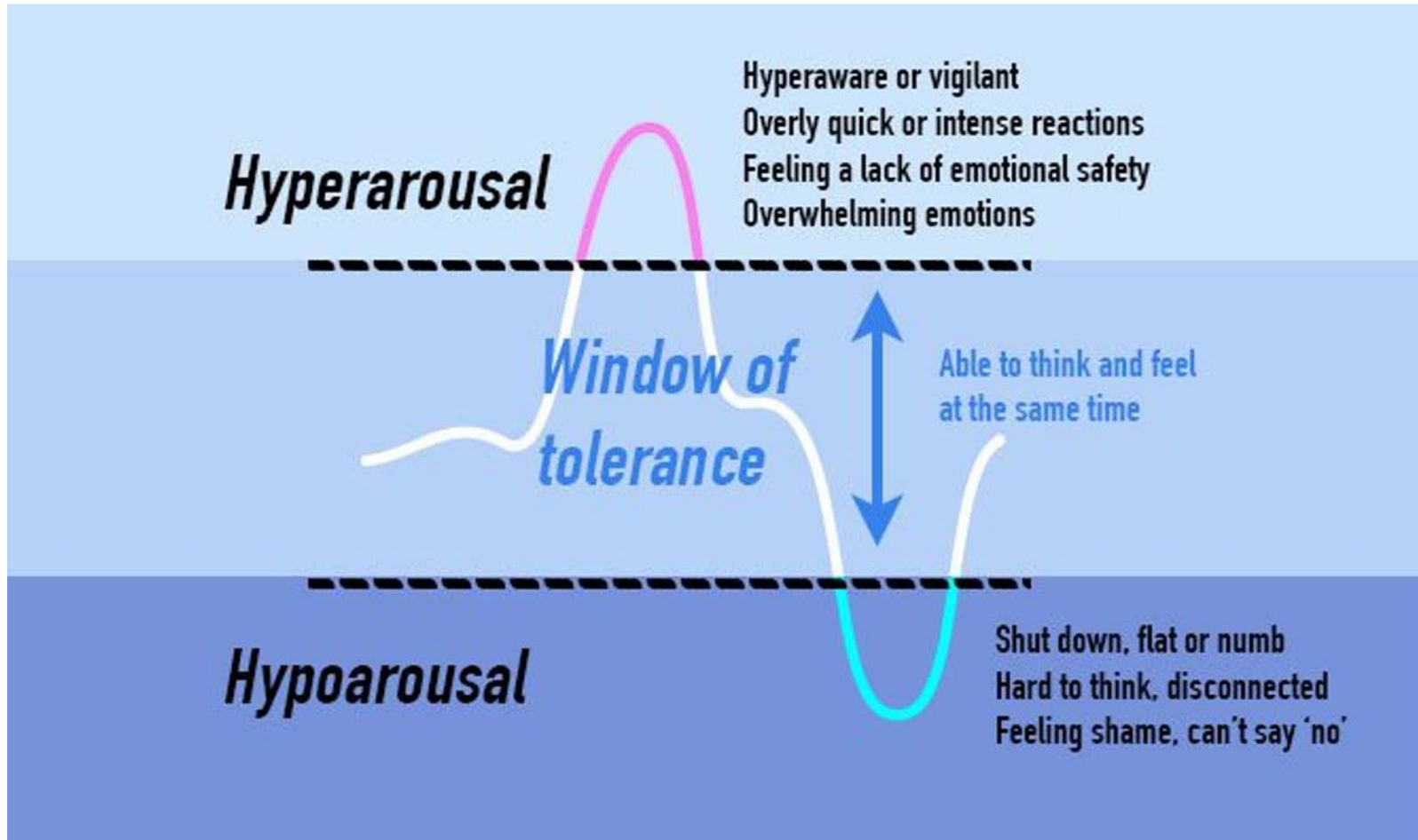
- Assume good intent
- Watch your inner judge
- Take space, make space
- Take care of yourself

# Introductions

Introduce yourself in the chat box with your:

- Name
- Race/ethnicity
- Pronouns

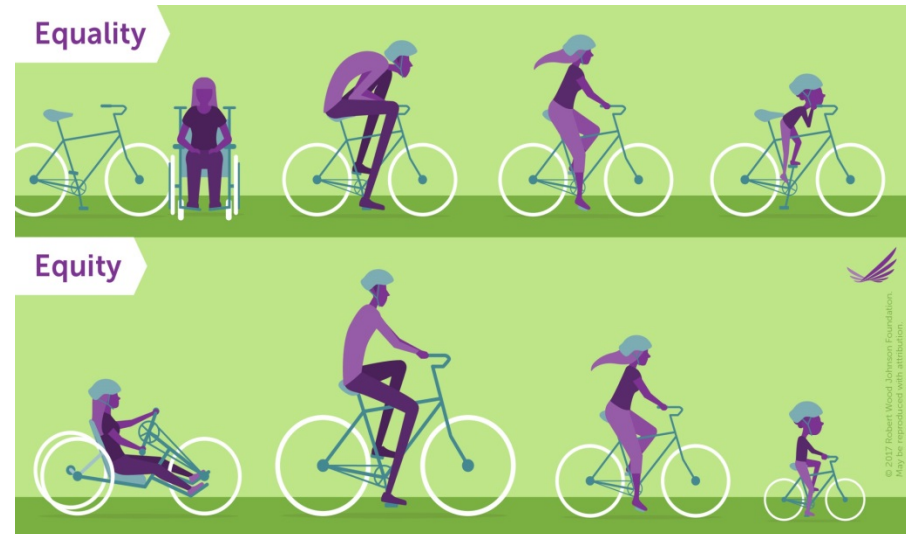
# Window of Tolerance



# What Do We Mean by Racial Equity?

- Inequity: a difference which is avoidable, unfair and unjust
- Racism: a system of advantage based on race. Occurs at 4 levels:

1. Internalized
2. Interpersonal
3. Institutional
4. Structural



- Racial equity: when racism no longer predicts life outcomes and outcomes for all groups are improved

# Definitions

Racial Justice  $\neq$  Diversity  
(Diversity = Variety)

Racial Justice  $\neq$  Equality  
(Equality = Sameness)

Racial Justice = Equity  
(Equity = Fairness, Justice)



# Intersectionality

The interconnected nature of social categories such as race, class and gender as they apply to a given individual, class or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

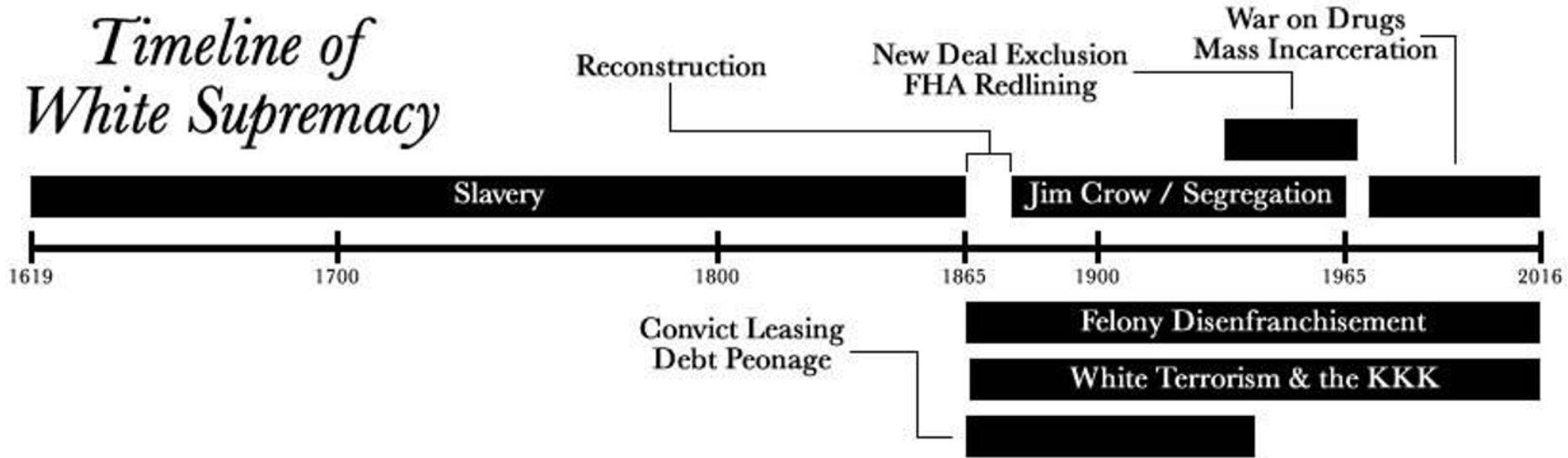
Kimberlé Crenshaw: What is Intersectionality?

<https://www.youtube.com/watch?v=ViDtnfQ9FHc>

# **Timeline & Current Racial Inequities**

# Timeline of White Supremacy

## *Timeline of White Supremacy*



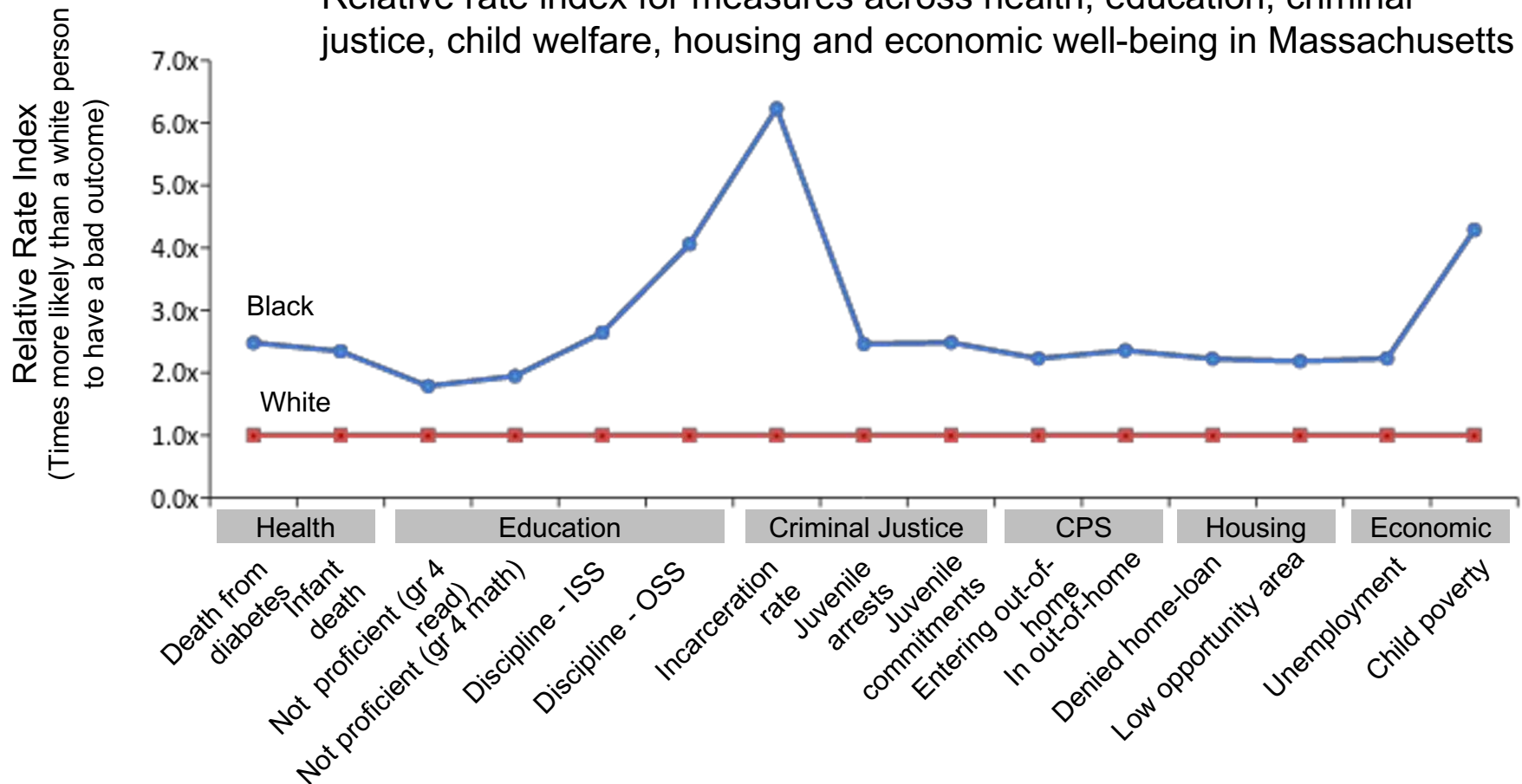
# Racial inequity persists in every system across the country, without exception

System	Term	Definition
Child welfare	Disproportionality	Refers to the proportion of ethnic or racial groups of children in child welfare compared to those groups in the general population. <sup>1</sup>
Health	Health disparity	Healthcare disparities refer to differences in access to or availability of facilities and services. Health status disparities refer to the variation in rates of disease occurrence and disabilities between socioeconomic and/or geographically defined population groups. <sup>2</sup>
Juvenile justice	Disproportionate minority contact (“DMC”)	Refers to the disproportionate number of minority youth who come into contact with the juvenile justice system <sup>3</sup>
Education	Achievement gap	When one group of students (such as, students grouped by race/ethnicity, gender) outperforms another group and the difference in average scores for the two groups is statistically significant. <sup>4</sup>
Housing	Housing discrimination	Housing discrimination is discrimination in which an individual or family is treated unequally when trying to buy, rent, lease, sell or finance a home based on certain characteristics, such as race, class, sex, religion, national origin, and familial status. <sup>5</sup>
Economic Development	Historically underutilized businesses	Businesses that are disadvantaged and are deemed in need of assistance to compete successfully in the marketplace. <sup>6</sup>

Sources: 1) U.S. Department of Health and Human Services, Administration for Children and Families, available at [www.childwelfare.gov/pubPDFs/racial\\_disproportionality.pdf](http://www.childwelfare.gov/pubPDFs/racial_disproportionality.pdf); 2) U.S. National Library of Medicine, available at [www.nlm.nih.gov/hsrinfo/disparities.html](http://www.nlm.nih.gov/hsrinfo/disparities.html); 3) US DOJ Office of Juvenile Justice and Delinquency Prevention, available at [www.ojjdp.gov/programs/ProgSummary.asp?pi=18&ti](http://www.ojjdp.gov/programs/ProgSummary.asp?pi=18&ti); 4. Institute of Education Sciences, National Center for Education Statistics, available at [nces.ed.gov/nationsreportcard/studies/gaps/](http://nces.ed.gov/nationsreportcard/studies/gaps/); 5) The People’s Law Library of Maryland, [www.peoples-law.org](http://www.peoples-law.org); 6) Paraphrased from NC Department of Administration, see [ncadmin.nc.gov/businesses/hub](http://ncadmin.nc.gov/businesses/hub).

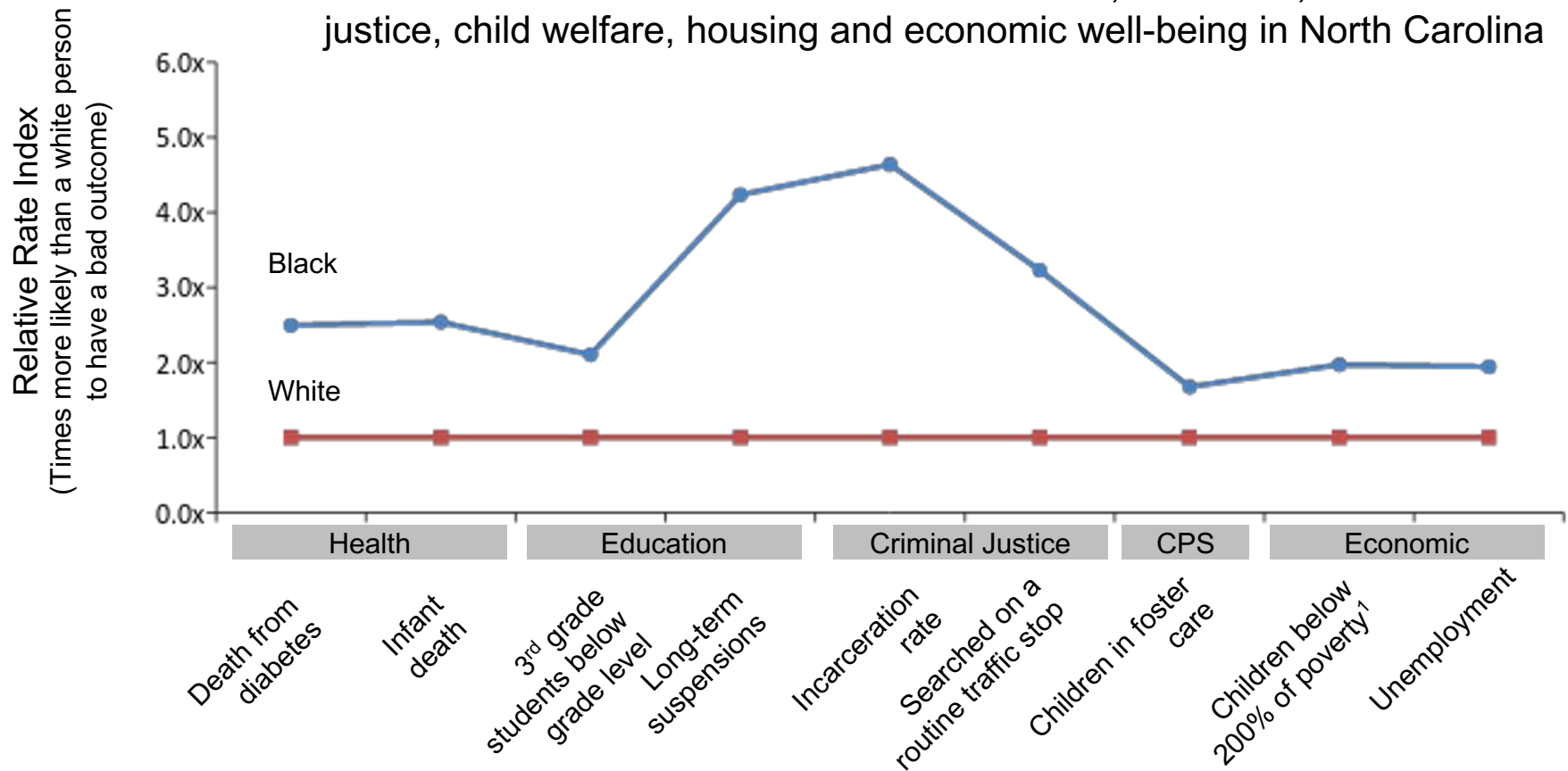
# Black people are two to seven times more likely to have bad outcomes across systems in MA

Relative rate index for measures across health, education, criminal justice, child welfare, housing and economic well-being in Massachusetts



# ...the same holds true in North Carolina...

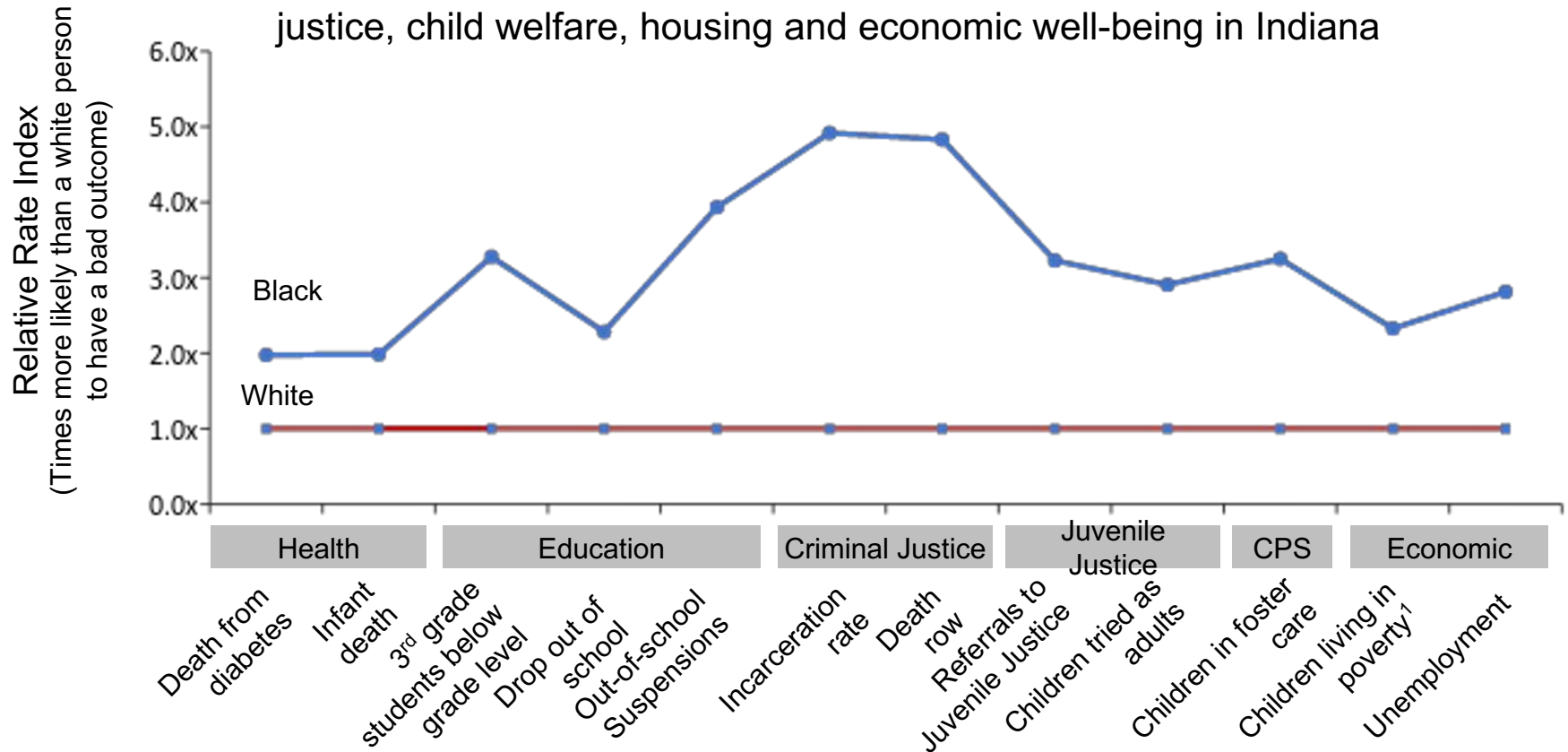
Relative rate index for measures across health, education, criminal justice, child welfare, housing and economic well-being in North Carolina



Sources: 1) NC State Center for Health Statistics, available at [www.schs.state.nc.us/schs/pdf/NCPopHealthDatabyRaceEthOct2014.pdf](http://www.schs.state.nc.us/schs/pdf/NCPopHealthDatabyRaceEthOct2014.pdf); 2) NC Department of Public Instruction, available at <http://www.ncpublicschools.org/src/> and [www.ncpublicschools.org/docs/research/discipline/reports/consolidated/2012-13/consolidated-report.pdf](http://www.ncpublicschools.org/docs/research/discipline/reports/consolidated/2012-13/consolidated-report.pdf); 3) NC Department of Public Safety, available at [webapps6.doc.state.nc.us/apps/asqExt/ASQ](http://webapps6.doc.state.nc.us/apps/asqExt/ASQ); 4) Baumgartner, F and D Epp, "Final Report To The North Carolina Advocates For Justice Task Force On Racial and Ethnic Bias," available at [www.unc.edu/~fbaum/papers/Baumgartner-Traffic-Stops-Statistics-1-Feb-2012.pdf](http://www.unc.edu/~fbaum/papers/Baumgartner-Traffic-Stops-Statistics-1-Feb-2012.pdf); National Council of Juvenile and Family Court Judges and Office of Juvenile Justice

# ...in Indiana...

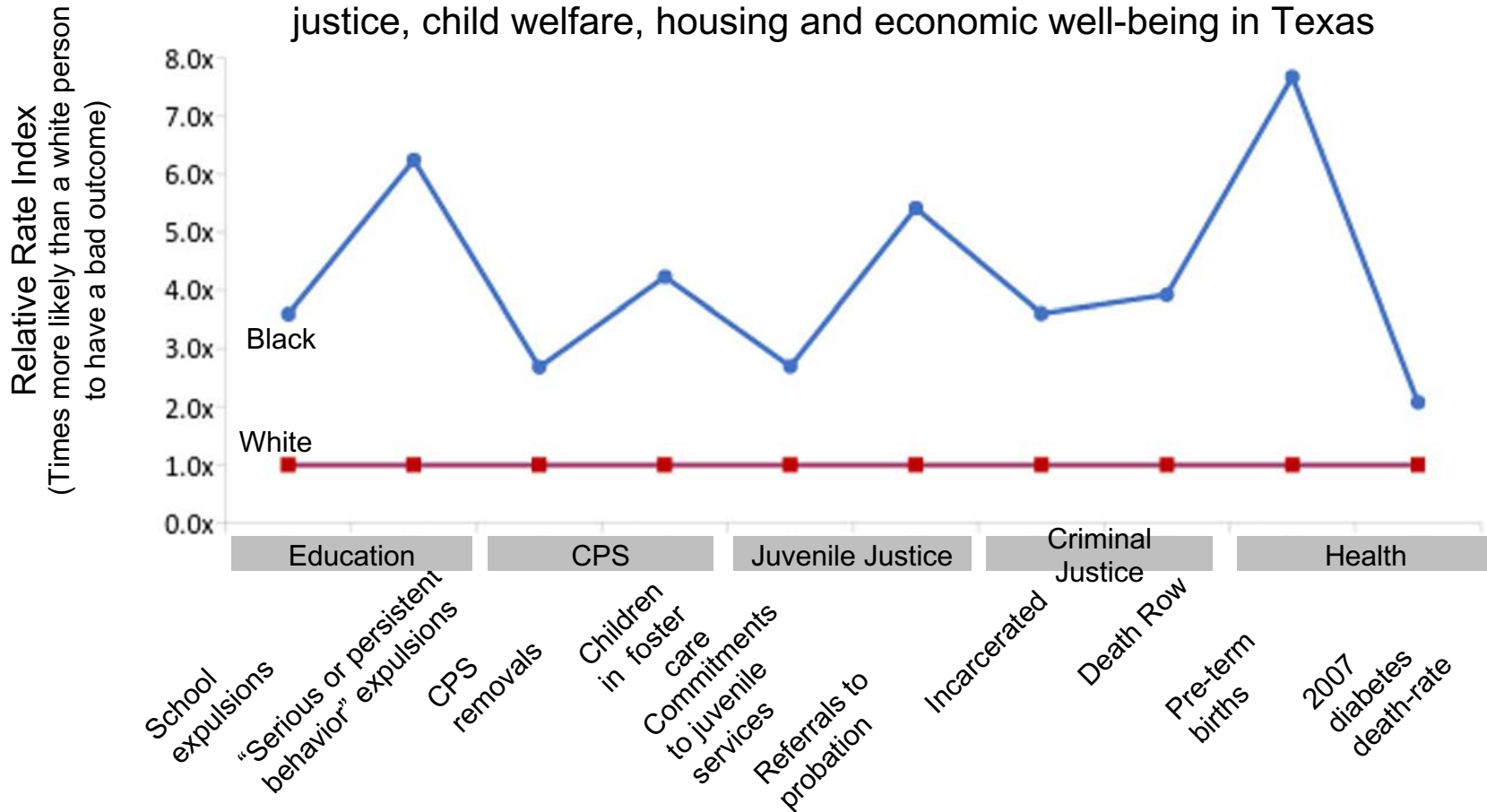
Relative rate index for measures across health, education, criminal justice, child welfare, housing and economic well-being in Indiana



Sources: 1) Kaiser Family Foundation, State Health Facts, available at [kff.org/other/state-indicator/diabetes-death-rate-by-raceethnicity/#notes](http://kff.org/other/state-indicator/diabetes-death-rate-by-raceethnicity/#notes); 2) IN Department of Education School and Corporation Reports, available at [www.doe.in.gov/accountability/find-school-and-corporation-data-reports](http://www.doe.in.gov/accountability/find-school-and-corporation-data-reports); US Department of Education Civil Rights Data Collection, available at [ocrdata.ed.gov/StateNationalEstimations/Estimations\\_2011\\_12](http://ocrdata.ed.gov/StateNationalEstimations/Estimations_2011_12); The Sentencing Project State by State Data, available at [www.sentencingproject.org/the-facts/#detail?state1Option=Indiana&state2Option=0](http://www.sentencingproject.org/the-facts/#detail?state1Option=Indiana&state2Option=0); Clark County Prosecuting Attorney Indiana Death Row Statistics, available at [www.clarkprosecutor.org/html/death/rowstats.htm](http://www.clarkprosecutor.org/html/death/rowstats.htm); "Identifying Disproportionate Minority Contact in Indiana," Center for Criminal Justice Research at Purdue University Indianapolis, 2012, available at [www.in.gov/cji/files/Y\\_DMC\\_Study\\_Phase\\_I.pdf](http://www.in.gov/cji/files/Y_DMC_Study_Phase_I.pdf); "Disproportionality Rates for Children in Foster Care,"

# ...in Texas...

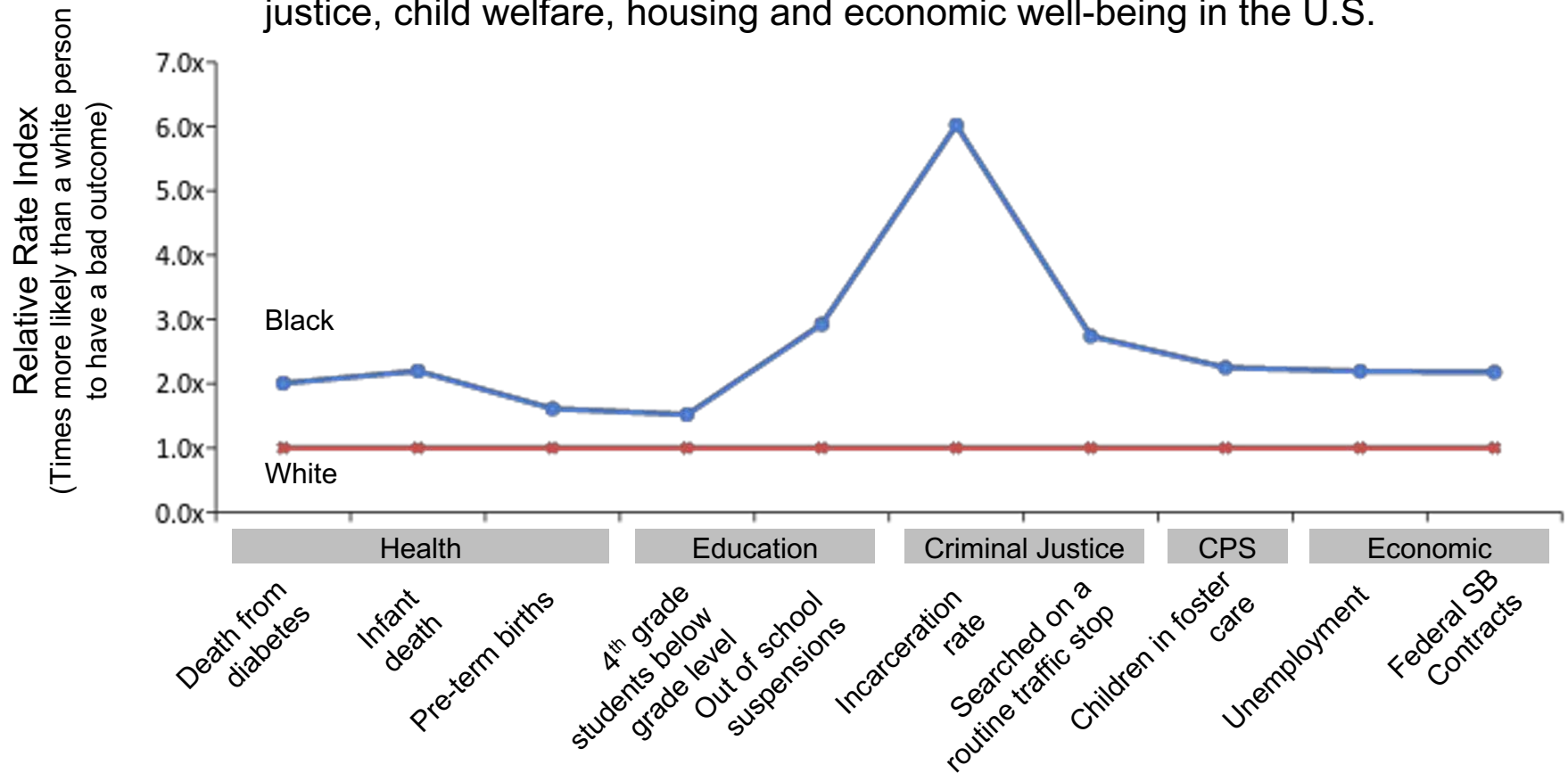
Relative rate index for measures across health, education, criminal justice, child welfare, housing and economic well-being in Texas





# ...and nationally

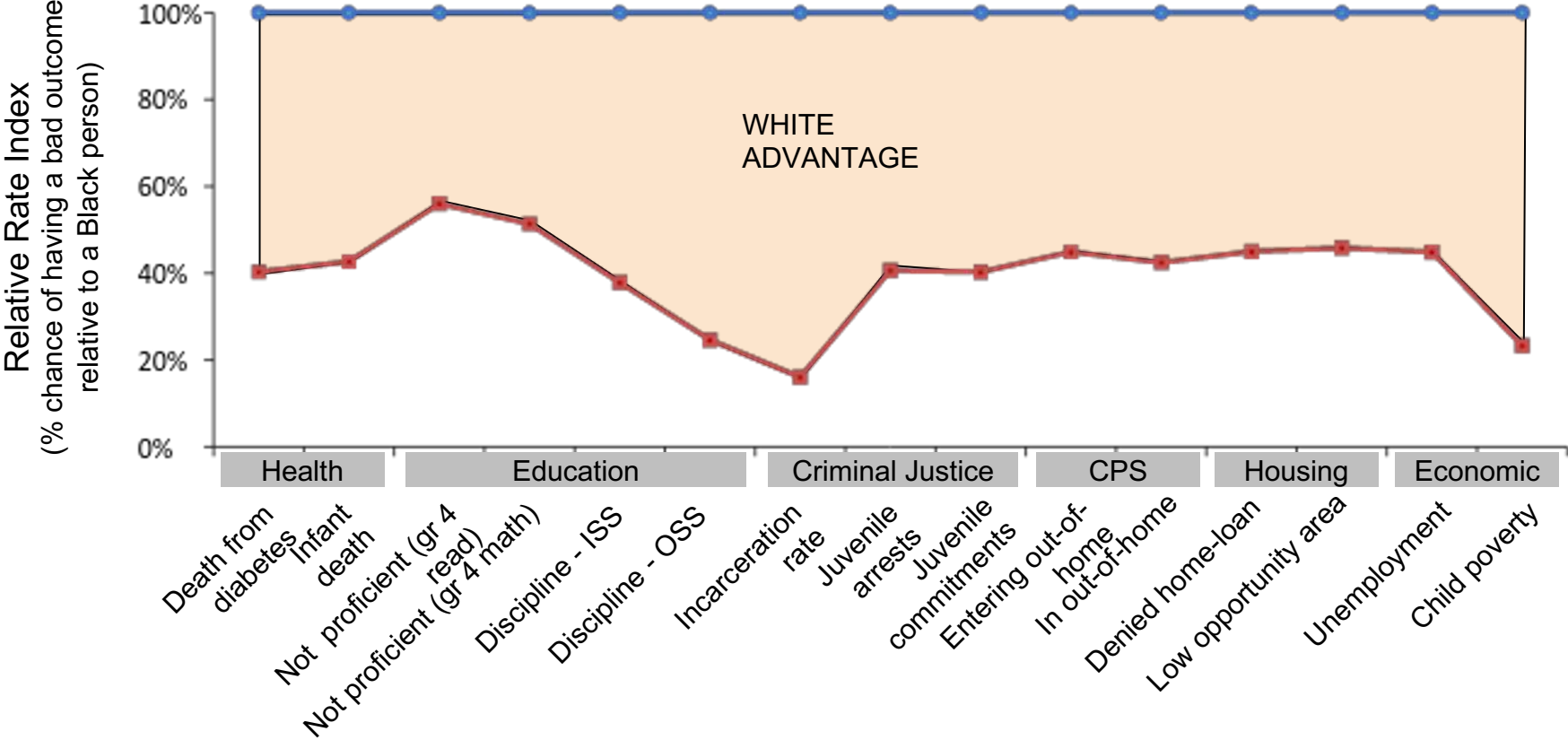
Relative rate index for measures across health, education, criminal justice, child welfare, housing and economic well-being in the U.S.



Note: All data is national population data between 2011 – 2015, except police stop and search data, which was a nationally representative survey conducted by BJS.  
 Sources: 1) National Center for Health Statistics. Health, United States, 2015: With Special Feature on Racial and Ethnic Health Disparities. Hyattsville, MD. 2016 2) Nat'l Assessment of Ed. Progress 3) US DOE Office for Civil Rights 4) Bureau of Justice Statistics, "Prisoners in 2013." 5) Bureau of Justice Statistics, National Crime Victimization Survey, Police-Public Contact Survey, 2011 6) National Council of Juvenile and Family Court Judges, "Disproportionality Rates for Children of Color in Foster Care." 7) Bureau of Labor Statistics 8) Bloomberg.com

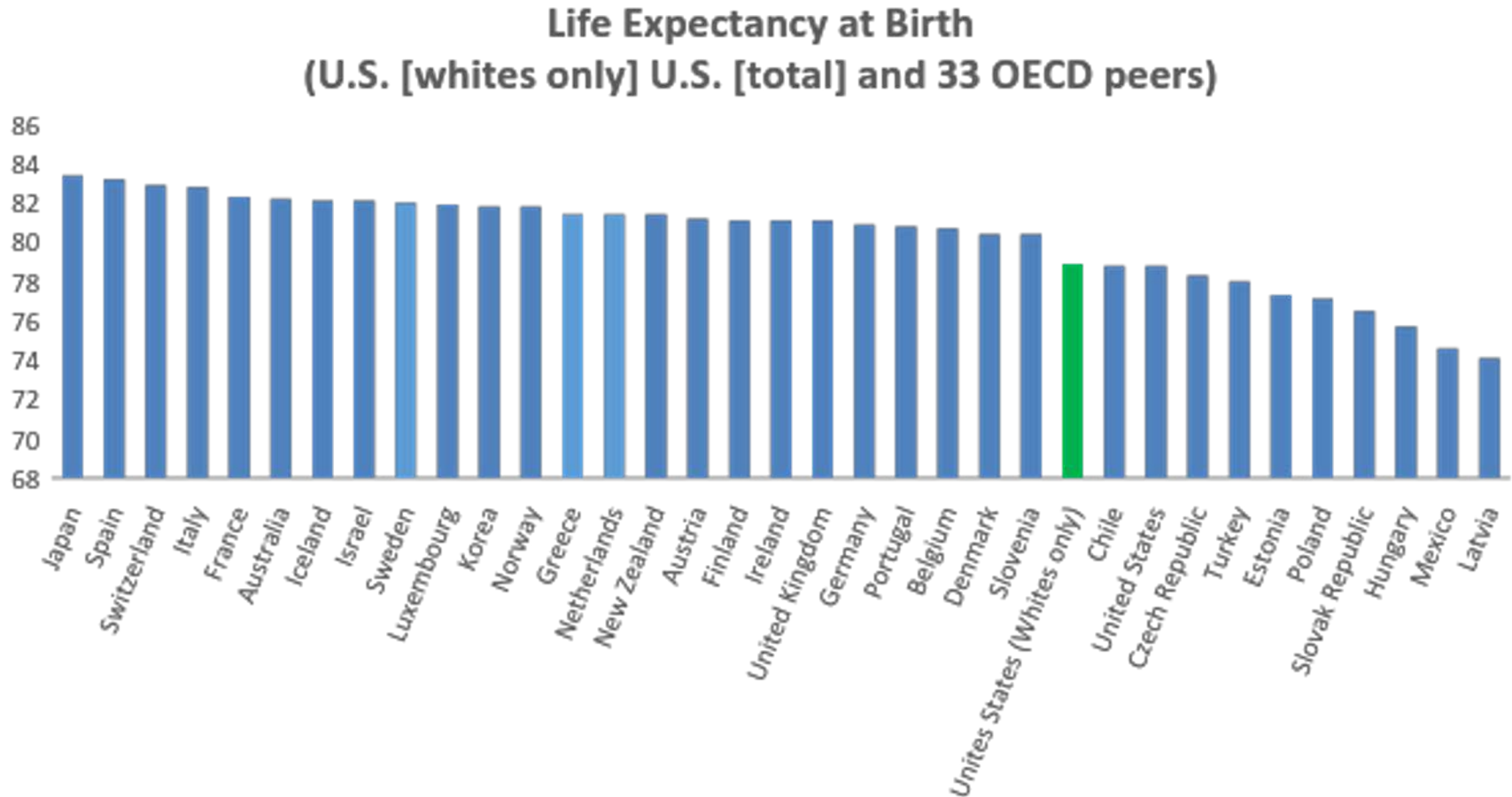
# Accumulated across systems, the inequity adds up to significant white advantage

Relative rate index for measures across health, education, criminal justice, child welfare, housing and economic well-being in Massachusetts



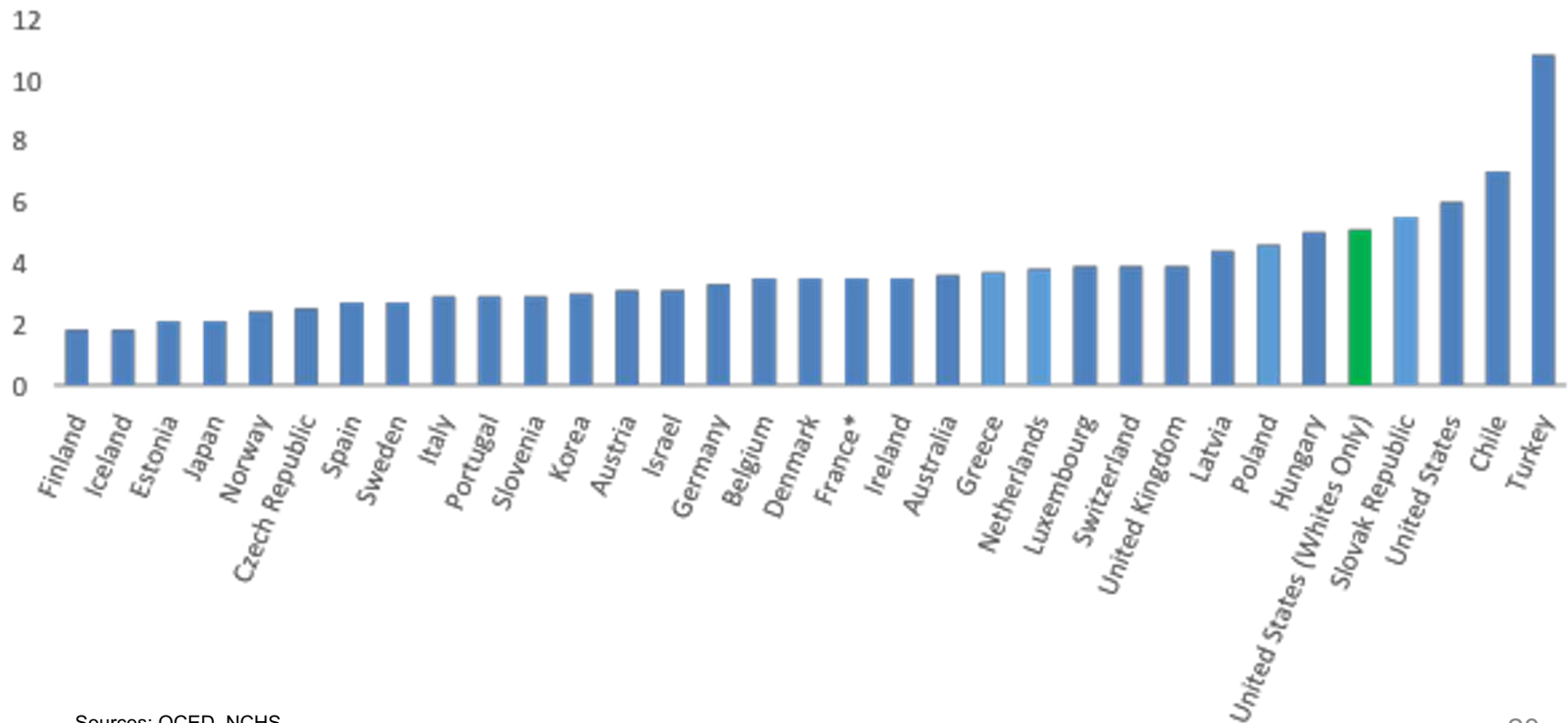
Sources: MA DPH, MA DOE, Prison Policy Initiative, MA JDAI (Juvenile Detention Alternative Initiative), Nat. Council of Juvenile and Family Court Judges, MA Community and Banking Council, Kirwan Institute, Economic Policy Institute, Annie E. Casey Foundation

# While they seem to be doing well, US White people often fare poorly when compared internationally (life expectancy)

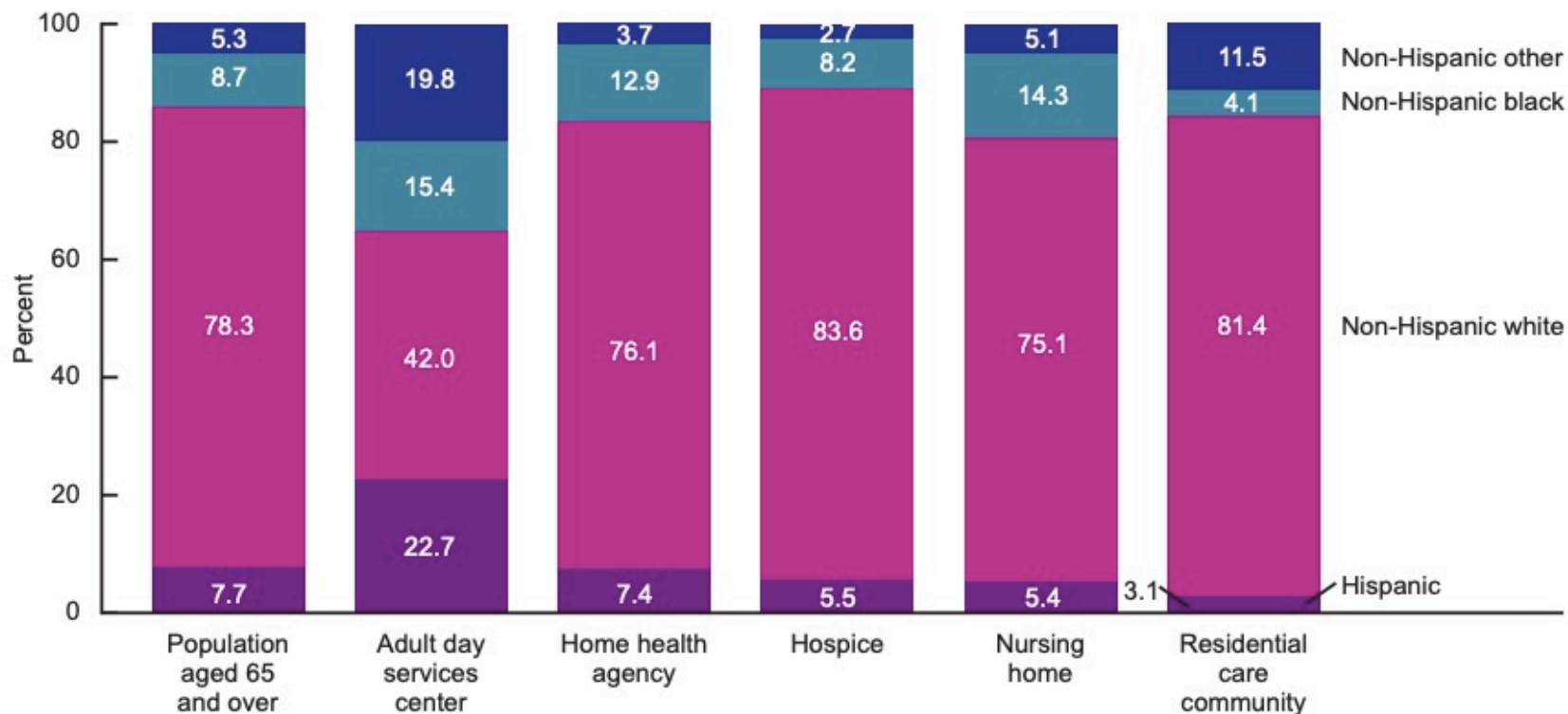


# While they seem to be doing well, US White people often fare poorly when compared internationally (infant mortality)

Infant Mortality per 1,000 Live Births  
(U.S [white only], U.S. [total] and 32 OECD peers)



# Percent distribution of long-term care service users by sector and race/ethnicity, 2015 and 2016

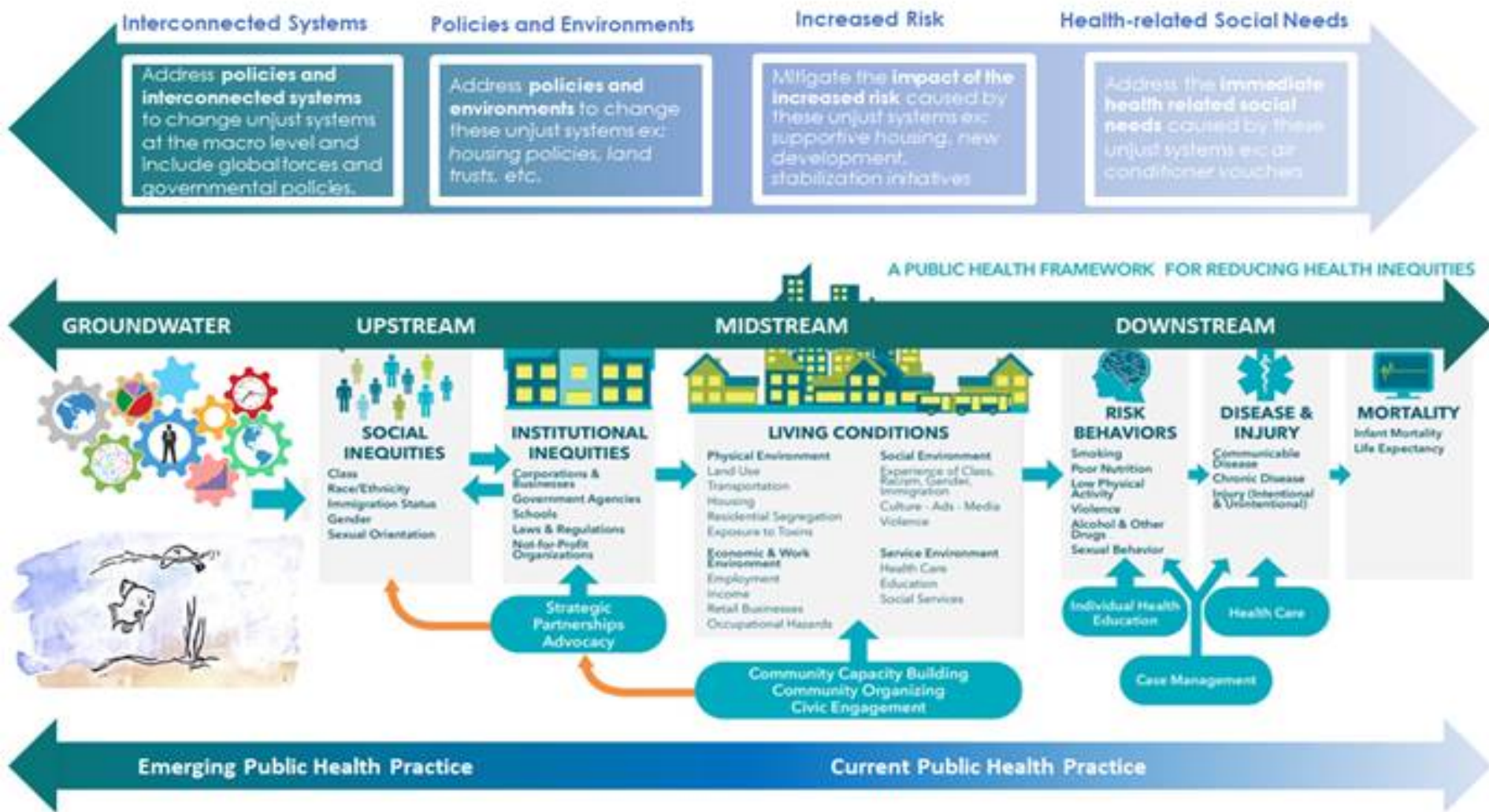


NOTES: Denominators used to calculate percentages for adult day services centers, nursing homes, and residential care communities were the number of participants enrolled in adult day services centers, the number of residents in nursing homes, and the number of residents in residential care communities on a given day in 2016, respectively. Denominators used to calculate percentages for home health agencies and hospices were the number of patients for whom Medicare-certified home health agencies submitted a Medicare claim at any time in 2015 and the number of patients for whom Medicare-certified hospices submitted a Medicare claim at any time in 2015, respectively. For adult day services centers and residential care communities, includes non-Hispanic American Indian or Alaska Native, non-Hispanic Asian, non-Hispanic Native Hawaiian or Other Pacific Islander, non-Hispanic of two or more races, and unknown race and ethnicity. See the Appendix I Technical Notes for more information on the data sources used for each sector. Percentages are based on unrounded estimates. Percent distributions may not add to 100 because of rounding.

SOURCES: NCHS, National Study of Long-Term Care Providers and Table VIII in Appendix III; and U.S. Census Bureau, Population Division, Population Estimates, July 1, 2016.

# **Imbedding Racial Equity Into Our Work**

# Addressing the Health Inequity Pathway: Groundwater, Upstream, Midstream, and Downstream



Sources: BCHAP SDOH Interventions Framework and Moving Massachusetts Upstream (MassUP) Conceptual Framework, both adapted from the Bay Area Regional Health Inequities Initiative White paper on "The Groundwater Approach: building a practical understanding of structural racism" by Bayard Love and Deena Hayes-Greene of the Racial Equity Institute

# Using a Racial Equity Lens Means...

- Paying attention to race and ethnicity in analyzing problems, looking for solutions and defining success<sup>1</sup>
- Leading with racism explicitly, but not exclusively
- Analyzing problems and their root causes from a structural standpoint
- Understanding that systems failing communities of color are failing everyone

<sup>1</sup> [Annie E. Casey Foundation](#)



# Using a Racial Equity Lens Means...

When developing or implementing a policy, program or decision, always ask:

- 1) Who are the racial/ethnic groups affected by this—and what are the **potential impacts** on these groups?
- 2) Does this ignore or worsen **existing inequities** or produce other **unintended outcomes**?
- 3) Have we **involved stakeholders** from the communities affected by this—and do they validate our assessments?
- 4) What are the **barriers** to more equitable outcomes?
- 5) How will we **mitigate** the negative impacts identified in (1) and **address** the barriers identified in (4)?

A young boy with short brown hair is the central focus. He has white sunscreen applied to his face, neck, and chest. A hand is visible on the left side of the frame, applying more sunscreen to his neck. The background is a solid, bright blue color.

# Racial Equity Lens: A methodological sunscreen

Where can we apply  
it? **EVERYWHERE!**

When should we  
apply it? **ALWAYS!**

Image created by  
Sabrina Selk

# Racial Equity Movement (REM)

- To understand and address structural racism as a key social determinant of health, BFHN staff created the REM.
  - Ensures we do not inadvertently disadvantage people of color by looking at our programs and clients through the “racial equity lens.”
  - Helps us see how people of color may be negatively affected by certain policies and practices, and how we can adjust our work to ensure that outcomes are equitable.

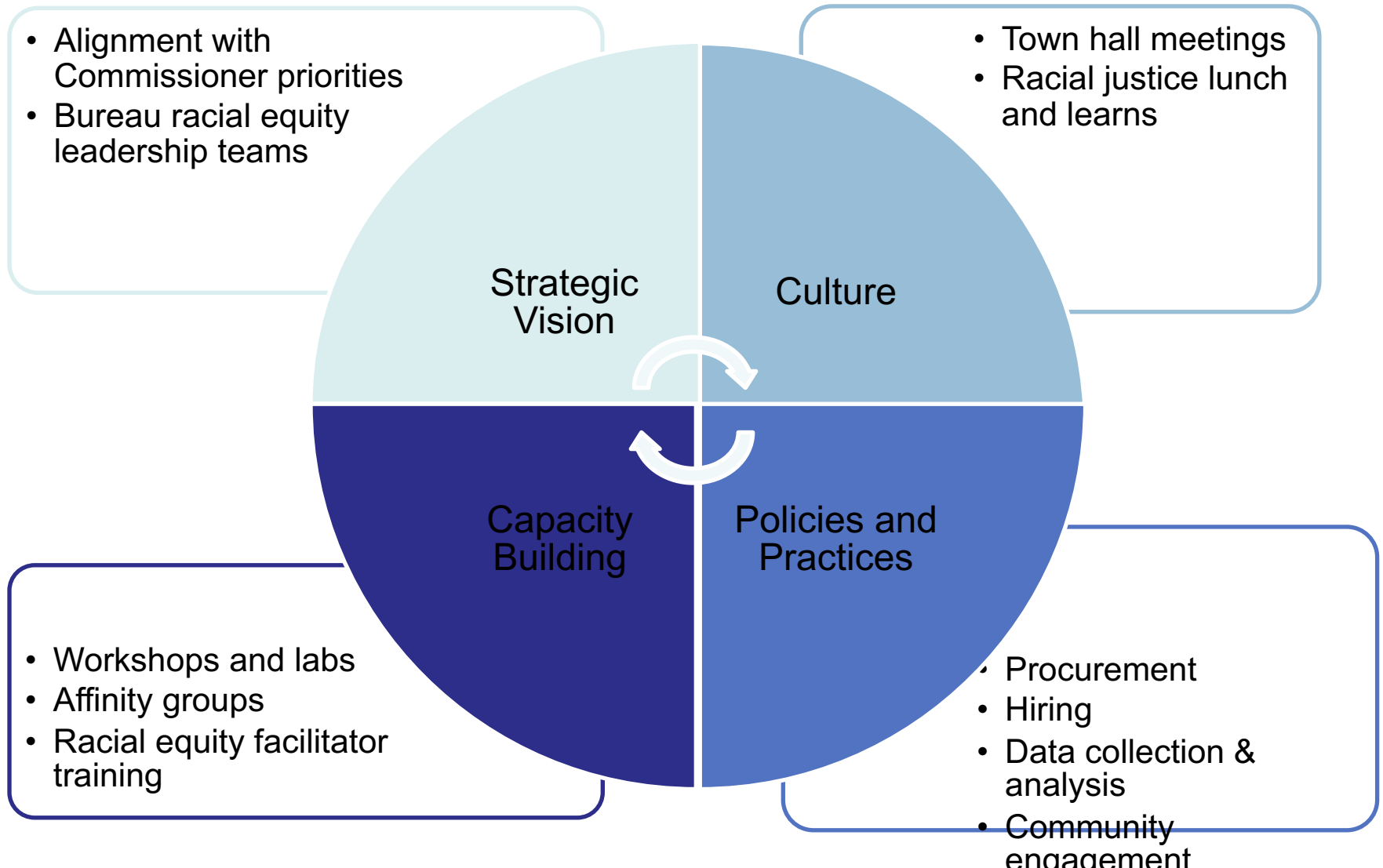


# REM Goals

- Eliminate structural racism in all policies, programs, and practices to promote health equity and racial justice; and
- Foster a healthy and equitable work environment, where staff feel confident and supported to interact and communicate openly and respectfully.



# Key Elements of the Racial Equity Movement



# Racial Equity Why Statement

The impact of structural racism – the public policies, institutional practices, and social norms that together maintain racial hierarchies – is often overlooked or unacknowledged, yet it is pervasive and unmistakably harmful to everyone. The social marginalization and inequities that structural racism cultivates in housing, education, employment, the built and social environments, and health care are felt across generations, most acutely in communities of color. The Bureau of Family Health and Nutrition recognizes that systems of oppression need to be acknowledged and repaired by entities that helped create them. The Bureau is committed to improving the quality of life for all Commonwealth residents while eliminating the marginalization and inequities that threaten the lives of communities of color who are disproportionately affected by conditions leading to poor health outcomes.

# Bureau of Family Health & Nutrition (BFHN) Vision

We are a diverse team of professionals who dedicate their heads, hearts and souls to helping mothers, fathers, infants, youth, families and those with special health needs be their healthiest best selves.



# BFHN Priorities

- Nurture Our Workforce
- Reach the Less Reached
- Raise All Families' Stories



# Nurture Our Workforce

- Grow Team Connection & Cohesion
- Promote Team Wellness & Diversity Inside & Out
- Encourage Balance & Excellence Across Programs & Divisions

# Reach the Less Reached

- Children & Parents of Color
- Fathers
- More Languages
- Homeless & Housing Unstable
- LGBTQ
- Immigrants
- Incarcerated



# Raise All Families' Stories

- Read Between the Binds
- Reach the Less Reached & Listen
- Illuminate Their Stories for Better Realities
- Repeat



# Guiding Principles

- Join What's Already Happening
- Focus on One Priority
- Start Smart, Small & Simple
- Put Something Down, to Pick Something Up
- Mistakes that Teach are Cool
- Remember It's About Those We Serve

# Questions & Discussion





**150 YEARS**  
OF ADVANCING  
**PUBLIC**  
**HEALTH**

# Massachusetts Department of Public Health

## Thank You!

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